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Thursday, 6th December 1928

Thursday, the 6th December 1923.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHATA

MR. KAMAT.

MR. BAKHALE :—In dealing with the 17 demands as presented by the Joint-Strike Committee, I am rather at a disadvantage, in that I was not present here when these demands were formulated. I therefore propose to speak generally on these demands, and if there is any point that our side would like to stress, that work will be done either by Mr. Asavale or Mr. Dange by way of supplementary statements.

The Joint-Strike Committee presented the 17 demands when the strike was on, out of which demands Nos. 6, 15 and 16 have been substantially granted by the Bombay Millowners' Association, when they published their answer to the demands of the Joint-Strike Committee. Demand No. 6 says :—

“ Notices in vernacular showing the rates of piecework in detail should be posted in the departments for the information of the workers.”

To this the Millowners' Association say :—

“ The Committee of the Association agree to notices in vernacular being put up as desired.”

I do not propose to deal with this point any further beyond saying that instead of “ vernacular ” it should be “ vernaculars,” because in more than one mill there are some people who know Marathi and there are some who know Urdu. I would rather emphasise the point that the notices should be put up in the vernaculars so that they would be understood by the workers in that particular mill.

THE CHAIRMAN :—That would, I suppose, mean Marathi and Urdu.

MR. STONES :—Is it contemplated that where we have employees with Malayalam, Telugu or Tamil as their vernacular, the notices should be in those languages also ?

MR. ASAVALE :—They can understand Marathi.

MR. STONES :—You do not want them in Urdu where no Mahomedans are employed ?

MR. BAKHALE :—The point is that the notices should be put up for the purpose of their being understood by the workers.

MR. STONES :—That means in the vernaculars which the employees understand.

MR. BAKHALE :—In one mill there may be no Mahomedans but in another mill there may be a large number of Mahomedans who understand one language, and I think it would be in the interest of the mills as well as in the interest of the workers that that language is adopted for putting up notices.

MR. KHAREGHAT :—What is the language of the Kamathis ?

MR. ASVALE :—Telugu.

MR. STONES :—There are no mills with anything like a preponderating number of Kamathi employees. In the whole of the Parel district there may be 20 Telugu speaking people.

MR. ASVALE :—In the Currimbhoy group there are many of them.

MR. STONES :—We agree substantially to the request.

MR. BAKHALE :—In the same demand we have said that the notices should show the rates of piecework in detail. We shall have to consider what these details should be. In dealing with the allowances in the weaving section, the point arose when Mr. Saklatvala referred to the particulars clause in the English factories and in the Factories Act. I do not know whether the Millowners want to furnish the information that we ask for in the notice on the lines of the particulars clause in England, or whether they want to adopt some other method. For the information of the Committee, I would read out 4 or 5 clauses in that particulars clause in England. It is on page 78 of the Uniform List of Prices for weaving plains, fancies, etc., 1924 edition. They are :—

- (1) Width of reed space measured from the fork grate on one side to the back board on the other.
- (2) Width of cloth on the counter.
- (3) Counts of reed or number of threads per inch, two in a dent or opening, and where there are less or more than two in a dent it should be stated as follows, always giving the number of threads in each dent first—

One in a dent, 1/50 ; three in a dent, 3/53, &c.

- (4) Actual picks, or wheel and dividend, or when Pickles' or other similar taking-up motions are used, the number of teeth to a pick, or pick per tooth, should be given in place of dividend ;

whenever actual pick is given neither wheel nor dividend is necessary ; and when using Whittaker's taking-up motion it is best this should be done.

- (5) Length of cloth, care being taken to describe the length of stick if different to 36 inches.
- (6) When using twist 28's or coarser, or weft below 40's or above 100's, the actual counts should be given, but when using any other counts they may be described as medium.
- (7) The piecework price.

MR. STONES :—The idea underlying the particulars clause is that every item which is necessary for the compilation of the wage is available to the worker. In our case, we should not want to give those as stated there. If the standardised rate is adopted, we should have to give the factors in every cloth that go to make up that price. If it is drop box sort, we should have to specify whether it is 2, 3 or 4 shuttle drop box. Every item that is necessary for the compilation of the wage would have to be put down, whether universal weft is to be used, or 4 or 6 inch pirns to be used. All those particulars would be necessary ; where there is an item that affects the price it would have to be included.

MR. BAKHALE :—I was just driving to that point. I was saying that it may not be necessary for us to give exactly the same particulars which obtain in the particulars clause in England. The point that I was making, and it has been agreed to by Mr. Stones, is that each and every particular that goes to the calculation of the rates and wages should find a place in the notice.

THE CHAIRMAN :—In the English Act what is laid is down in the section is that the basis and conditions by which the prices are regulated are to be exhibited.

MR. STONES :—It would be the same here, but they would be different particulars, if the standard list is adopted, from what it would be in England, as, for the sake of simplicity, certain factors have been left out.

MR. BAKHALE :—Demand No. 15 is as follows :—

“ All the rules that are usually posted in the mill or department should be standardised by the Millowners' Association so that they shall be uniform in all the mills. That none of these rules or regulations shall be such as may deprive the workers of their rights conferred on them by the existing law, goes without saying.”

The reply of the Millowners' Association to that is :—

"The Committee agree that the rules posted in the mills should be standardised and these have already been formulated and will be published in due course."

I think, when we come to discuss those rules, we might take up this demand. It is not necessary to discuss it now and again afterwards.

MR. STONES:—Whatever rules are standardised, it is agreed that we post them; but what are the exact rules to be standardised is a matter for consideration by the committee later.

MR. BAKHALE:—We shall deal with it afterwards.

Demand No. 16 is as follows:—

"Employment in the Weaving Department of the mills should be opened to members of the so-called 'depressed classes.'"

To that the Millowners' Association have replied as follows:—

"Neither the Association or the employers individually have objected to members of the depressed classes working in any department of the mills including weaving. On the contrary, the objection has come from the workers themselves."

That point has been met by the Millowners' Association.

I shall now take the demands one by one. The 1st one is as follows:—

"The present practices resorted to by some millowners which result in the reduction of wages shall be stopped, and reductions and altered conditions already effected since 1925 shall be restored."

The reply of the Association to this demand is:—

"As regards this point, in absence of the details of the alleged practices, it is not possible to give any definite reply. The Association will deal with the matter if definite information is supplied."

After this, Mr. Joshi had written a letter to the Government of Bombay, in which he gave the names of several varieties in different mills and the reduction that had taken place on those varieties. A copy of that letter was subsequently sent to or was secured by the Millowners' Association, and they had prepared a detailed reply to the statements that were then made. Those replies are published in the statement submitted to the Committee by the Millowners' Association (page 30 of the statement). Taking the replies as given by the individual mills in reply to the millowners' questions, I should like to say.....

MR. KHAREGHAT:—We have not got Mr. Joshi's letter.

MR. BAKHALE :—It is reproduced ; not exactly the letter, but the sorts on which Mr. Joshi alleged reductions had taken place. They will be found on page 30 of the Statement of the Millowners' Association.

MR. KHAREGHAT :—You have not got a copy of Mr. Joshi's letters?

MR. BAKHALE :—I am sorry I did not bring that letter, and it is not with me just now. I do not think there is anything special in the letter, but if it is necessary, for the information of the Committee, I shall submit it to-morrow.

Taking the information as supplied by the individual mills, we find that there are at least 7 mills which have agreed that they did make reductions on certain varieties. Take, for instance, the Madhavji Dharamsey mills (page 32 of the statement). They have given some sorts, and we find that the reductions had taken place on 6 varieties. There is also a remark by the mills as follow :—

“ We further propose to make a reduction of about 2½ pies in Jacquard and Dobby Chadars and half a pie in Blankets.”

In addition to that, I may point out that in the Annual Report of the Bombay Textile Labour Union, for the period from 1st January 1926 to 31st December 1926, we have stated :—

“ In the Madhavji Dharamsey Mill, the jobbers' wages were reduced by 4 per cent. Although the Union did not succeed at the time to get the cut restored, it understands that after some time the jobbers began to get Rs. 15/- each more for every Rs. 54/- of their wages.”

That is to say, they first cut the jobbers' wages by 4 per cent., and then we made a representation. The jobbers went on strike. We failed to get the cut restored. But after some time the mill by some arbitrary method decided that the jobbers should get Rs. 15/- extra on every Rs. 54/- of wages, that is to say, if he got Rs. 108/-, his wage would come to Rs. 30/- extra. Even then the jobber did not succeed in getting the original wage and there was still a reduction to a certain extent.

THE CHAIRMAN :—Rs. 15/- on Rs. 54/- would be more than 4 per cent.

MR. BAKHALE :—Even now that practice has been discontinued. If my information is wrong, I would like the committee to make enquiries into the matter.

THE CHAIRMAN :—But jobbers are outside the scheme.

MR. STONES :—There are line jobbers, and they are inside the scheme.

MR. KHAREGHAT :—This reduction was made before 1927 ?

MR. BAKHALE :—This was done in 1926.

MR. KHAREGHAT :—I think we are confusing the issue.

MR. STONES :—There are two reductions in this mill. The one referred to here is a reduction in the pay of the line jobbers. But there was another reduction, which was the subject of the strike at this mill, and was subsequent to this. It was in January 1927, if my dates are correct. There was a weavers' strike early this year. The two things are separate. The one that Mr. Bakhale has referred to relates to the jobbers who were reduced prior to 1928, as has appeared in their report. The next one, dealt with in the millowners' list is a reduction made in February this year, on which there was a strike, and on which a settlement was come to with the union. This reduction is admitted. There was a strike and a settlement on that strike. This particular mill has been before the Committee on the same question. They wanted to pay instead of the rates of March 1927, the rates that they had agreed to pay in association with the union, and your ruling, Sir, was that as this mill was not specified as an exception, although they had agreed to some settlement with the union, they must pay the March 1927 rates as agreed to. There was a general strike, a settlement was arrived at on these rates, and the rates were accepted by the union. I am prepared to admit that they did not accept them willingly. In connection with this I might mention that these rates were sent up to me, as I was then Deputy Chairman of the Millowners' Association. The complaint came from the union, and we thought the matter ought to be looked into. We met Mr. Bakhale in this connection, and I personally checked up the wages and rates being paid at the Madhavji Dharamsey Mills, and we were compelled to agree with the contention of the mill that they were paying much higher rates than the majority of the mills in the surrounding district. The mills definitely stated that there was a cut, and there was a strike on the cut, and it was settled on that basis.

MR. BAKHALE :—I am talking about the jobbers' strike and the reduction in their wages, because we have stated in demand No. 1 that reductions and altered conditions already effected since 1925 shall be restored. This strike took place in 1926, and I think I was perfectly within my limits in pointing out that the jobbers' pay had been reduced in the Madhavji Dharamsey mills by 4 per cent.

MR. STONES :—Our point is that we have had no notice of this, and therefore it has not been gone into by the millowners. It has never been brought to our notice until now when it was mentioned by Mr. Bakhale.

THE CHAIRMAN :—If the standardisation scheme is accepted, these arbitrary reduction would be unauthorised in future.

MR. BAKHALE :—I admit it. Then on pages 32 and 33 of the Statement, there is the complaint regarding the Manockji Petit Mills. They have also admitted that the rates on towels had been reduced. There is also the following remark in para 1 of the remarks by the mills :—

“ With increase of efficiency in the sort thereafter by nearly 18 per cent., the rate was changed from 9 pies to 7 pies ”.

We have been saying all along that whenever the workers show a tendency to show an increase in efficiency there is a corresponding tendency on the part of the employers to cut down wages, and this statement of ours has been substantially accepted by the statement of the management of the Manockji Petit mills which I have just quoted.

