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# ANNUAL REPORT

ON THE WORKING OF THE

## Payment of Wages Act, 1936

IN THE

### UNITED PROVINCES

*For the year 1939*

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*1939*

SUPERINTENDENT, PRINTING AND STATIONERY, A H A B A D :

1940

UNITED PROVINCES INDIA.

*(22)*

Price, 4 annas]

ANNUAL REPORT

OF THE

COMMISSIONER OF WAGES ACT, 1936

1937

UNITED PROVINCES

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## Annual Report on the Working of the Payment of Wages Act, 1936, in the United Provinces for the year 1939

### I—INTRODUCTION

(1) The Payment of Wages Act was enforced from 28th March, 1937, and may still be considered to be in its infancy—having been in force for about three years only. Within this short period the bulk of the employees have come to realize the benefits conferred by the Act and have fully begun to understand their rights, though as it appears, not their liabilities.

### II—STAFF

(2) The Inspecting staff consisted of the Chief Inspector, the 5 Inspectors and 1 Assistant Inspector of Factories. It may be pointed out that the 5 Inspectors of Factories are also Inspectors of Boilers under the Indian Boilers Act.

The *ex officio* Inspectors consisted of Director of Industries and Commerce, United Provinces, Deputy Director of Industries and Commerce, United Provinces, Divisional Superintendents of Industries, United Provinces, the Labour Officer, United Provinces, and all the I. C. S. and P. C. S. officers (Executive Branch) of not less than three years' standing, who are not city Magistrates or in-charge of sub-divisions or stipendiary Magistrates of not less than three years' standing.

The work in connexion with this Act has been carried out entirely by the Factory Inspection staff.

(3) The clerical staff consisted of only one clerk who had to look after the cases under the Payment of Wages Act besides his other duties in the factory office; this being hardly sufficient for the efficient and prompt execution of the work.

(4) The undersigned was incharge throughout the year.

### III—EXTENT AND APPLICATION

(5) Under section 1(5) of the Act the provisions of the Act were extended to all printing presses in the province wherein or within the precincts of which ten or more workers are working or were working on any day of the preceding 12 months, with or without the aid of power, *vide* notification no. 954/XVIII—839, dated the 24th March, 1939, and it is considered that a large number of such presses will be amenable to the Act.

(6) Under notification no. 3687/XVIII—522, dated the 21st August, 1939 (amendment to rule 18 of the United Provinces Payment of Wages Rules, 1936), it has since become mandatory upon all employers to furnish the returns irrespective of the fact that fines and deductions are imposed or not.

(7) The provisions of the Act were applicable to 616 factories excluding the premises declared as factories under section 5 of the Factories Act, 1934, and a few such concerns in which no payment of any kind is made to the workers employed therein. Such concerns include glass bangle grinding works of Ferozabad where the occupiers of the factories give their premises and grindstones on rent to the workers; and some technical institutions and trade schools where the students receive training, and no payment of any kind is made to the persons employed therein.

(8) Annual return forms were sent to 589 factories. Out of this 499 concerns furnished information. (Seventy-eight factories were closed).

(9) For the purpose of this Act the average total number of persons employed daily during the year in all industries was 145,292. The total amount of wages paid in all industries including deductions under clauses (d) to (j) of sub-section (2) of section 7 of the Act was Rs.2,54,84,534-15-3. Return I shows the wages paid in each industry.

#### IV—INSPECTIONS

(10) On account of the inadequacy of the inspecting staff a very small number of special inspections could be made in connexion with this additional legislation. Three hundred and forty-seven inspections were made during the year by regular inspectors of this department. The majority were combined inspections concerning not only the Payment of Wages Act, but Factories Act matters also. In many instances, however, special visits were made in connexion with complaints from the workers, and also to check up payments being made in time.

#### V—ADMINISTRATION

(11) *Responsibility for payment of wages, section 3*—In majority of the concerns the managers were responsible for the payment of wages to persons employed therein. Several cases came to the notice of the department in which the managers wanted to shake off their responsibility for the payment of wages on the plea that the contractors were responsible for the payment of wages on the due date; but the provisions of the Act were explained to them in this connexion, and no trouble has since been experienced.

(12) *Fixation of wage-period, section 4*—In the greater number of factories the wage-period was either a month or a fortnight. In a few cases, however, the wage-period was one week. The daily-paid worker still remains where the work is necessarily of a casual nature.

