

are Indians or Europeans, and in the staff grades the great majority are English. Quite recently the Company has intensified the policy of "Iranianisation" which is provided for in the Company's Concession, and a number of Persians have been appointed to headships of departments, and a Persian has been made an Assistant General Manager of the Company. This policy is to be carried still further in the future, and it is hoped that it will be possible to dispense with a number of Indian employees (whose presence is a source of irritation to the Persians) as Persians are trained to undertake their work.

Conditions of Employment.

Conditions of employment under the Company compare very favourably with those of industrial workers in Persia. Hours of employment are 44½ in the winter and 43½ in the summer compared with the 48-hour week prescribed by the new Labour Law. The wage structure has undergone considerable modification during the past year. During the war inflation was rampant in Persia and, in the absence of any real attempt at Government control, the Company endeavoured to mitigate its evil effects and to stabilise its own structure by subsidising foodstuffs and by the issue of free rations of certain essential commodities such as, tea, sugar and flour. In June 1946 it was decided to "encash" the value of these free and subsidised commodities and the minimum money wage was therefore raised from 16 rials to 35 rials per day - the Company still insisting that essential commodities could be obtained through its own shops at reasonable prices. As a result of the July strike the minimum wage of 35 rials per day, and all other wages, were made payable on a 7-day basis as opposed to the 6-day basis which had been primarily employed. Under the new minimum wage law the figure of 35 rials per day for Khuzistan has been raised to 40 rials.

In addition the Company has a system of gratuities for long and faithful service. We were shown a record of the

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