Coming to the Simplex mills, on pages 36 and 37 of the Statement of the Millowners' Association, the manager of the mills has admitted that the rates on 4 sorts at any rate have been reduced, (Para 2 of the statement on page 37). But the first point that I should like to emphasise is that the information supplied as regards the Simplex mills is supplied by the agents and not by the manager directly, and the agents have supplied the information on the strength of such information as the manager of the mills could supply to the agents themselves.

MR. STONES :—Do I take it that you charge the agents with not enquiring into it personally ?

MR. BAKHALE :—I am coming to that. Since the foundation of our union in 1926 we are fairly in close touch with the Simplex mill affairs, and I charge the manager, here and quite openly, with supplying information which is either misleading or wrong ; whether he does it deliberately or not, I am not in a position to say, but I can say this much that he always, more often than not, supplies information which is either inaccurate or misleading or beside the point. The gentleman had been before the Committee and I think they have got some idea about the manager of the Simplex mills. I can give another instance from the Simplex mills.

MR. KHAREGHAT :—Do you mean Mr. Ardshir ?

MR. STONES :—He is the gentleman who was examined on standardisation on Thursday last ; he was the gentleman who is to prepare for the committee a sort of general average rate on longcloth shirtings.

MR. BAKHALE :—I can give one more instance about the wage cut in the case of Simplex Mills. I have just handed over to you, Sir, a statement prepared by Mr. Joshi, Mr. Ginwalla and myself at the time of the general strike in Bombay. On page 10, paragraph 22 of the statement you will find the following information.

" We give below one more typical case of how the workers' wages are tampered with. We have a case of a jobber—and this case is applicable to most of the weaving jobbers of that mill—who used to get Re. 0-8-6 per 100 lbs. of cloth produced by his workers. His wages including the allowance amounted to Rs. 140/-, but he was first offered Rs. 90-4-0 only and then Rs. 100/-. He thus lost Rs. 40/-. The case was represented to the manager and the Agents replied on his behalf. After pointing out that the looms in that jobber's department were running entirely on Khadi and other grey cloth, the Agents said that " it would be manifestly unfair to pay these men at the same rate per hundred pounds as is paid to the line jobbers in the large shed who are mostly on fancy cloths." In such a case the different rates should have been fixed for fancy and other jobbers; but 'one cannot' say the agents 'equally assort the cloth among each jobbers as the looms are an odd lot of varying widths.' In other words the Agents do not mind the workers suffering even though they cannot be held responsible for the lay out of the mill machinery. But the sting is in the tail. "It appears" conclude the Agents, that the manager has been in the habit of equalising and averaging the jobber's pay. Some jobbers have received less than their calculated pay while on the other hand more jobbers have had their calculated pay increased. It seems a very unconventional way of doing things, I must admit; but apparently it has worked out justly, otherwise other jobbers would have complained." The enquiries made by the Bombay Textile Labour Union did not bear out the Agent's statement that "more jobbers have had their calculated pay increased" a statement based on the information of the Manager; and the Union knows it as a matter of fact that the other jobbers did complain but did not carry the matter to a breaking point for fear of victimization."

We have got here a clear case in which the agents themselves have admitted the cut in wages.

THE CHAIRMAN :—This is an argument pertinent to standardisation.

MR. BAKHALE :—We are discussing demand No. 1. Under that demand I am entitled to point out how wage reduction has taken place.

THE CHAIRMAN :—We cannot go and enquire into each of these cases.

MR. BAKHALE :—In the case of the Spring Mill they reduced the wages, because they found that the rates fixed previously were erroneous. The Textile mills admitted the cut in wages on a few varieties. The others that have done so are the Shapurji Barucha, and the Tata Mill.

MR. SAKLATVALA :—There has been increase in wages in 8 cases and in only one there has been a slight decrease in the Tata Mills.

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MR. SAKLATVALA :—There has been increase in wages in 8 cases and in only one there has been a slight decrease in the Tata Mills.

MR. BAKHALE :—In addition to that we have stated in our statement that the Khatau Makanji Mills have cut their rates. I have got here a copy of the Bombay Textile Union's second annual report. Here it is stated :—

“ The reduction in the rates of weavers and the wages of some other fixed wage earners in the Khatau Makanji Mills led to a strike and it was through the intervention of the Union and the willing co-operation of Mr. Mulraj Khatau and his desire to meet the union half way that the cut was brought down by half-a-pie.”

In the Moon Mill also, before I went to Europe, the average wage of the weavers was cut down by Rs. 2/-. This statement has not been contradicted so far.

MR. STONES :—I object to this statement because we have no official information from that mill.

MR. BAKHALE :—Then there are indirect cuts also. We have pointed out in the statement of which you have got a copy some of the indirect methods that have been resorted to by a few mills in the direction of cutting down the wages. This is on page 4, paragraph 4 :—

“ When there has been no direct reduction in rates or wages, indirect methods have been resorted to. Many mills have begun to go from coarser to higher counts and with the rates remaining the same, aggregate wages have gone down owing to the drop in weight on which wages are calculated. In several mills, new varieties have been put up with a change here or a change there but their outward appearance remaining the same; and the fresh rates are fixed for them. Seeing no apparent difference between the old and the new varieties, the workers calculate their wages on the old rates and when they find their calculations at variance with the mill calculations, they resort to direct action. This misunderstanding has led to many a recent strike; but the management do not consider it their business to explain to the workers the changes made in the varieties. This is the experience that the Bombay Textile Labour Union got in dealing with the Simplex and Kohinoor mills strikes. The fact, however, remains that owing to the introduction of new varieties, many workers have begun to get lower wages. In some cases, the average production has gone down, not because of the decreased efficiency of the workers, but because of the introduction of silk and inferior raw material. In one mill, we know, where both the cotton yarn and silk yarn work, the artificial humid air has a salubrious effect on the former while it reduces the strength of the latter. The result is that breakages come too often in the silk varieties and production suffers. Those, therefore, who work on silk get less wages; and their number is not negligible.”

There is another interesting case on page 5, but such cases are stray :—

“ In one mill we found still another method of wages reduction and it is this. If the basic wages of a worker come to Rs. 30-15-9, his one anna and nine pies are cut off immediately. Then there remain Rs. 30-14-0; but the high prices allowance is calculated not on Rs. 30-14-0; but on Rs. 30/- only. Thus the worker loses Re. 0-15-9 and its 80 per cent. allowance. In our opinion this method of calculating wages is nothing short of a fraud upon the employees.”

We get such instances from time to time. As regards spinning wages also we have got a paragraph on page 6 of the statement just referred to :—

“ In this statement we propose to deal with the wages of the spinners. The wages of the spinners have not remained unaffected in the process of cutting down the mills' expenses. Both the pieceworkers and the fixed wage earners in the spinning section of the industry fare the same fate. There is almost a general complaint about the raw material being used of an interior type which results in constant breakages and loss in production. Further, there is a tendency to weave finer counts from coarser cotton and it has the effect of the accumulation of dirt on the machines and a consequent drop in production. The machinery in many of the Bombay mills being designed for coarser and medium production, the workers are put to more exhaustion while spinning finer counts. To speed up the machinery is not also an exception. In addition to a number of spindles being kept permanently idle, the working spindles also do not, in many cases, work continuously and the workers on them are given work by turns. Many fixed wage-earners thus do not get full wages for all the working days. The millowners may justify this method of employing workers by turns by saying that, instead of giving employment to some with full wages, it is better to give employment to as many as possible with some wages; but the fact remains that the wages go down by this process.”

I do not wish to speak anything more on this point but I may require to deal with this question again when the millowners supply the figures of wages of the workers department by department for 1925, 1926 and 1927. When we get those figures we shall be able to compare those figures and be in a position whether the aggregate wages have really gone down or not. In this connection I should like to appeal to the committee to consider one point. It would be useful to us if in addition to giving these figures they would also give the aggregate wages that the workers would get on the standardisation scheme so that we might be able to compare the wages under the standardisation scheme with the wages that the workers obtained during the last three years.

MR. STONES :—That has already been discussed.

MR. SAKLATVALA :—It is impossible to give the aggregate wages under the standardisation. There are 3 or 4 alternatives. As we pointed out we do not know how many mills will accept which alternative and how many men will accept it. As regards weaving section we are going to make a $7\frac{1}{2}$ per cent. reduction. If we compare the total wage bill of 1926 with that of 1927 you will find that the wage bill, if any, has increased. In spite of your own statement, Mr. Baikhale, that the number of men has been reduced after 1926, the wage bill has remained the same. I have also pointed out that the production also has remained the same. Production during 1926 was 265 million pounds and in 1927, 265 million pounds. If the total wage bill has remained the same, and the wage bill has increased, how can it be maintained that there has been a wage reduction.

THE CHAIRMAN :—When will these figures called for be ready?.....

MR. SAKLATVALA :—We will be able to get them from all the mills to-morrow.

THE CHAIRMAN :—The balance sheets?

MR. SAKLATVALA :—They are also ready.

I was referring to our audited statement of accounts in 1926. The wage bill came to Rs. 5,94,00,000/-. In 1927 it came to Rs. 6,12,00,000. Still it is maintained that there has been a reduction in wages.

THE CHAIRMAN :—Were there more mills in 1927?

MR. SAKLATVALA :—There were 75 mills in 1927 and 77 mills in 1926.

MR. ASVALE :—What about 1925?

MR. SAKLATVALA :—During the year the strike lasted for $2\frac{1}{2}$ months. The wage bill came to $4\frac{1}{2}$ crores and if you take the average for the strike period also, the total will be the same while the production has gone down. The wage bill has been increased.

MR. BAKHALE :—It is difficult for any of us on this side to meet the arguments from the opposite side when we are making a statement on the issue before us. We are laymen and do not know much about the industry, while the other side are experts. However we are prepared to consider their points and we will be able to give a reply during the course of the inquiry, if not now. The production may be the same and the wage bill may have gone high. What about the character of the production. You might have had grey in one year

and changed to fancy the next year. The production in that case might remain the same.

MR. SAKLATVALA :—That point was made clear and the statistics are in the hands of the Secretary. You will see that the production has remained very much the same. It was only khadi that would make any alteration and that too will not affect 1927.

MR. BAKHALE :—Even this reduction has been admitted by millowners themselves.

MR. SAKLATVALA :—They are not reductions. We have maintained that these adjustments have been going on ever since the industry started every year in every mill. Most of the mills have had to adjust wages. When we start a new variety we cannot possibly fix the correct rate. Whenever we find the rate high we necessarily reduce it. It may be that a particular mill commits a mistake in fixing the wages; but when it finds out the mistake it has to correct it. These adjustments have been going on for a long time and it is only now it has been brought to the notice of Mr. Bakhale. These adjustments must go on and have always gone on. It is not that the adjustments have come only after 1924 but they have gone on in previous years also which I will be able to prove.

MR. KAMAT :—Do you announce that trial wages will remain in force for a specific period and then they will be adjusted?

MR. SAKLATVALA :—The system is not the same in all cases. Some mills fix the wages immediately. The weavers do not turn out production and grumble that they were getting Rs. 43/- and that they are getting only Rs. 43/-. Then some agreement is brought about by which the weaver will get an increase from Rs. 43/- even to Rs. 50/-. In khadi we admit that there was a large reduction. We found that first of all a mistake was made by one of our own mills. We were managing the Standard Mill. That mill was the first to start the Khadi. The manager of the Tata Mill asked the Manager of the Standard Mill about the rate and fixed the same rate in the Tata Mill. A mistake was made in giving the rate. We found that on a single loom a man was getting Rs. 32/- and a man on two looms was getting Rs. 64/-. It was an unfair rate because a man on fancy loom was getting Rs. 60/-, whereas a man on plain Khadi on one narrow loom was getting Rs. 32/-. We reduced it by half a pie and even then they got Rs. 29/- to Rs. 30/-.