(13) *Time of payment of wages, section 5*—The provisions of this section were found to be generally well complied with. Such cases of delayed or irregular payment which came to notice of the Inspectorate and were of serious nature, were referred to the "Authority" for direction.

(14) *Deductions from wages, section 7*—Deductions were made during the year from wages of persons employed in the factories were chiefly under clause (e) of sub-section (2) of section 7 of the Act in respect of supply by the employers of amenities and services, under clause (i) in respect of subscription to Provident Funds and under clause (j) in respect of subscription to Co-operative Societies. Deductions for fines or loss of goods or for breach of contract were not made to any large extent, those made being confined to a small number of factories, and for small amounts.

Details are stated below :

The total number of cases of fines was .. .. .	48,476
The total amount of fines imposed was .. .. .	Rs. 5,494-6-9
The number of factories where fines were imposed .. .. .	50
The total number of cases of deductions for damage or loss was .. .. .	3,515
The total amount of deductions for damage or loss was .. .. .	,, 1,963-11-0
The number of factories where such deductions were made .. .. .	32
The total number of cases of breach of contract was .. .. .	319
The total amount of deductions for breach of contract was .. .. .	,, 1,670-6-9
The number of factories where such deductions were made .. .. .	6

Return I also gives the position concerning fines, etc. according to the returns submitted.

(15) In two cases where illegal deductions were made from the wages of the workers, the matter was referred to the "Authority" for direction as would appear from Return II.

(16) The details of deductions from wages authorized by Government in exercise of the powers conferred under clauses (i) and (j) of sub-section (2) of section 7 of the Act up to the end of the year under report, are given in appendices I and II respectively.

(17) *Fines. List of acts and omissions, section 8 and rules 10 and 11*—Under rule 10 several factories submitted list of acts and omissions for approval and applied for powers to impose fines. They were supplied with the copies of the approved lists of acts and omissions and purposes to which the fines could be disbursed. These are shown in appendices III and IV respectively.

## VI—REGISTERS

(18) *Register of fines. Rule 3*—So far as larger factories are concerned, general compliance with this rule was made. In smaller concerns where non-compliance of this rule was detected, immediate action was taken with good results; much however still remains to be done, as it is suspected that in many cases fines are imposed, but not shown in any register—the worker being shown to have received his full wages.

(19) *Register of wages.* Rule 5—In order to obviate the maintenance of multiple registers by factories, the register of workers maintained under section 41 of the Factories Act, 1934, has been accepted as register of wages provided the information required under this rule is incorporated therein.

(20) *Advance register.* Rule 17—This register was found maintained only in a few concerns. Others usually keeping the necessary records by means of vouchers.

#### VII—NOTICES

(21) *Display of wage-rates.* Rule 6A—This new amendment was made to the United Provinces Payment of Wages Rules, 1936, in the year under report, *vide* notification no. 1677/XVIII—697, dated the 28th March, 1939. Majority of the concerns, particularly smaller ones, were not aware of this new amendment, but during the course of inspections the provisions of this rule were thoroughly explained by the Inspectors on spot and a copy of this rule was also supplied by the department to all such factories.

The display of wage-rates causes a considerable amount of trouble in factories where different types of goods are manufactured and where each type consists of different operations and each different operation has a different rate. In these cases suitable arrangements were arrived at by the co-operation of all concerned.

Provisions of the Act regarding display of dates of payment of wages and abstracts of the Act, were fairly well complied with in general.

#### VIII—CLAIMS, APPEALS, ETC.

(22) *Application for direction before the " Authority "*—The following two cases shown as pending in the report for the year 1938 were disposed of as under :

(1) Delay in payment of wages—One application regarding delay in payment of wages was dismissed as the " Authority " remarked that the claim of the applicant was not covered by section 15(1) of the Payment of Wages Act in as much as it neither related to a claim arising out of deduction from the wages or delay in payment of wages.

(2) Illegal deductions—The other application in this connexion was also dismissed as the right for compensation was not established to the satisfaction of the " Authority " in as much as he could not grant compensation, though holding that the deductions were definitely illegal, or order refund of the deductions as there were no claimants for the same.

(23) The following four applications, one in connexion with the illegal deductions from wages and three regarding delay in



ment of wages were filed before the "Authority" during the year under report and were disposed of as under :

(1) Illegal deductions—One application was dismissed with the same remarks as stated above relating to the case for the year 1938.