MR. KAMAT :—You do not announce that the trial wages are subject to decrease or increase after a trial of two months or so.

MR. SAKLATVALA :—The weavers know when a new sort is introduced that the wages will more or less be adjusted later on. This is not a new thing for the weaver.

MR. BAKHALE :— What we call a cut they call an adjustment. The other day we had a witness who admitted that he had to adjust his rate after five or six years. I shall read another case from the statement on page 3 :—

“ One of these mills was bold enough to say that the blanket rates which were fixed in 1911 when the waste plant was newly instituted, had to be revised in the year 1928 as the original rates were only experimental and continued to this day by oversight.”

I do not know whether you will call it adjustment or mistake which continued for the last 17 years.

Coming to demand No. 2 ; it is as follows :—

“ That where the daily hours of work of any class of workers are at present less than 10, the hours shall not be raised to 10, without the consent of the workers concerned expressed through their organisations. When the hours are thus increased, the workmen should be paid for the same at the usual overtime rates.”

The Millowners' reply is :—

“ This, no doubt, refers to the practice which some members of the Association have recently adopted of insisting that the operatives of all departments whether spinning section or weaving section should uniformly work full 10 hours as laid down in the Factories Act. In the interests of discipline the Association must insist that all male operatives should work for full 10 hours a day. Such increased time cannot possibly be paid at overtime rates as this can only come into operation after an operative has actually worked for more than 10 hours, during the day. There can also be no question of a *pro rata* increase in wages as these operatives are already paid wages not only fully equal to but in some cases even higher than those received by workers on a similar class of work who put in full 10 hours, this is a reform which should be undertaken without delay.”

The Millowners' Association take their stand on the Indian Factories Act as amended in the year 1922. You are aware, Sir, that before the Indian Factories Act was amended the Bombay Mills were already working 10 hours. I believe that the Bombay Mills have been working 10 hours during the last 8 years. The question of discipline was as vital then as it is now ; and yet they reduced the hours of working of some the employees like the mechanics and other people. The workmen consider that the practice that they have built up for the last so many years must be kept and it is a convention. Even in our legislature and constitutional bodies conventions have got the force of legislation. I

think it would not be wrong on the part of these poor operatives when they take their stand on the convention which has grown up during the last several years and refuse to work 10 hours as demanded by the Millowners' Association. Unless therefore a sufficient justification comes from the other side about the necessity of asking these people to work full 10 hours, we on this side are not prepared to concede this demand so far as we possibly can. We are not very much impressed by the plea of discipline which they have put in. As against that we put in the convention which has been in existence for the last several years.

Demand No. 3 says :—

“ That the millowners shall not vary any of the present conditions to the disadvantage of the workers before securing the approval of the workers through their organisations.”

The most important point underlying these 17 demands is the recognition of the workers in determining the conditions in the factories. So, I shall deal with that important question after I finish item by item all the 17 demands. The reply to this demand is :—

“ The Association can never agree that the present conditions shall not be varied without the approval of the workers' organisations for the simple reason that some of the existings practices undoubtedly leave room for improvement. The pages of the Tariff Board Report clearly and emphatically point out that conditions must be varied. Besides the workers' organisations at present are far from fully developed and there is no textile trade union in existence in Bombay that can undertake to enforce its own will on its members even when an understanding has been effected with the employers.”

We quite see that there are many things which must be improved. How that cannot be done if the workers' organisation is taken into consultation I for one cannot understand. Moreover the statement says that the workers' organisations are not fully developed. Take the present situation. The millowners will have to agree that the representatives of the workers have got a considerable hold on the workers. It is impossible for any organisation in the world to enforce its will upon the workers engaged in any industry. Take the case of England for instance. The Lancashire trade union organisation is more than 100 years old. They have no more than 65 per cent. of the workers organized in the textile industry. Sixty years back the condition of the textile workers in Lancashire was the same as it is here to-day. Still employers did not put in the plea of inadequacy or weakness of the trade union organisation in Lancashire.

A further point is this. If you are going to wait for a period when a substantial portion of the workers would come into the organisation I am afraid you will have to wait for a longer period than we expect. If on the other hand the employers want to be benefitted by the experience gained in other countries and avoid the mistakes that were committed in a country like England both by the employers and the employees I think the pace of organisation will be accelerated to a very great extent. If it is known among the workers in dealing with the factory conditions workers' organisation and employers' organisation sit together and try to come to a common understanding I am quite sure that this fact will be quite enough to convince workers of the necessity of their coming into an organisation. But if you are going to wait till the organisation is first built up, I think you are going the wrong way about.

MR. SAKLATVALA :—I want to deal with this point now. As regards Mr. Bakhale's remarks about trade unions, in their very first demand Labour has stated that altered conditions already effected since 1925 shall be restored. That means that the unions take up this attitude, that we must be pushed back to the 1925 conditions. After 1925 the Tarriff Board made certain suggestions. We took them up with a view to improve the industry. But every time, at every turn and twist we were hindered by the unions. There were departmental strikes, there were general strikes. Whenever we took up any reform, the unions took up a hostile attitude, and one of their demands here is that we should push ourself back to the old 1925 conditions. On page 134 of the Report of the Tariff Board, at the end of paragraph 59, it is stated :—

“ Much has been written in regard to the inefficiency of Indian Labour resulting from lack of education, unsuitable environment, absence of any sense of discipline and the like causes and, as the evidence we received showed, the opinion is generally held that improvement must be a slow and tedious process. None the less, we hold that there are certain reforms which can be introduced at once in Bombay and which, it is essential, should be introduced if the industry is to hold its own.”

They have made suggestions as to the reforms which are necessary. We took up these suggestions one by one and, as I said, we were at every turn hindered in our progress by the unions. There was only one union in existence at that time. If that is the attitude the union takes up, are we not justified in saying that unless and until there is some improvement in the workers' organisations also we cannot possibly agree to leave everything to mutual agreement and consent? They do not want only mutual consultation, but they want that nothing should be done unless and until they have consented to it. In view of this attitude, is it reasonable to believe that they will consent to any reform? So far they have not.

MR. ASAVALE :—Did you ever consult them ?

MR. SAKLATVALA :—Yes, we have ; every time.

MR. ASAVALE :—Never.

MR. BAKHALE :—I quite see the point of Mr. Saklatvala, and personally I am of the opinion that so long as the Bombay Millowners' Association, or the individual groups of mills refuse to consult the workers, I am not at all ashamed if sporadic strikes take place in Bombay. If they improve their own methods of dealing with the workers, we on our part are quite willing to reconsider the position that we have taken up. If we are asked to co-operate with them in their difficulty, and if they on their part do not consider our position in any way, I for one shall never be a party to that kind of arrangement, and I shall not be sorry if these strikes take place, because I believe that the treatment that has been given to the workers all these years is responsible for the present situation we are in.

MR. STONES :—I would like to state the condition in our own mills. So far as our own group is concerned, we have never, at any period, refused to deal with trade unions. I think we have dealt with even the discredited union of Mr. Mayekar. Similarly we have dealt with Mr. Bakhale's union and Mr. Dange's union also, and we have done that every time we have had a complaint made by these people. But we cannot, in view of the attitude that has been adopted, leave with them the final decision on questions of policy. For example, we may wish to introduce automatic looms ; we may wish to introduce the high draught system. There will be a displacement of workers and all along the line we might meet with definite opposition to an extent which would prevent us from doing anything. If we were to be bound with ties of mutual consent, we would never be able to progress, and our competitors are progressing. What we are prepared to do and what we have done is to consult the unions. We might do that but we cannot leave the direction of policy in their hands ; in the event of their not giving their approval, we cannot be tied down by reason of the refusal of that approval, not to make such progress as we desire.

MR. BAKHALE :—I quite agree.

MR. STONES :—Consultation we do not mind, but we cannot bind ourselves to mutual approval.

MR. BAKHALE :—We have never asked for getting to ourselves the authority to direct the policy of the industry. What we want is that if you want to make any changes or any alterations in the workers' conditions, the workers

have a right to be consulted. That is the only point I am emphasising. I want the same thing to be done here which is done in a country like England and Germany; I am not talking of Russia.

I shall just put before you one concrete case, and I shall be able to prove by that case how we are treated by the Bombay Millowners' Association. Immediately after our union was started in 1926, a strike took place in the Khatau Makanji mills over a reduction of wages. Ours was the only union at that time which counted. I had my negotiations with the manager first and then with the agents. I got some concessions, but I was not quite satisfied, and I carried on the correspondence with the Bombay Millowners' Association. They took nearly 3 months to consider my grievances, and after that they said that they could not interfere in an affair like this. I do not mind the attitude that they took up. But in the Annual Report of the Bombay Millowners' Association, when they were dealing with the strike in the Khatau Makanji Mill in the year 1926, they said that the interference of the Bombay Textile Labour Union in that particular mill was officious. Now, if that is the kind of treatment that is going to be meted out to a duly organised union of the textile workers, I do not know how we on our part can go out of our way and extend to the Bombay Millowners' Association the hand of fellowship that they want us to do. It is all very well for them to say "We are for trade union organisation and for the benefit of the workers, but when the question comes down to action, it has been my bitter experience all these three years that we are treated, barring a few honourable exceptions, almost shabbily by a majority of the Bombay Millowners and by the Millowners' Association.

MR. STONES :—I think we are threshing out some questions of the past, that do not exist to-day. What the treatment meted out by individual mill-owners was, honourable or otherwise, is not really the point to-day. The point to-day is that the millowners have put forward a scheme, and in putting that scheme forward they say definitely that this scheme will be unworkable unless a joint committee of the employers and the employees is appointed. That is the position to-day and the position before the Committee. The position in the past does not, I think, worry this Committee and should not worry the Labour party. The recognition is definitely there, by the fact that we say a joint-committee is a *sine qua non* for the standardisation scheme.

MR. BAKHALE :—Where do you say that ?

MR. STONES :—I think in the statement of the Millowners' Association which was approved by them, presented to this Committee, you will find it definitely stated that the scheme will be bound to be a failure unless there is the appointment of a joint-committee, to go into all these problems. That is

before the Committee; it is in actual writing in the statement presented. In discussing those questions, the past treatment of the trade unions does not enter into it. The unions are being recognised, and in the event of the standardisation scheme coming forward, it is officially on record in the reports of the Millowners' Association that they will recognise them. But the point of conflict is that after consultation if the decision of the trade union is adverse to any improvement, or so called improvement, we cannot be tied down by that refusal.

MR. ASVALE :—That was made after our demand was put forward. That means that the demand is justified.

THE CHAIRMAN :—We had exactly the same discussion before; Mr. Joshi said the same thing.

MR. BAKHALE :—I had no desire to go into the past, but as Mr. Saklatvala raised the point I thought it my duty to give an answer to it.

The next Demand, No. 4, is as follows :—

“That the Millowners' Association shall not permit its individual members to vary conditions of service to the disadvantage of the workers without the sanction of the Association.”

To that the Millowners' Association's reply is :—

“On broad questions of policy, the Association is consulted by its members before making any departure from existing policy, but in minor matters of internal administration discretion is left to individual members.”

This statement, it appears to me, is too vague. We have here the Bombay Millowners' Association, just as they have there in Ahmedabad, the Ahmedabad Millowners' Association, and if you can call for their Articles of Association and compare them with the Articles of Association of the Bombay Millowners' Association, I think you will be able to find out the difference in the relation of the two Associations with their individual mills.

Demand No. 5 is as follows :—

“The rates of new varieties shall be fixed by the Millowners' Association in consultation with the representatives of the workers' organisation.”

The reply of the Millowners' Association to that is :—

“The rates of wages will be fixed under the new standardisation scheme, and, as the Committee maintain that this is a reform which must be carried out as soon as possible, and also for reasons mentioned in reply to demand 3, the answer to this must be in the negative.”

MR. STONES :—This is disposed of by demand No. 4, by the fact that if there is standardisation, even matters of internal administration may be dealt with by the joint-committee. This was written before the Committee of the Millowners' Association had the Sub-Committee's recommendation before them, and I maintain that Demands 4 and 5, rates for new varieties, will be fixed on the standardisation scheme, any question of dispute being settled by the joint disputes committee, if I can call it by that name. So that, whatever has been written in the Statement of the Millowners' Association has been changed by subsequent negotiations.

THE CHAIRMAN :—It is modified.

MR. BAKHALE :—So far as the standardisation scheme is concerned, I have nothing to say. We shall consider it in detail when the scheme is considered.

So far as demand No. 5 is concerned, I hold the same view which I have expressed in dealing with Demand No. 4 and the reply of the millowners to that demand.

MR. ASVALE :—As regards Demand No. 5, the Millowners' Association has stated that the rates of wages will be fixed under the new standardisation scheme. But our demand is that the rates of new varieties shall be fixed by the Millowners' Association in consultation with the representatives of the workers' organisations. It is not rates of standardisation to be fixed for certain varieties, but for those varieties which may be changed thereafter there should be consultation with the workers' representatives. That is our demand.

MR. STONES :—May I split it up? Where new varieties come within the scope of the standardisation scheme, they will follow the standardisation scheme. But, as has been noted, certain sections such as Jacquards and Turkey towels have not been standardised. Those would be standardised, as we have stated, six months later after further experience. The only point where this would come up would be in the interpretation of the standardised list if there was any dispute, or in the case of a few sorts that do not come within the range of the standardised list suggested at present. But the position has been altered entirely by the report presented by the sub-committee.

THE CHAIRMAN :—You propose to have consultations with the trade unions before the fresh standardised list is prepared?

MR. STONES :—Yes, before the further list is prepared. What I want to point out is that the position has been entirely altered by the recommendations of the sub-committee who prepared the standardisation scheme, definitely recommending the appointment of this joint-committee, which would be consulted in

both cases. It disposes of Demands Nos. 4 and 5, as it modifies the position. These replies were prepared before the report of the sub-committee was even made.

MR. BAKHALE :—I have dealt with Demand No. 6. Demand No. 7 is :—

“ The system by which each worker is required to look after 3-loom or the whole frame (2-sides) should not be introduced or continued without the consultation and free consent of the workers expressed through their organisations.”

I think we have dealt with this partially when we discussed the 2-loom and 2-frame system.

MR. STONES :—The only point of difficulty is that we will consult, but if consent is not given, we shall have to proceed in the light of what occurs in the consultation. We cannot bind ourselves to be definitely told that anything we consider an improvement must not go on. We are prepared to consult the unions before doing it, but we are not prepared to be tied down by any free consent.

MR. BAKHALE :—You are prepared to consult us before it is too late ?

MR. STONES :—Obviously, we cannot speak of the past. In the past there have been sins of omission and commission on both sides. In future a definite machine is established for this consultation.

MR. BAKHALE :—Demand No. 8 says :—

“ The wages of those workers whose average monthly wage is less than Rs. 30/- shall be raised substantially.”

The reply of the Millowners' Association is :—

“ No reason whatever is given for demanding that where the wage is less than Rs. 30/- it should be ‘ raised substantially.’ However, in compiling our standardisation scheme, if wages are found to be unduly low in any cases, same will be duly considered.”

This is really a demand for a minimum wage. I believe it is accepted internationally that no industry is worth living unless it pays its workers a minimum wage. This question was considered in this year's International Labour Conference at Geneva, and the Conference has decided upon a convention which will be sent to our Government also in due course.

THE CHAIRMAN :—Was this a conference of Governments or of trade unions ?

MR. BAKHALE :—The International Labour Conference consists of the representatives of the Governments, of the employers and of the workers of each country which is affiliated to the League of Nations and has a right of representation on the International Labour Conference. Each Government has got 2 representatives; the employers of each have got one representative, and the workers' organisations of that country have one representative. That is the constitution of the International Labour Conference, and this conference has decided this year that a minimum wage should exist in the home industry as well as in certain other industries also. When a body like the International Labour Conference has decided upon the minimum wage and has accepted the principle underlying it, I do not see any reason why our own national industry, the textile industry in Bombay, should not accept the same.

MR. KHAREGHAT :—Have they drawn up any scheme?

MR. BAKHALE :—In the International Labour Conference, there is what is known as the double discussion procedure. One year they consider whether a particular question should be considered by the conference and a decision on that should be arrived at or not. Last year this question was discussed, and a questionnaire was issued to all national Governments affiliated to the League of Nations and the International Labour Conference about the necessity or otherwise of having a minimum wage in certain industries. After all the replies had been received, replies which included replies from the employers, from the workers' organisations and from Governments, the International Labour Conference prepared a draft convention to be placed before the next Conference. This was done this year, and after considerable discussion, they arrived at a certain decision in the form of a Convention and a few recommendations. Now, this convention and the recommendations passed are sent out to the national Governments with a definite recommendation that they should be adopted. Those conventions are placed before the legislature of those countries and their decision is final.

MR. KHAREGHAT :—Have you got a copy of the convention?

MR. BAKHALE :—The Labour Office must have a copy of it.

MR. STONES :—Our point in handling the minimum wage question has been that we refuse to accept this figure of Rs. 30/-. You will notice that the minimum wage given in our list is Rs. 13-8-0 plus 70 per cent. for the male sweeper and Rs. 10-8-0 plus 70 per cent. for the female sweeper. This is as far as we have gone. It is about Rs. 22/- for the male and about Rs. 13/- for the female operative. In arriving at this figure we have considered the wages ruling in Bombay for similar workers. The wages for male sweepers formerly were from Rs. 9/- to Rs. 12/- and for female sweepers from Rs. 7/- to Rs. 10-8-0.

MR. KHAREGHAT :—For sweepers the wages are less ?

MR. STONES :—They were formerly very much lower. Therefore, in some cases they have been considerably increased. For ready reference I hand in the report which has been presented before and which is on record. My point is that the position has been altered by the appointment of the Standing Advisory Committee.

MR. DANGE :—Do they consider it a minimum living wage ?

MR. STONES :—We do not claim it is a minimum wage. It is based on broad principles. We did not consider the question of minimum wage, and do not propose to consider it until Government have considered the question.

MR. BAKHALE :—Is it a living wage ?

MR. STONES :—Ours is much higher than the wage for similar kind of work in the local market.

MR. BAKHALE :—I understand the position of the Bombay Millowners' Association is that they have raised their wages. The Joint-Strike Committee have a different reason altogether. They insist that in an important industry like the Bombay textile industry the principle of minimum wage should be accepted. What that minimum wage should be is a matter for investigation and consideration.

MR. STONES :—Government are taking charge of it, and until we have their report, we cannot handle the matter.

MR. BAKHALE :—We say that Rs. 22/- for a male worker and Rs. 17-8-0 for a female worker is too low, and cannot be called a minimum living wage. In this connection it would be better if the committee were to secure information from some important industries in Bombay and the Bombay Municipality about the wages that they have been paying to their workers for similar kind of work. Take, for example the sweepers. We have to engage them in the textile industry, and the Bombay Municipality has got its own sweepers. We should like to know what the Municipality pays for its sweepers, so that we may be able to compare the wages of the municipal sweepers with the wages of the sweepers engaged in the textile industry in Bombay.

MR. STONES :—The Committee can ask for that information, but as far as we are concerned, we take no cognizance of wages paid in any semi-protected enterprise or public utility enterprise.

MR. ASAVALE :—You stated that your wages are based more or less on those obtaining in other industries ?

MR. STONES :—Industries, but not the Municipality.

MR. BAKHALE :—It is for the Committee to consider whether they should consider the wages that are given by the municipality to their sweepers and other classes of similar workers. I simply make the suggestion.

MR. STONES :—If that is considered by the Committee we should like to lead evidence as to what is the condition in other industries.

MR. BAKHALE :—We cannot too strongly emphasise this point. It is one of the most important demands that the Joint-Strike Committee has placed before this Committee. We feel that, unless the worker has got sufficient stamina to do his work in the factories and unless his other conditions, such as housing and so on, are improved, there is no possibility, in spite of whatever efforts may be made by the Millowners' Association, of the workers' efficiency being increased to a great extent. You cannot expect the worker to increase his efficiency, unless he is both physically and mentally in a position to do so. To-day his wages are too low; his housing conditions are terrible; the other conditions obtaining in the factories are such that they hardly tend to increase the efficiency of the workers. There is that terrible question of dismissals, fines, handing over spoiled cloth to the workers. There is the question of their housing conditions, their illness, and so on. The idea underlying this demand of a minimum wage is that, unless steps are taken to improve the all round condition of the worker, it is not possible for him, under the existing conditions, to increase his efficiency, and unless the worker's efficiency is increased, the industry cannot prosper. We are agreed on that. How to do it is a question which must be considered by a competent authority.

MR. STONES :—Many of the platitudes now uttered by the opposite side can be equally uttered by the millowners. These points have been under our consideration, and, as I say, with regard to the minimum wage, when it comes before Government we will have something to say about it. We do not set up ourselves as an authority as to what the minimum should be. We have paid the market rates of wages, if it can be put that way.

THE CHAIRMAN :—Before you deal with Demand No. 9, Mr. Bakhale, do you take into consideration the stage at which you can raise the standard of comfort of the worker in any occupation by, for instance, having a minimum wage? It can be done very well when an industry is flourishing. The difficulty is about doing it when it is in a state of depression. Do you recognise any such kind of argument?

MR. BAKHALE :—We had a period of prosperity in the textile industry a few years, and now we are going through a period of depression. Whatever the state may be, the fact is there. Unless a worker is physically and mentally

fit to do a job you cannot expect him to increase his efficiency. Perhaps in the days of depression the pace of improvement may be slow, and in the days of prosperity the pace may be considerably accelerated. But it would be to wrong to say that in the days of depression nothing should be done. In the days of prosperity very little, if any, was done to increase the efficiency of the workers. That period has gone and depression has set in. If now we are to say that nothing could be done unless the industry becomes prosperous, I do not know the day when we shall be in a position to put the industry on a sound footing.

Demand No. 9 says :—

“The rules regarding the forfeiture of wages remaining unclaimed for certain periods should be done away with.”

The reply is :—

“Standard rules in connection with unclaimed wages will be drawn up for adoption by the members of the Association.”

This is included in your muster rules. We shall consider this point when we come to that.

MR. STONES :—Mr. Bakhale asked me about the method of calculation of wages. We have framed definite rules with regard to the calculation of wages which are perfectly fair and which will be adopted by all the mills.

Demand No. 10 is :—

“The condition of employment, work and payment should be standardised.”

This can be discussed when we come to standard muster rules.

MR. ASAVALE :—As regards No. 10 the reply of the Association is that “conditions of employment work and payment should be standardised.” I think it would be very difficult because the conditions of the mills are not the same, rates vary according to the situation of the mill. It would be very difficult for all the mills to accept standardisation.

MR. STONES :—We have already dealt with it.