(2) Delay in payment—

(a) one application was withdrawn as the paymaster responsible died prior to the enquiry.

(b) On one application a sum of Rs.560-15-9 as wages and Rs.10 as compensation was awarded for 7 workers.

(c) On one application a sum of Rs.302-12 was allowed as compensation for 1,067 workers.

The details for the above are given in Return II appended to the report.

(24) *Application for prosecution before the "Authority"*—In one case as described in clause 2(b) of the foregoing paragraph the "Authority" instead of sanctioning the application for prosecution fined the Manager Rs.25 at the time of giving direction. In one case as detailed heretofore in clause (c) sanction for an application was refused.

(25) *Appeals*—Only one appeal (*vide* Return II) was preferred during the year against the orders of the "Authority" respecting the case narrated in clause 2(b) under the heading "Delay in payment". The appeal was accepted with the result that the orders of the lower court were set aside and the petition for the delayed wages was dismissed and the appellant was allowed his cost of both the courts from the respondent.

#### IX—COMPLAINTS

(26) One hundred complaints relating to the non-payment of wages or delayed payment of wages or illegal deductions were received during the year. All complaints—even anonymous ones—were investigated by the department. Although the workers of the smaller concerns were the principal complainants, those of certain larger concerns had justifiable grievances too. In many cases, however, complaints after investigations were unfortunately found to be fictitious and made out of sheer malice, thus throwing added and unnecessary work on this department. The greater number of complaints were settled without reference to judicial authorities.

#### X—GENERAL ADMINISTRATIVE RESULTS

(27) This Act has proved a great boon to the workers. It is not, however, easy to administer the provisions of the Act as they are at present and several changes appear to be necessary, as it has proved to be rather controversial in many ways.

The interpretation of the term "wages" still appears to be in dispute. In the early part of the year under report a circular regarding

incorporation of bonus in wages and deducting of two days' pay, if a worker is absent on Saturday or Monday or prior or subsequent to a regular weekly holiday, was issued to all the factories subject to the Act. This gave rise to considerable amount of controversy, especially with regard to "bonus" being considered part of "wages".

The matter was referred to Government, and their final orders are still awaited on one part of the circular; the view held by the department being confirmed for the rest of the circular.

(28) Another source of controversy is as to who is responsible for the payment of wages if an employer and the paymaster dies or absconds? Who is responsible for payment to contractors' men under the same circumstances?

The following difficulties have arisen during the course of the year under report and point to the necessity of suitably amending the Act.

The procedure to obtain conviction of guilty parties in cases of delayed payments or illegal deductions is too elaborate and cumbersome, and requires to be modified, at least as far as complaints from the Inspectorate are concerned, and powers of direct prosecution of the guilty party should be given (as is done under the Factories Act) as soon as the guilt is established to the satisfaction of the Inspectorate. The existing procedure may, however, be retained in the case of complaints direct or through a recognized trade union, so as to safeguard the employers from unnecessary harassment.

There should be a provision in section 17 giving the Inspectors the powers to appeal.

The difficulty of getting evidence—admissible in a court of law—in cases where workers themselves are not prepared to stand by their rights, will continue to be an obstacle as it has been with regard to establishing offences of illegal working, other than those actually detected by an Inspector.

It is thought feasible that the refund of wages and compensation not claimed by the workers can go to a common fund like the fine fund.

(29) In regard to fines, it may be said that the Act has had the salutary effect of reducing the practice of fining considerably.

The beneficial purposes to which the fine funds have been applied are given in the report, *vide* Appendix IV.

Rather than impose fines at the rate allowed by section 8, many employers prefer not to levy fines at all. On the other hand, it must also be pointed out that many employees knowing that they cannot be fined except as laid down under section 8, have become rather negligent and careless; and relief should in some way be afforded to the employer for his loss due to the carelessness or neglect of the worker.

(30) This report does not include statistics in respect of Railway factories, as they are required to submit their returns to the Supervisor of Railway Labour.

(31) The Inspectors have devoted considerable time and attention to explaining the main provisions of the Act and the Rules. This has considerably helped in removing the difficulties of the employers.

(32) The work in this section of the office has increased beyond all expectations, in view of the fact that the Act is becoming increasingly known by the workers and their privileges better understood. Due to the extension of the provisions of the Act to all the printing presses in the province employing 10 or more workers and working with or without the aid of power, it is expected that a very large number of such presses will be subject to the Act and office work will still further tend to increase.