MR. BAKHALE :—Demands Nos. 11 and 12 will be dealt with by Mr. Dange.

As regards Demand No. 13 which says :—

“One month’s notice must be given by either side before terminating the contract of service.”

The reply to that is :—

"This is the existing arrangement although it is one inasmuch as operatives seldom observe the rule of giving notice. However, it must be made clear that all over the world in the textile trade it is a recognised practice for employers to suspend work on some machines without notice in the event of work being not available. This might occur through shortage of material, lack of orders, or through any causes beyond the control of the employers."

I take strong objection to the statement "it is one-side inasmuch as operatives seldom observe the rule of giving notice." The breach of the rule is not only one sided but it is both-sided. I can cite instances from the reports of the Bombay Textile Union during the last few years. I have got a statement here of the complaints that the Bombay Textile Union dealt with during the first year of its existence and we received 260 complaints of which 66 were about dismissals. We succeeded in reinstating 27 employees. With regard to 18 we failed and with regard to the remaining we either dropped the complaints or cancelled them. In the second year also the total number of complaints received was 193 of which 57 was about dismissals. I do not say that these figures I have quoted are an index to the existing position. We do not get complaints of dismissals from each and every mill. But we take the total number of complaints received and compare it with the total number of complaints with regards to dismissals. We find that the dismissals play a very large part in the mill industry to the detriment of the interests of the workers. The reasons for such dismissals are a matter for the committee to consider. If they want a statement from me on behalf of either the Textile Union or the Joint-Strike Committee, I shall be glad to do so giving the reasons for the dismissal and the subsequent step we took after receiving such complaints.

MR. STONES :—If the operatives are dismissed, they have got the remedy of resorting to a court of law.

MR. BAKHALE :—It is very difficult to go to a law court under the existing conditions. We tried to do it but evidence was not forthcoming. These things take place inside the mill and under the existing conditions it is very difficult for a worker to provide evidence before a law court.

MR. KHAREGHAT :—What is the contract between the parties ?

MR. STONES :—That each party should give notice.

MR. BAKHALE :—Unless the Millowners' Association specifically say that one month's notice should be given, it is very difficult to enforce it.

MR. STONES :—That is the practice. If an operative gives notice of his intention to leave on the first of a month, he is paid his wages at the end of the month.

MR. DANGE :—Under your association how many mills are observing that practice ?

THE CHAIRMAN :—What we can do is to enquire into the existing rule and say what it should be in the future.

MR. STONES :—The millowners say that it is one-sided. If Mr. Bakhale says that there are dismissals without one month's notice he can record his protest. But the remedy of the man has not been taken away.

THE CHAIRMAN :—The association claims the right to say that because they have no orders they cannot employ the men. That is one point.

MR. KHAREGHAT :—What happens when the machinery fails to work ?

MR. BAKHALE :—I do not know whether the stoppage of engine or such thing is covered by the expression 'beyond the control of the employers.'

MR. STONES :—There is a definite rule made there and this is one of their 17 Demands. Rules have been made to cover this and a lot of other points. That will be discussed under the rules. I think it can be discussed better under the standard rules.

MR. BAKHALE :—Then we can discuss it under the rules. I may just point out that in Lancashire they have got a definite arrangement as regards stoppages of engine and so on. I do not wish to read all these agreements now but I shall do so when we consider the rules. It is in Bolton Master Spinners' Association, 5th December 1903.

MR. KHAREGHAT :—Supposing a man absents himself what does the millowner do ?

MR. BAKHALE :—There are some mills, at least a few mills, where if a man remains absent for a day two days' wages are cut.

MR. STONES :—I do not know of any such practice in the Bombay Mills so far as I know. But it exists in Sholapur even to-day.

MR. KHAREGHAT :—Will a dismissal be justified in case a man absents himself without intimation ?

THE CHAIRMAN :—That point will be raised under the standard rules.

MR. STONES :—Demand No. 13 also is covered by the standing rules and it can be discussed there.

MR. BAKHALE :—Demand No. 14 is :—

“ Millowners' Association should make standard rules for the guidance of its members regarding the grant of leave to their employees.”

The reply is :—

“ The question of granting leave on pay to the operatives was considered by the Association in the past, but in view of the high percentage of absenteeism and migratory habits of the workers, it was decided that no such concession could possibly be granted.”

The Millowners' Association reply refers to only granting leave with pay, while what we wanted was to set up a system under which the leave would be given to the workers whether it is on pay or without pay, is a matter to be discussed further. As regards this we are emphatically of the opinion that a good system of granting leave to the operatives should be substituted. The present practice is that if a worker wants to take leave he goes to the jobber or head jobber and asks him for leave. The jobber or head jobber gives leave or refuses. If he gives leave he does so orally. There is no written record so far as the grant of leave is concerned. I have got instances of complaints from several workers that the leave originally granted was subsequently refused.

MR. KHAREGHAT :—A long leave ?

MR. BAKHALE :—Leave for one month or a fortnight. In cases where the jobber grants leave, the worker goes to his place, stays there for a fortnight or so and returns to the mill. After he returns he is told by the jobber that no leave was granted to him. As we are not in the mill, we have to depend on the version of either the management or the worker. It is my experience that jobbers generally go with the management. There is no evidence to show whether the jobber granted leave or not. We say therefore that there must be a record like a leave register and at the same time there must be some method by which leave is granted to the operatives.

MR. STONES :—Don't you think it would be sufficient if in the *havalas* chits it is written that such and such a man is granted leave ? I think by mutual arrangement we can find out some method.

MR. BAKHALE :—It should be put down properly by some recognised authority in the mill. We would prefer an official above the rank of the jobber to deal with leave of the workers. It will tend to efficiency and help the operatives.

MR. STONES :—We took this demand as meaning grant of leave with pay. Now that Mr. Bakhale has explained it, we can arrive at some suitable arrangement with regard to this question.

THE CHAIRMAN :—Leave with pay ?

MR. BAKHALE :—I am just coming to that. In Lancashire they have no leave on pay. But they have got a definite agreement between the employers'

association and the workers' association fixing certain periods in each district when workers are entitled to secure leave. Definite days are fixed like Good Friday, Whitsun Day; and during these weeks the workers get a week off or a fortnight according to the service put in.

Mr. STONES :—I challenge that statement. That is a thing of the past in Lancashire. In the old days they had what is known as 'rush bearing.' Sometimes during summer they used to have a ceremony whereby old rushes on the roofs were removed and new rushes put in. Since then it has changed. Now a week's holiday is given and this is known as 'wakes.' This is an enormous event. These holidays are given district by district by arrangement between the millowners in different districts and the operatives. Then the operatives go to the sea side with the necessary equipment. This holiday is given district by district, because the accommodation will not be sufficient if all of them go together. In Bombay we do the same thing, but in another form. At the beginning of the year the millowners consult the Government gazetted holidays and after consulting the labourers fix up definitely the holidays that will occur in that year. In this case the holidays are split up; two days for Holi, three days for Divali and one day for Makar Sankranti. All these holidays are given. If it is a Hindu Mill with predominantly Hindu employees it will differ from Government gazetted holidays on account of the fact that there are different class of people to be provided for. There is a scheduled list of holidays prepared by the Millowners' Association. I submit the list for 1928.

Mr. BAKHALE :—If our factories are kept closed for 3 days for Divali the operatives work on subsequent Sundays.

Mr. STONES :—Considering the fact that there are too many holidays in India, the factory authorities give us permission to work the mills on Sundays three days prior to the holiday or three days subsequent to it, provided they are not worked for more than 10 days continuously.

Mr. BAKHALE :—If there are three holidays they are made to work for two Sundays either previous to the holidays or subsequent to the holidays.

Mr. STONES :—Only one Sunday, either prior to or subsequent to the holidays. This is the list given by Millowners' Association every year.

Mr. ASAVALI :—Our demand is not in regard to holidays. The demand is for leave that the employees want. As regards that there should be a guidance.

Mr. STONES :—I recognise that there should be some system whereby the leave granted to an operative should be officially recorded so that there is no

controverting the fact that the man was given leave. The jobber is almost an unnecessary evil in Bombay, and he creates more trouble between the employers and employees. There is no reason why we should not regularise a system by which leave is granted. Each mill has got a custom. In our own mill, if an operative wants to go on leave, we give a '*havala*' giving him one month's wage. We have got a co-operative society in each mill for which we have lent Rs. 10,000/- without interest. The man goes to the co-operative society and cashes the *havala* at a small discount, which again goes to the co-operative society. The other mills have different systems. Now that we know what the demand is exactly. We will draft a rule under the standard rules and put it before the committee.

MR. BAKHALE :—The question of giving holidays for Holi and Divali is considered in relation with the holidays. There is no doubt about it. In Lancashire, in giving leave to the workers for holidays, the Sunday rest periods and the Saturday half-day rest periods are not at all affected. Their Sundays and half Saturdays remain as they are, and in addition to that they get some holidays.

THE CHAIRMAN :—Holidays is a little different to this demand. This demand is about leave, which is rather a different question.

MR. ASAVALE :—The demand was made specially for this purpose, that if the head jobber or jobber gives a man leave, there is no written record in that department. The rules should be so framed that when the man returns from leave he must get his job. What happens is that the man goes on leave, and when he returns he does not get his job.

MR. STONES :—That we will provide for. The other question is concerned with the alteration of the Factory Act.

MR. KHAREGHAT :—You are dissatisfied with the list of holidays?

MR. ASAVALE :—Holidays, we do get.

MR. KHAREGHAT :—Sometimes when there are three or four successive holidays, Sunday becomes a working day.

MR. ASAVALE :—This demand is not for holidays. It is for leave.

THE CHAIRMAN :—It involves an alteration of the Factory Act.

MR. ASAVALE :—As regards holidays, we shall consider it when the rules are being considered.

MR. BAKHALE :—Unfortunately, there is no question here about the holidays. Can we add it to our demand, Sir?

THE CHAIRMAN :—Our reference is only restricted to the seventeen demands strictly speaking, but if you want to put the point forward, we may consider it. The difficulty, it seems to me, is that it involves in fact an alteration of the Factory Act. As regards holidays, you can put forward some proposal.

MR. STONES :—The Factory Act allows us to do that now. I remember about 20 years ago, the workers came to the manager and wanted a holiday. He granted the holiday, but he stopped on Sundays, but the workers did not like that, because they would lose a day's wages, and they came up to me to demand that they should work on Sunday.

MR. KHAREGHAT :—You will have to consider it from the workers' point of view also; some of them may not be willing to close on a Sunday, on account of the loss of wages.

MR. BAKHALE :—I say that holidays should be given with pay, as they do in Germany.

MR. STONES :—We do not mind it if the workers take less pay.

MR. BAKHALE :—I have already dealt with Demands Nos. 15 and 16. Demand No. 17 is as follows :—

“ That there shall be no victimisation of men who have taken part in the present dispute, or in their Union activities.”

The reply of the millowners is :—

“ The Committee do not know the reasons for anticipating any victimisation either at present or in the future. There was no such victimisation in the past.”

No man is victimised because he has taken part in the present dispute or in any dispute or in any trade union activities, but he is sacked under some other pretext. That has been our experience. I have a man in my union who was a worker in one of the mills. After the 1925 strike, he joined our union. I find him to be a man of honesty and integrity, of a reasonable mind. And yet, he is not allowed to enter the mill premises and to speak to the manager or other operatives in order to get small, minor grievances redressed. He is an official of the union at present, but even then he is not allowed to enter the mill premises.

THE CHAIRMAN :—That is rather a bigger question.