I am pleased to have this opportunity of recording my appreciation of the work done by the Inspectorate and the clerk for this section, who have both worked well. Having only one "part-time" clerk for this work has meant long hours ; but it is hoped to afford relief shortly in this direction.

K. K. BATLIVALA,  
*Chief Inspector of Factories and Boilers,  
United Provinces.*

## APPENDIX I

*Approval of Provident Funds under clause (i) of sub-section (2) of section 7 of the Act during the year 1939*

Government notification number and date	Name of fund	Conditions attached	Remarks
No. 1127/XVIII—D, dated the 3rd April, 1939.	1. Gita Press, Gorakhpur Provident Fund.		
No. 6075/XVIII—127(1), dated the 1st November, 1939.	2. The Tobacco Manufacturers (India), Ltd., Provident Fund, Saharanpur.		

## APPENDIX II

*Approvals of Co-operative Societies under clause (j) of sub-section (2) of section 7 of the Act during the year 1939*

Government notification number and date	Name of Co-operative Societies	Conditions attached
No. 3828/XVIII—359 (L), dated the 27th July, 1939.	1. Cawnpore Textiles Co-operative Society, Ltd., Cawnpore.	(a) No deductions shall be made from wages at the instance of Co-operative Societies without the written authority and consent of the employee concerned. Such authority and consent may be given once generally and will not be required on each occasion a deduction is made.
No. 4131/XVIII—347 (L), dated the 3rd August, 1939.	2. The Cawnpore Electric Supply Corporation Co-operative Society, Ltd., Cawnpore.	(b) Deduction under the heads "Repayment of loans with interest" and "Recovery of the price for stores issued to the members of a Co-operative Society on credit" should be limited in either case to 50 per cent. of the wages of the employees and to 75 per cent. for both these purposes together, i.e. when deductions are being made from one member for both purposes.
		(c) The limits of deductions referred to above will not apply to shares of Co-operative Credit Societies purchased by the employee, voluntary deposits and subscriptions to Mutual Retirement Funds, Mutual Benefit Funds or Death Benefit Funds of approved Societies.

### APPENDIX III

In exercise of the powers conferred by sub-section (1) of section 8 of the Payment of Wages Act, 1936, read with rule 9 of the United Provinces Payment of Wages Rules, 1936, the following list of acts and omissions in respect of which fines may be imposed on persons employed in factories in the United Provinces is approved, subject to the conditions and limitations prescribed by sub-sections (2) to (7) of section 8 of the said Act :

#### *List of Acts and Omissions*

(1) Late attendance and absence from duty without leave without sufficient cause.

(2) Damage to an employer's goods and property caused by neglect, careless conduct or wilful destruction on the part of an employed person.

(3) Insubordination, malingering, deliberate delaying of production and disobedience of orders.

(4) Failure to wear tight-fitting clothing provided by the Management or to observe safety instructions, unauthorized removal or damage to machinery guards, fencing and other safety devices.

(5) Conduct on part of an employed person tending to cause a breach of the peace and conduct which endangers the lives or safety of other persons in the factory.

(6) Expectorating or otherwise committing a nuisance on the factory premises.

(7) Breach of any rules or instructions for the maintenance and running of any department and maintaining its cleanliness.

(8) Theft, fraud or dishonesty.

(9) Sleeping on duty and smoking in prohibited places.

APPENDIX IV

In exercise of the powers conferred by sub-section (8) of section 8 of the Payment of Wages Act, 1936, read with rule 9 of the United Provinces Payment of Wages Rules, 1936, the following purposes to which the proceeds realized from fines may be applied are approved, subject to the same being supplied free :

- (1) Medicines.
- (2) Medical attention.
- (3) House accommodation.
- (4) Educational facilities.
- (5) Recreational facilities.

(6) Any other welfare work that may be approved in writing by the Chief Inspector of Factories, United Provinces:

Provided that the proceeds from fines shall not be used for the purpose of providing any of the requirements specified by the Factories Act or Rules made thereunder, including first-aid appliances and tight-fitting clothing prescribed by rules 23 and 73 respectively of the United Provinces Factories Rules.

## RETURN I

*Statement showing the amount of wages paid to the persons employed and of deductions made during the calendar year, 1939*

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (d) to (j) of subsection (2) of section 7 of the Act, but no other deductions	Deductions on account of—			
			Fines	Damage or loss	Breach of contract	Total
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
<b>I—GOVERNMENT AND LOCAL FUND FACTORIES</b>						
Army clothing .. .. .	1,759	6,98,022 0 0	52 5 0	1 8 0	..	53 13 0
Breweries and distilleries .. .. .	..	..	..	..	..	..
Brick and tiles .. .. .	..	..	..	..	..	..
Carpentry .. .. .	223	41,008 9 0	..	..	..	..
Cotton mills .. .. .	99	1,116 0 0	..	..	..	..
Dockyards .. .. .	..	..	..	..	..	..
Electrical engineering .. .. .	..	..	..	..	..	..
Engineering (general) .. .. .	466	69,681 6 0	2 12 0	..	..	2 12 0
Foundaries .. .. .	..	..	..	..	..	..
Gas works .. .. .	..	..	..	..	..	..



Jute mills	..	..	..	..	..	..	..	..	..	..
Leather and shoes	..	..	..	..	..	..	..	..	..	..
Mints	..	..	..	..	..	..	..	..	..	..
Ordnance factories	..	..	..	4,691	10,22,677	1 4	13 0 6	..	..	13 0 6
Printing presses	..	..	..	1,784	6,05,148	8 0	24 5 0	..	..	24 5 0
Saw mills	..	..	..	40	19,263	0 0	..	1 0 0	..	1 0 0
Stone dressing	..	..	..	..	..	..	..	..	..	..
Tanneries	..	..	..	..	..	..	..	..	..	..
Telegraphs	..	..	..	..	..	..	..	..	..	..
Water-pumping station	..	..	..	714	1,35,263	14 0	0 9 0	..	..	0 9 0
Woollen mills	..	..	..	..	..	..	..	..	..	..
Miscellaneous	..	..	..	938	93,201	4 9	..	..	..	..
<b>Total</b>			..	10,714	26,85,381	11 1	92 15 6	2 8 0	..	95 7 6
<i>Seasonal Group</i>										
Forage presses	..	..	..	615	81,311	7 3	..	..	..	..
Miscellaneous	..	..	..	161	7,950	13 0	..	..	..	..
<b>Total</b>			..	776	89,262	4 3	..	..	..	..

RETURN I—(contd.).

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (d) to (j) of sub-section (2) of section 7 of the Act, but no other deductions	Deductions on account of—			
			Fines	Damage or loss	Breach of contract	Total
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
<b>II—ALL OTHER FACTORIES</b>						
Textile—						
Cotton (Spinning, weaving and other) factories	41,544	1,12,35,274 14 0	4,709 4 9	1,746 13 0	1,180 8 9	7,636 10 6
Hosiery .. .. .	487	1,03,277 2 3	..	4 9 0	..	4 9 0
Jute mills .. .. .	5,775	8,58,771 9 6	339 6 9	35 5 0	..	374 11 9
Silk mills .. .. .	24	3,526 15 0	2 0 0	..	..	2 0 0
Woollen mills .. .. .	2,362	5,94,684 12 9	4 0 0	1 0 0	..	5 0 0
Miscellaneous .. .. .	197	17,374 5 3	..	..	..	..
<b>Total</b> .. .. .	<b>50,389</b>	<b>1,28,12,909 10 9</b>	<b>5,054 11 6</b>	<b>1,787 11 0</b>	<b>1,180 8 9</b>	<b>8,022 15 3</b>
Engineering—						
Coach-building and motor-car repairing .. .. .	253	72,104 9 6	4 3 0	34 10 0	..	38 13 0
Electrical engineering .. .. .	19	1,016 0 9	..	..	..	..

( 14 )