MR. STONES :—This is in reference to one man. But one swallow does not make summer. If victimisation is going to be discussed in that respect, I

will show that even the mills have been victimised; I will show that as between union and union, so recently as a week ago, there was victimisation. Human nature is human nature. As a general policy, I do not think that the millowners have been guilty of victimisation. I can say that of the group with which I am connected.

MR. BAKHALE :—This question does not generally come up before the highest authorities of the mills. Victimisation takes place much below in the mills. That is to say, it is really the small officers in the mills who sack the people; it is not the higher officers, not even the manager; he does not know. When we make a complaint, then the manager comes in and he deals with it in any way he likes.

MR. DANGE :—I know managers who do it.

MR. BAKHALE :—It is no use discussing the fact that victimisation does not take place, but it takes place under some other pretext.

MR. STONES :—If a case comes up to us, we always handle it.

MR. DANGE :—In other words, our contention is that when they do victimise, they are not honest enough to admit that he is being victimised for taking part in disputes or union work. They do it in other ways.

MR. BAKHALE :—There are a few other questions also which I should like the Committee to discuss. One of them is that of fines. I think we shall come to it when we discuss the standard rules. Then there is the question of handing over spoiled cloth, to the weaver.

MR. STONES :—That will come under the rules.

MR. BAKHALE :—I shall not deal with that now. The most vital point in these 17 demands is consultation of the workers by the management, and that is what we want to emphasise.

MR. STONES :—We have acceded to it, if only consultation is meant.

MR. BAKHALE :—And if it is granted in an effective manner and on a basis of perfect equality, I think we shall have gained something by the recent strike of 5½ months.

MR. DANGE :—The clause in the terms of reference says we are to consider whether our demands are fair and reasonable or not. But so far we have simply gone into the analysis of the wording of our demands and the answers given by the millowners. But in my opinion all this leads to an enquiry into the causes that led to the strike, and therefore it is not possible for us to deal with the demands as such unless we propose to make an exhaustive enquiry into the causes of the strike, because of the demands are centered round the scheme, that

is of reduction of wages, reduction of hands, the rational system and unfair rules for the workers. All these are being discussed separately. Therefore, the discussion of demands as such has been already done and is being done in other departments of our enquiry. The only thing that has not found place in the other parts of our enquiry is the question of the present high price allowances, which we say should be consolidated with the original wages. Demand No. 11, which has been left to me for discussion is really a part of the standard rules, though it has not been mentioned there. So, in fact, demand No. 11 ought to be taken up along with the discussion of standard rules that the millowners have framed, or which we might frame later on as an addition to the ones that they have framed.

The reply of the millowners to demand No. 12 is :—

“ This demand, namely, to consolidate ‘ the present high prices allowance ’ is on the face of it untenable.”

The reason given is :—

“ This allowance, as its very name implies, is an allowance made on account of the dearness of cost of living since the War, but in view of the fall in the cost of living during recent years, it is impossible to consolidate this allowance at the present high level. The table attached to this will make this point clear.”

It is impossible for me to understand what this reply means. The standard scheme, or the millowners' proposals even before the standard scheme was proposed, were proposals for the reduction of wages as a whole. If they think that if high prices allowances are not consolidated with the original wages, it will facilitate a reduction of wages, then they have done it even without it. I do not know how consolidation of the allowance with the wages can prevent a reduction of wages. So, on any ground, this answer is absolutely inexplicable to me at least. The practice in Bombay in some of the concerns has been recently to consolidate these allowances with the original wages. I can cite the example of the Bombay Tramways Company, where they have actually consolidated these allowances. When they engage new workers, they engage them not on the old scale salaries, but on a salary which is the old original wage plus the dearness allowance. If a worker in the Bombay Tramway Company was formerly getting Rs. 10/- plus 25 per cent. allowance, they now engage him not on Rs. 10/- plus 25 per cent. allowance but on Rs. 12-8-0, that is including the 25 per cent. allowance. That Company did not find any difficulty in consolidating the original allowance. If the objection of the millowners is that the consolidation would prevent a smooth reduction of wages, that does not hold good because they are proposing a $7\frac{1}{2}$ per cent.

reduction on the total earnings, and this total earning means the original wage plus the allowance.

On our side, this demand has been put forward in order to facilitate an explicit understanding by the worker of the wages he gets on his ticket. There is a system in the industry by which before pay-day the worker is given a ticket, which shows, in some cases, the amount of work he has done, the wages he has earned, plus the allowance, and then the total wage he is to get.

MR. KHAREGHAT :—Did they give the ticket before that ?

MR. STONES :—In all cases, the practice is that on the day prior to pay-day a ticket is given to the worker showing the wage he has to draw. In the event of any discrepancy arising between the wage he thinks he ought to get and the wage marked on the ticket, there are 24 hours to go through it, so that it can be rectified.

MR. DANGE :—This calculation of percentage is difficult for the worker. If his wage is Rs. 20-13-5, for calculating 70 per cent. on that, he has to take the help of more literate people, and this gives room for the clerks and officials of the mill to play mischief. This is also the cause of misunderstanding, any many a time this has led to strikes also. The calculation of the percentage causes some mischief. Then the practice in some mills is (this has been already referred to) not to calculate these allowances on any fraction of a rupee, and that gives the impression that the man loses 2 days' wages for 1 day's absence. This practice has been referred to by Mr. Bakhale, but I have worked out an actual example. Suppose a sweeper's wage is Rs. 8/- plus 70 per cent., for a working month of 26 days ; that comes to Rs. 13-8-0. If he is absent one day, his wages would come to Rs. 7-11-0 plus 70 per cent. Now, the 70 per cent. not being calculated on these 11 annas, being a fraction of a rupee, his total would come to Rs. 12-8-0, whereas for the full working month he gets Rs. 13-8-0 ; for one day's absence he gets Rs. 12-8-0, that is Rupee less, while his daily wage comes to 5 annas. It gives the appearance of 2 day's wages being cut for one day's absence in a mill where allowance is not calculated on a fraction of a rupee, and that has led to several strikes, even now, in several departments, after resumption of work. Our objection to this allowance being kept separate is the difficulty of the worker to understand the calculations, and consequently some room is left for the clerical staff of the mills to play mischief in calculations, either knowingly or unknowingly. Then, there is absolutely no reason why this allowance should not be consolidated with the original wage. The answer gives absolutely no reason, and the reason given is quite inexplicable to me.

I have referred to Demand No. 11, but if details are required regarding the reason why this point has been put in here, I might give them. You might know that before the general strike came on, the first and the most stubborn strike was in the Textile mills, and it was the strike in the Textile mills and the Kasturchand mills that gave the signal for the general strike. This particular demand was made with referance to the Textile mills. There they had given an order that in the loom shed, where the practice was to clean the machines fortnightly or once a month, or after a beam was finished, they should clean and oil the machinery daily. Excessive oiling spoiled the cloth, for which the worker was fined. Similarly, they were asked to clean the machines daily, and some accidents also happened when the machines were being cleaned while the engine and the machine were working. That is the reason why this demand has been put in. In the standard rules that the millowners have framed, there is absolutely no rule regarding the cleaning of machinery. The millowners have made too much of Lancashire lists and too much of the joint co-operation that they want with the workers, but they have omitted some very advantageous sections of the Lancashire list from their standard rules. For instance, on page 93 of the Lancashire list there is a specific rule, though it is not of the type that we want, regarding the cleaning of machinery. The rule is: "No persons shall be allowed to clean the following parts of machinery while they are in motion: blow room, carding engines, speed frames, self-acting mules, and so on." In the Lancashire list there is also definite provision regarding the cleaning of machinery while it is in motion and while it is out of motion. What we have proposed is that standing rules should be framed regarding this point also.

MR. KHAREGHAT :—Is there now any rule about cleaning the machines at particular intervals ?

MR. DANGE :—At present there is no standard rule from the Association as such. Each mill has got its own practice.

MR. KHAREGHAT :—In Lancashire is there any such rule about cleaning at particular intervals ?

MR. STONES :—There it is the same as it is here. There is usually a convention established by years of practice whereby on Saturday mornings the mill will stop at 11 A.M. and give one hour for cleaning. There is also in Lancashire another system, which also obtains here, according to which a special staff of cleaners is kept, and the mill does not stop; the cleaners go on cleaning right through the working month. In England there is also the system whereby scouring frame workers do the cleaning. Where it is done here, the staff is employed for handling the scouring frames. In England it is done by convention; here also it is done by convention.

MR. DANCE :—In connection with Demand No. 9, I have to mention one point that has not been mentioned by Mr. Bakhale.

MR. KHAREGHAT :—Have you nothing to say about the point raised ?

MR. DANCE :—It is a minor point, and it appears in the standard rules, and we might take it up along with the rules.

Regarding Demand No. 9, we want that rules regarding the payment of arrears of wages and also wages when a worker is discharged should be framed, and incorporated in the standard rules. The system in most mills is that supposing a man is absent on pay-day, which falls on the 15th, and he appears on the 16th, he is not paid for that month on the 16th, or 17th, but he is paid on the 25th. In some mills there is the practice of paying him in the next month. If unfortunately he falls sick or he goes on leave, then there is no system by which he can recover his past payment and also the payment that is due to him. For unclaimed wages, each mill has a certain day fixed for payment. For example, the Sassoon group has got the 24th of the month for unclaimed wages. If a man misses the 24th, then he has to come on the 24th of next month, and supposing he is working in another mill, he has to make a *khada* there; in order to recover his wages from one mill, which he has left, he has to lose Rs. 2/- to Rs. 3/- wages. It entails almost a fine on the worker, if his wages remain in arrears, or if he has been discharged, if he does not put in an appearance at the right moment. Payment of arrears should include payments on discharge and resignations. Rules regarding their payment should also be incorporated in the other rules.

Our Demand No. 14 is "The Millowners' Association should make standard rules for the guidance of its members regarding the grant of leave to their employees." In their answer, they refer only to leave on pay. What we mean by grant of leave is leave when there is sickness or death in the family, or for any other cause. The Millowners' Association, in their standard rules, at present have not formulated any rule regarding this. They have got accidents and catastrophe and the wrath of God on their machines, everything provided for their interest, but then death, sickness and other calamities for the workers have not been provided for.

THE CHAIRMAN :—That suggestion has been made. That comes in the standard rules.

MR. STONES :—This was held over. Now that it has been pointed out what is really meant, and as the Chairman has asked, we will prepare standard leave rules. That will be dealt with there.