Electrical generating and transforming stations	1,543	4,75,359	8	3	..	..	..	..
General engineering .. .. .	992	1,94,494	13	0	..	..	..	..
Kerosene tinning and packing .. .. .	..	..	..	..	..	..	..	..
Metal stamping .. .. .	45	9,598	6	3	..	..	..	..
Ship-building and engineering .. .. .	..	..	..	..	..	..	..	..
Steel trunk, lock and cutlery .. .. .	846	1,20,814	2	3	199	2	6	199 2 6
Tramway works .. .. .	..	..	..	..	..	..	..	..
Miscellaneous .. .. .	220	40,622	14	3	1	15	0	1 15 0
<b>Total</b> ..	<b>3,918</b>	<b>9,14,010</b>	<b>6</b>	<b>3</b>	<b>205</b>	<b>4</b>	<b>6</b>	<b>34 10 0</b> ..
<b>Minerals and metals—</b>								
Foundaries .. .. .	462	69,132	13	3	..	..	..	..
Copper smelting .. .. .	..	..	..	..	..	..	..	..
Iron and steel smelting and steel rolling mills	349	46,890	6	6	..	..	..	..
Lead smelting and lead rolling mills .. .. .	..	..	..	..	..	..	..	..
Mica .. .. .	..	..	..	..	..	..	..	..
Petroleum refineries .. .. .	..	..	..	..	..	..	..	..
Miscellaneous .. .. .	52	7,810	7	9	..	..	..	..
<b>Total</b> ..	<b>863</b>	<b>1,23,833</b>	<b>11</b>	<b>6</b>	..	..	..	..

RETURN I—(continued)

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (d) to (j) of sub-section (2) of section 7 of the Act, but no other deduction	Deductions on account of—			
			Fines	Damage or loss	Breach of contract	Total
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Food, drink and tobacco—						
Bakeries, biscuit and confectionery .. ..	..	..	..	..	..	..
Breweries and distilleries .. ..	190	28,727 1 9	..	..	..	..
Dairy produce .. ..	68	15,922 0 0	2 4 0	..	..	2 4 0
Flour mills .. ..	930	1,67,839 1 9	..	..	..	..
Food canning and bottling .. ..	..	..	..	..	..	..
Ice and aerated waters .. ..	88	21,265 10 9	..	..	..	..
Rice mills .. ..	617	52,728 9 0	..	..	..	..
Sugar .. ..	2,028	1,20,250 10 3	1 4 0	..	..	1 4 0
Tobacco .. ..	995	2,58,837 11 9	1 13 0	2 2 0	..	3 15 0
Water-pumping stations .. ..	..	..	..	..	..	..
Miscellaneous .. ..	604	1,26,522 6 0	7 1 0	..	..	7 1 0
<b>Total</b> .. ..	<b>5,520</b>	<b>7,92,093 3 3</b>	<b>12 6 0</b>	<b>2 2 0</b>	<b>..</b>	<b>14 8 0</b>

Chemicals, dyes, etc. —

Bone and manures .. .. .	520	46,885 3 3	..	..	..	..
Chemicals .. .. .	181	31,925 13 0	2 7 6	0 4 0	..	2 11 6
Dyeing and bleaching .. .. .	176	16,730 3 3	..	..	..	..
Gas works.. .. .	82	19,182 12 0	..	..	..	..
Lac .. .. .	..	..	..	..	..	..
Matches .. .. .	1,067	2,21,106 12 6	..	..	..	..
Oil mills .. .. .	3,033	4,24,544 5 0	8 7 6	6 0 0	..	14 7 6
Paints .. .. .	..	..	..	..	..	..
Soaps .. .. .	16	3,923 3 9	..	..	..	..
Turpentine and rosin .. .. .	207	36,329 8 3	1 13 0	0 4 6	..	2 1 6
Miscellaneous .. .. .	160	32,563 6 3	..	..	..	..
<b>Total .. .. .</b>	<b>5,442</b>	<b>8,33,191 3 3</b>	<b>12 12 0</b>	<b>6 8 6</b>	<b>..</b>	<b>19 4 6</b>
<b>Paper and printing—</b>						
Paper mills .. .. .	1,397	2,76,323 14 9	7 15 0	..	..	7 15 0
Paper pulp .. .. .	..	..	..	..	..	..
Printing, book-binding, etc. .. .. .	2,500	5,30,579 1 0	6 5 0	9 4 0	450 6 0	465 15 0
Miscellaneous .. .. .	42	5,851 8 0	..	..	..	..
<b>Total .. .. .</b>	<b>3,939</b>	<b>8,12,754 7 9</b>	<b>14 4 0</b>	<b>9 4 0</b>	<b>450 6 0</b>	<b>473 14 0</b>

RETURN—(continued)