MR. DANCE :—Mr. Bakhale has dealt with Demand No. 1, and he has referred to the present practices resorted to by millowners which result in a reduction of wages. While he referred to that, he referred to the list of allegations made by Mr. Joshi, as presented here. In fact, it should be pointed out that these were not the allegations, made by Mr. Joshi, but they were sent by the Joint-Strike Committee, and these were sent as a *prima facie* case for an enquiry into the causes that led to the strike. This is not an exhaustive list. Only two or three mills are shown here to have admitted a reduction of wages. If it is said by the Association that we have a list of only 18 mills, while there are 84 mills, and it is not a sufficient case to prove our contention in point No. 1, I have to say this, that the list was not exhaustive. After the conference with the Member of Government, we submitted a provisional list only, to make out a *prima facie* case for an enquiry, and we proposed that we would bring in several other items from several other mills to prove our case. This should not be taken as our exhaustive list. In the present case, only the point of reduction of wages has been put in, but under the heading of altered conditions, we mean reduction of hands also. So, a reduction of hands also comes in point No. 1, and while dealing with the cases of these 18 mills we omitted this reduction of hands but that was also meant when we framed this demand. On No. 3, Mr. Bakhale has made a general statement and I would point out one more thing with regard to the answer that millowners have given. We made a demand that whenever the millowners wanted to make any alterations in the conditions of service or when they wanted to reduce wages they should get the approval of the workers, through their organisations. I for myself never understood it to mean that they must consult the workers before they did anything, because it is plain to me that when the millowners want to reduce wages or change the conditions of working it is impossible for them to get the consent of the workers to their proposals, because there is a conflict of interests so we said that they should get the approval of the workers through their organisations and that they should not resort to any surreptitious methods. If at all they want to introduce any changes or reduce wages they must inform the workers honestly and openly. For example, reducing the weight of cloth pieces, or reducing the number of hands taking advantage of absenteeism all these methods are not fair in dealing with the workers. The millowners replying to this say that it is impossible to take the consent of the workers and that there is absence of workers' organisation if they want to take its approval. Later on they make a statement that the workers' organisation is far from fully developed and that there is no textile trade union in Bombay that can undertake to enforce its own will on its members, even when an understanding has been effected with the employers. I disagree with the interpretation that the millowners put on the functions of a trade union. If the millowners think that a

textile union should be formed on the basis that it should arrive at an agreement with the employers and that it must be in such a position to enforce its own will on its own members there is something behind it which the trade union will not be able to do. For example if the union makes an agreement with the employer and if it is not agreeable to the workers and if the trade union tries to enforce it on its workers, then that trade union is no trade union at all, because the trade union is there to carry out the will of its members. If the trade union makes an agreement with the employers and the members disapprove of it, the employers cannot expect the trade union to insist upon it or to go against the will of its members.

THE CHAIRMAN :—The same argument applies to the millowners also. The millowners cannot bind their members to any decision they arrive at.

MR. STONES :—In England what they do is that the officials of the union and the representatives of the employers sit at a round table conference for the settlement of any dispute. If an agreement is come to, that is accepted by the trade union. The union officials represent the trade union at the conference. So far there has been only one instance where the union disagreed with the union officials.

MR. DANGE :—If they mean that the trade union should be in a position to enforce its will on the minority then I can understand it.

MR. STONES :—If the line of action agreed to by the officials of the union is not agreeable to its members, then the officials do not represent the opinion of the union.

MR. DANGE :—Not necessarily. After an election of office bearers they may lose touch with the organisation.

MR. STONES :—They may turn them out.

MR. DANGE :—Officials do not have a majority because in a particular case in a Scottish miners' union certain elections took place before a proper psychology was developed.

MR. STONES :—It is an exceptional case.

MR. DANGE :—They cannot make an excuse of this for not consulting the workers in whatever they want to propose. They may say that they will not have consultation with the trade union but that does not mean that they should not have consultation with the workers. There may be other forms of consulting.

MR. STONES :—In Demand No. 7 they deliberately say :—

“Without the consultation and free consent of the workers expressed through their organisations.”

The millowners have given the reply to that.

As regards the consolidation of the high price allowance with the original wages, we have not agreed to it, because fluctuations will occur in the industry. In this connection reference was made to the Lancashire list. There too the reduction and increase on the allowance will be made on the basis of the percentage given in the list. Then it was argued that this method of paying allowance separately would give room for dishonesty in calculation. I do not understand how the mere fact of the consolidation of the allowance is going to make the man honest.

As regards weavers they were paid more in relation to the work they turned out and a reduction has been made on the best lines, which will enable a good worker to earn more than a certain basic wage provided.

The next proposal is this: in the calculation of wages upto 5 pies it will be called lower anna and over 5 pies the next higher anna. It removes all complaint whereby the workers get the idea that their wages are being cut by two days. The list is based on 26 days.

As regards Demand No. 11 that will be dealt with under the standard rules.

Rules for cleaning the machinery are provided for in the Factory Act. The rules provided by the Chief Inspector of Factories say definitely what cleaning can be done and what cannot be done. We do not bother ourselves about that because it is beyond our province. When any machine is to be cleaned the factory officer and the millowners discuss it and issue an order.

With regard to the rules regarding forfeiture of wages that will be dealt with under the rules. This is a matter of system. The trouble arises for example in a case where the worker has left a particular mill. If he is not able to turn up on the pay-day of that particular mill for receiving wages, the delay arises. In our own mills definite date is fixed after the pay-day, so that the man may not have to wait till the pay-day of the succeeding month. In the interest of the mill they do not keep large balances in the mill. These are the points that Mr. Dange raised.

THE CHAIRMAN :—What about this afternoon? Is there any objection to start the discussion on the standard rules?

MR. START SONTES :—We will open discussion on it.

MR. BAKHALE :—We will give our reply to-morrow.

The Committee adjourned for tea.

(After Lunch.)

MR. SAKLATVALA :—I shall now take up the standing orders. As regards these standing orders I may explain that even at present most of the mills have their own rules. These rules were, I think, sent up to the Labour Office also. When we standardised these rules we got the copies of rules from our members deleted such of them as might be called unfair and drafted these new rules. Some of these rules were amended after discussion with the other side. We had also the advantage of Mr. Caroe's guidance and whatever was thought unfair or doubtful from a legal point of view was also taken away. As I said before these rules obtain in most of the mills and what we now do is to standardise them which the other side themselves want. We feel that all our members will adopt these rules. The other side brought in a complaint that the rules in a particular mill—the Century Mill—are worse than the standard rules. That itself shows that the standard rules are better than the existing rules.

I will now go into the details as regards each rule leaving the explanation of the legal aspect to Mr. Caroe. In this connection it would be better to read their memorandum side by side so that we may know exactly what their particular objection is against each rule. First of all they make a general remark :—

“ The one general remark we are compelled to make after reading these Standing Orders is that they are intended only to impose restrictions upon the conduct of the employees, but there are very few restrictions put upon the employers. ”

This has been merely imported to create prejudice. Of course no factory can work without having rules for the conduct of its employees. There is no question of putting restriction on the employees. All we want is that the rules should be reasonable and not one-sided. For instance they go on to say :—

“ It is a misconduct on the part of the workers to be insubordinate but it is not a misconduct on the part of the Manager to treat the workers with discourtesy. ”

You cannot put discourtesy and discipline on the same plane. I do not know what is exactly intended by saying that managers have also to be under restriction so that they may not be discourteous to the workmen.

To come to the rules No. 1 is nothing. No. 2 is definitions. There they say that the definition of an employer is necessary, because the employers may not in all cases be companies but a single individual also. As far as we are concerned all our members are companies. We do not think it necessary to provide any definition as regards individual employer.

Rule No. 3 :—

“ The decision of the manager upon any question arising out of, in connection with, or incidental to these orders shall be final, subject however to appeal to the Managing Agents.”

Naturally the man in charge of the factory will be able to deal with any question arising in the factory. The final decision is not left to any subordinate officer but to the highest officer and even then it is subject to the appeal to the agents.

THE CHAIRMAN :—Is there no such rule at present ?

MR. SAKLATVALA :—There may be in some mills but I am not sure. It is so in our mills, and also in the Toyo Poddar Mills. At any rate in all the Mills the practice prevails that the manager decides all these cases. When the workers are dissatisfied they approach the agents.

As regards No. 4, it is as follows :

“ The Company may on one month's prior notice, add to or alter these orders or substitute new orders or any new order and any such addition, alteration or substitution shall be binding on the operatives as if it were originally incorporated in these orders. Such notice to be posted prior to the last day of the month.”

They say :—

“ If the individual employers are permitted to make changes the standing orders will soon cease to be standardised. The changes must be approved collectively by the employers and also by the organisations of workers. In this rule there is no provision even for the objections of the workers being heard and considered.”

It is neither the spirit nor the letter of the rules to make a change because it is agreed amongst the members that no change should be made without the association's consent. Before any change is made we have provided that there should be one month's notice so that the operatives may have time to choose their course of action whether to continue or leave the mill. The members cannot alter the rules without the consent of the association. These standing rules are to be put up by all the members and no change can be made without the association's consent.

THE CHAIRMAN :—You will have no objection to the words “ without the consent of the Millowners' Association ” being inserted.

MR. SAKLATVALA :—Our object in avoiding the Millowners Association is this. Very often we put up notices to the effect that “ it is decided by the Millowners' Association ” and so on. But the men resent it. During the 1924 strike

we put up notices that "it is decided by the Millowners' Association to re-open the mills." The men resented it and said "We do not care for the Millowners Association. We want something from our own agents." During the strike of 1924 the main trouble was that we put up the notice in the name of the Millowners' Association. It is why we avoid the name of the Millowners' Association from these standing orders.

THE CHAIRMAN :— They say that the changes must be approved collectively by the employers and the organisations of the workers.

MR. SAKLATVALA :— That is an assumption that there are proper organisations of labour at present. Certainly a time may come when this will be done.

THE CHAIRMAN :— Supposing a joint committee is set up, will you be prepared to consult it ?

MR. SAKLATVALA :— We can consult it but we cannot guarantee that we will adopt their suggestions. They may not approve of many things and possibly we may not have the standing rules at all.

As regards No. 5, they say :—

"The maximum daily number of hours in Bombay are 10. It will be wrong for the manager of an individual mill to change the hours to 11 which is permissible under the Factories Act. The maximum number of hours must, therefore, be mentioned. Moreover, in the case of piece-workers some minimum hours of work will have to be fixed. There is no mention of the notice to be given to the workers before a change is made."

As regards this, we refer to the Factories Act. The Factories Act provides that no man shall work for more than 60 hours a week. The maximum that he can be worked is 11 hours. After all, during the week no man can work for more than 60 hours and no mill is going to work its employees for 11 hours a day, because, after all, during the week he will have to come to the total of 60 hours. That is why we do not make any special mention of the 11 hours, day. At any rate, here also the individual mills cannot alter their time. It will be only done in consultation with the Association. Even if the Association later on provided for a 11 hour day, we would certainly be justified, so long as the Factory Act allows us to do so. The time might come when we might wish to have a half holiday on Saturday or something of the kind, or work only 5 instead of 10 hours on Saturday, and we might make up an hour later on in the other week days.

MR. KHAREGHAT :—The Factory Act allows that in case of accidents, or if the machinery is out of order, they can work the whole night?

MR. SAKLATVALA :—In case of accidents and other urgent work, the Factory Act allows the man to be worked, but he must be given a holiday subsequently. We have to give notice to the Factory Inspector that urgent work is to be done; we have to mention the names of the men who will be worked, and that they will be given a holiday on a subsequent day.

As regards No. 6, we have here the hours of work. 7 a.m. to 9-30 a. m. 9-30 a. m. to 10 a. m. recess. At present there is only one recess, from 12 noon to 1 p. m. We know that it would be certainly better if the men had two recesses. This was recommended by the Tariff Board also. On page 138 of their report paragraph 62, they say :—

“ This materially affects efficiency and we are of opinion that the commencement of work should be put back to 6-30 a. m., a period of rest of half an hour being granted from 9 a. m. to 9-30 a. m. or 9-30 a. m. to 10 a. m. to permit of meals being taken.”

We do not like to put back the period of work, because when the men wanted 10 hours a day, and when we ourselves, before the Act came into operation, went on to 10 hours, the main contention was that the men had to go too early to work. In the olden days they had to start work at 6 O'clock, and we thought that 7 O'clock would be a fair time to start. Therefore we do not propose to go back on this. We propose to bring about half an hour's recess from 9-30 to 10, cutting the midday recess by 15 minutes. Instead of from 12 to 1 as at present, we propose to give them 1 to 1-45, continuing till 6-15 instead of till 6 O'clock as at present, in order to make up the 15 minutes lost owing to there being two recesses.

THE CHAIRMAN :—There will be a total recess of an hour and a quarter?