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (d) to (j) of sub-section (2) of section 7 of the Act, but no other deductions	Deductions on account of—				
			Fines	Damage or loss	Breach of contract	Total	
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Process relating to wood, stone and glass—							
Brick and tiles .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Carpentry and " Cabinet " making .. .. .	327	49,760 9 0	2 4 0	.. .. .	.. .. .	2 4 0	.. .. .
Cement, line and potteries .. .. .	26	2,088 13 6	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Glass .. .. .	3,097	4,35,111 1 6	3 13 0	.. .. .	1 0 0	4 13 0	.. .. .
Saw mills .. .. .	21	3,839 10 6	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Stone dressing .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Miscellaneous .. .. .	658	94,679 6 6	2 3 6	1 5 9	.. .. .	3 9 3	.. .. .
Total .. .. .	4,129	5,85,479 9 0	8 4 6	1 5 9	1 0 0	10 10 3	.. .. .
Processes connected with skins and hides—							
Leather and shoes .. .. .	2,655	7,04,080 10 3	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Tanneries .. .. .	1,730	3,01,796 9 6	16 9 0	.. .. .	.. .. .	16 9 0	.. .. .
Miscellaneous .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Total .. .. .	4,385	10,05,877 3 9	16 9 0	.. .. .	.. .. .	16 9 0	.. .. .

## Gins and presses—

Cotton ginning and baling	..	..	6,117	70,570	4	6	..	..	..	..
Jute presses	..	..	..	..	..	..	..	..	..	..
Miscellaneous	..	..	..	..	..	..	..	..	..	..
Total	..	..	6,117	70,570	4	6	..	..	..	..
Miscellaneous										
Brushes	..	..	201	47,633	8	3	..	..	..	..
Canvas proofing	..	..	..	..	..	..	..	..	..	..
Fodder	..	..	..	..	..	..	..	..	..	..
Gramophone records	..	..	..	..	..	..	..	..	..	..
Laundries	..	..	..	..	..	..	..	..	..	..
Reeds and combs	..	..	..	..	..	..	..	..	..	..
Rope works	..	..	..	..	..	..	..	..	..	..
Rubber goods	..	..	..	..	..	..	..	..	..	..
Miscellaneous	..	..	165	4,145	7	3	..	..	..	..
Total	..	..	366	51,778	15	6	..	..	..	..

RETURN I—(concluded.)

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (d) to (j) of sub-section (2) of section 7 of the Act, but no other deductions	Deductions on account of—			
			Fines	Damage of loss	Breach of contract	Total
SEASONAL GROUP		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Food, drink and tobacco—						
Coffee .. .. .	..	..	..	..	..	..
Sugar .. .. .	42,500	44,17,036 3 0	77 3 9	119 9 9	38 8 0	235 5 6
Tea .. .. .	738	58,093 8 5	..	..	..	..
Miscellaneous .. .. .	..	..	..	..	..	..
Total .. .. .	43,238	44,75,129 11 5	77 3 9	119 9 9	38 8 0	235 5 6





RETURN II—CASES BEFORE THE AUTHORITY

Claims arising out of deductions from and payment of wages during the calendar year 1939

Nature of claim	Pending at beginning of year	Insti-tuted during the year	Total amount claimed in cases in columns 2 and 3 in respect of wages and deductions, but not com-pensation	Number of claims allowed	Amount allowed		Number of claims		Vexatious or malicious applications		Number of cases pending at the end of the year	Number of appeals
					Wages	Com-pensation	Dis-missed	With-drawn	Number of cases in which penalty imposed	Amount of penalty		
1	2	3	4	5	6	7	8	9	10	11	12	13
			Rs. a. p.		Rs. a. p.	Rs. a. p.						
Deudetion ..	1	1	..		..	..	2(a)	..	..	..	..	..
Delay in payment ..	1	3	560 15 9	2(b)	560 15 9	312 12 0	1	1(c)	..	..	..	1

NOTE—Enter as a footnote for columns 2 and 3 the total number of claimants distinguishing between single claimants and persons claiming as members of an unpaid group.

(a) Both the applications were rejected due to defect in the Act, as held by the trying Magistrate.

(b) On one application a sum of Rs.560-15-9 as wages and Rs.10 as compensation was allowed for 7 persons and on the other application Rs.302-12 were allowed only as compensation for 1,067 persons for the delay in payment.

(c) One application was withdrawn as the paymaster died.

RETURN III  
CONVICTIONS  
(Calendar Year 1939)

Number of convictions during the year for offences relating to—

Payment of wages	Deductions from wages	Notices, registers and returns	Total	Remarks
1	2	3	4	5
1	..	..	1	Manager fined Rs.25.