MR. SAKLATVALA :—Yes. We make up that quarter of an hour in the evening. You will observe we have stated “ This is subject to the approval of the Factory Inspector and the consent of the operatives.” I have already explained that the present law does not permit employers to have two recesses. The Act says that after 5 hours' work we must allow one hour's recess, and if the operatives themselves desire that, instead of one hour's recess they want two recesses of two half hours each, it can only be done if they consent, and they must signify their consent to the Factory Inspector. Then the Factory Inspector will permit us to give those recesses. So, it is not within our power to alter the time of working, and we can only do it with the consent of the men. We do not mind what time it is. If the other side says that, instead of 9-30 to 10, the

recess should start at 10 or 10-30, we do not mind. We are perfectly agreeable to suit the convenience of the workers. All that we intend is that there should be two recesses instead of one, because we ourselves believe that two recesses will certainly improve the efficiency of the workers. At present a good deal of time is wasted in taking food in the morning. We know that our employees come in at 7 O'clock, and they start taking their meals as early as 8-30. In some mills they begin to do so at 9; between 8-30 and 10 they have their meals, and now there is no recess time for that purpose. All the same, all that time is wasted, and we believe that if they have a recess of half an hour, it would be much better to both sides. But what the other side proposes is that instead having 10 hours' work, the hours of work should be reduced to 9½. They simply want to take advantage of the standardisation rules, and try to reduce the number of hours which, from our point of view is out of the question at present.

THE CHAIRMAN :—In Mr. Addyman's mill, they have something like a double recess?

MR. SAKLATVALA :—Yes. I think in the Toyo Poddar mills also they have introduced it. Mr. Sasakura said that he has introduced two recesses. Mr. Sasakura of course recommends 3 recesses, but that prolongs the staying period in the mills. He wants 10 hours work but he wants 3 recesses.

THE CHAIRMAN :—Mr. Addyman's mill is working from 6-30 to 9-30, then a recess from 9-30 to 10; then work from 10 a. m. to 1 p. m., a recess from 1 p. m. to 2 p. m., and the work continues from 1 p. m. to 6 p. m. He begins half an hour earlier.

MR. SAKLATVALA :—Mr. Addyman's is a very small mill, and perhaps his men do not object to start work at 6-30 a. m. Any way, we have no objection as to the time. This is only put in provisionally; we think this would be the best. If they have any other suggestions and they want to alter the timings, we are perfectly agreeable, so long as we get 10 hours work.

THE CHAIRMAN :—What about the last clause?

MR. SAKLATVALA :—It says "Operatives attending late are liable to be shut out and treated as absent, but may be admitted on payment of a fine." The fine is for late attendance. The men must, in no case, exceed the time.

In our rules we have provided for it. At present that is what is being done. We inflict a small fine, in some cases one anna, in some cases 2 annas, if the men are late by more than 10 minutes.

MR. KHAREGHAT :—10 minutes are allowed?

MR. SAKLATVALA :—It depends on the rules in various mills. In our own mills, we provide for only 5 minutes, although it is never adhered to.

THE CHAIRMAN :—The ordinary practice is not to admit them after the gate is shut ?

MR. SAKLATVALA :—We admit them on payment of a fine. But if an employee comes and tells us that he had some valid reason, then we do not inflict the fine, but the time-keeper is not to permit the man in without telling him that he will be fined. When he comes into the department and hands in his ticket late, the jobber takes him to the assistant master or master, and he puts down a fine. Then of course if he has any valid reason and he explains it to his superior the fine is not inflicted. Altogether, the fines including the cloth and all that—the Labour Office has got the figure—comes to less than .25 per cent. All fines including fines for late attendance, etc. came to .23 per cent. of the total wage bill.

MR. KHAREGHAT :—For how long after the mill starts, do you allow it ? Even if he comes after 2 hours, do you take him in with a fine ?

MR. SAKLATVALA :—That depends on the work. If the machines are actually shut down, then we do not mind even if the man comes half an hour late ; otherwise we do not admit him at all after a reasonable time. We stop him after half an hour or so. That is why we want to provide that everybody should work for 10 hours, because now some men do come in after half an hour some after three quarters of an hour, and so on.

Then we say :—

“Operatives shall only take their food at the Recess Times. Any break of this Order will incur dismissal.”

As I told you, our main object in giving two recesses, specially the morning recess, is that they may take their food during the half hour that we allow, and also from 1 to 1-45. Then we do not think there is any excuse for the men to have their meals inside the premises. Of course, at present we know that they cannot help it. If they want to have their food before 1 O'clock, they, must have it on the premises. If the compound is large enough, we provide a separate special place or building, for them to do so. In some mills, even where the place is provided, they still insist on having their meals inside the department. This is permitted at present, but we intend to stop it provided we get in these 2 recesses.

THE CHAIRMAN :—That is conditional on the two recesses ?

MR. SAKLATVALA :—Yes. That is conditional on the two recesses.

THE CHAIRMAN :—What about criticisms on this ?

MR. SAKLATVALA :—The Joint-Strike Committee say :—

‘ The fines for late attendance must in no case exceed the proportionate wages for the time by which the employee is late.’

We cannot admit a man and fix the fine only according to the time lost. If that is the rule, then a man has a right to come in at any time. He will say “ Never mind, you can fine me 4 annas or 6 annas, or 10 annas, according to the time lost ; I have a right to come in.” We cannot do that. All that we can do is inflict a fine, or stop him altogether. We cannot allow a regular scale of fines, which will mean that the men will have a right to lose whatever time they like, because they know they will be fined proportionately. It is not only a question of fining. During the time the man is not there, our work suffers. If work in one department suffers, the following department also suffers. We have to make up averages in one department owing to the fault of the preceding department. The Joint-Strike Committee go on to say :—

“ Moreover, there is no obligation upon the employers to provide (1) a decent place where the workers can keep and eat their food (2) a decent arrangement where food can be purchased at a reasonable price (3) an adequate arrangement where all workers can get supply of cold and pure water simultaneously.”

Of course, as regards a place where the workers can keep and eat their food, this is provided in all mills as far as possible. In all mills perhaps there is not the same facility that might obtain in perhaps some mills ; still, that facility is there. We have no regular dining halls or dining places, and there also our main difficulty is the caste system. If we were to provide them with suitable places, we shall have to have two or three or more dining halls.

As regards the arrangement where food can be purchased at a reasonable price, this also exists. There is the tea shop, and a particular vendor is allowed to come in and sell food-stuffs to the operatives.

As regards adequate arrangements for drinking water, that we have to provide for under the Factory Act rules, and we do provide for it.

MR. KAMAT :—About the caste difficulty for a dining hall, suppose you provide a hall and allocate certain corners for different castes, would there be any difficulty? That would be better than their squatting down in the compound.

MR. SAKLATVALA :—As regards even drinking water, although there is a partition between the two portions, still in many cases they object. They say the partition is not large enough ; they want a partition higher than a man's height, and perhaps they might object even to sitting under the same roof ; I

cannot say. At any rate, that would be a costly affair for the mills at the present time.

MR. KAMAT :—Would the companies be prepared to build the halls, provided the men agree ?

MR. SAKLATVALA :—Not till the industry improves. It comes more or less under welfare work, and all our welfare activities have been stopped. The Tariff Board also remarked that it is unfortunate that the welfare activities have had to be stopped, and they also hope that when the industry does improve some day, Bombay might go ahead with this class of work.

THE CHAIRMAN :—“Operatives shall only take their food at the Recess Times. Any break of this order will incur dismissal.” That is after these two recesses have been provided for. You have not made any special comment about it, Mr. Bakhale ?

MR. BAKHALE :—I will make it orally.

MR. SAKLATVALA :—Then I will reply orally.

Then, order No. 7 is :—

“ Each operative without exception will be provided with a departmental ticket showing his number, name and occupation, and on attendance each day shall deliver up the ticket at the place provided.”

The comment of the Joint Strike Committee on that is :

“ The workers are generally against the ticket system. It had not existed so long for piece-workers.”

This is not correct. It has not existed only in the case of weavers. In the case of frame tenters, who are also piece-workers, in the case of women workers the tickets are provided for. It is only the weavers who were not given tickets, and for this reason, that, as has been pointed out to you already, the weavers provide for their own substitutes. If a weaver is absent, he is not marked absent ; he sends somebody along, and his 2 looms are working ; we did not mark him absent, and therefore we did not give him a ticket. But this system has prevailed in Sir Ness Wadia's mills, and we think that there is no particular reason why the weavers should object to tickets being issued to them, specially now that we want to provide that all men must work uniformly for 10 hours. Now that we want to standardise the rules and regulations, there must be a standard practice with regard to all employees. There is no particular reason why any man, especially a weaver, should object to having a ticket given to him. In this connection, Sir Ness Wadia's mill have followed this

practice for years, and he sent me a letter, dated the 22nd of October, which I put in.

THE CHAIRMAN:—Is there the same system in England?

MR. STONES:—Some have it and some do not. Some have clock recording. There are various systems in various districts. In the district in which I was working, no operative gave occasion for the introduction of the ticket system. The percentage of absentees was infinitesimal.

THE CHAIRMAN:—In some cases the mills has 2 tickets, one for the morning and one for the afternoon?

MR. SAKLATVALA:—We give only one ticket. As a rule, there is only one ticket, and that is handed in to the workers after they are all in. The time keeper comes in and distributes the tickets, and the men have it back before they leave.

THE CHAIRMAN:—Do they get it before the recess hour?

MR. STONES:—Some do; some do not. Where it is 2 tickets, they do not worry; they give them back in the evening.

THE CHAIRMAN:—This is a little vague. It is not stated whether there should be one ticket or two.

MR. SAKLATVALA:—The rule says: "Each operative without exception will be provided with a departmental ticket showing his number, name and occupation.....". The objection is not against the ticket system as such, but they object to the weavers being given a ticket, when so long the practice did not exist.

THE CHAIRMAN:—They are objecting generally. They say the workers are generally against the system.

MR. SAKLATVALA:—That is not true. We have not had complaints from anybody about the tickets. The tickets have always been received by the workers, and nobody has ever brought up any complaint against the ticket system as such. In fact, if this had not been brought out in the case of Sir Ness Wadia's mill, the question would not have arisen. The weavers in his mill have started the objection, and that is how the question of the ticket system arose.

Then we go on to Rule 8, which is as follows:—

"Any operative who, after presenting his ticket, is found absent from his post without leave without sufficient cause is liable to be treated as absent without leave. Any operative who desires to obtain leave of absence must apply previously to the Head of his Department or any officer appointed by the Manager for this purpose."

I might point out that in most mills there is a similar clause, but we have added the words "absent from his post without sufficient cause". If the man is able to explain away his absence, then of course he is not to be punished. The Joint Strike Committee's criticism of this rule is:—

"It is not clear whether the phrase 'Absent from Post, means absence on account of leaving the premises of the factory or leaving the Department or leaving the actual place of work."

So long as the man is not at his own machine, then, for all practical purposes, he is supposed to be absent. But if he comes along and explains, then we know where he was. For instance, a weaver in some mills goes to fetch the weft, or he goes to the mechanic shop. Then of course he will not be marked absent; the weaving master knows, the jobber knows, what the practice in his own department is.

MR. KHAREGHAT :—The second clause refers to this sort of absence; it does not refer to general absence?

MR. SAKLATVALA :—We have said "after presenting his ticket". Otherwise, the man might put in his ticket and then he might walk away. In our college days we used to do that; we marked ourselves present, and then walked off.

MR. KHAREGHAT :—Does it mean that if he wants to go out for necessary purposes, he should take leave?

MR. SAKLATVALA :—It is only after the tickets are distributed and if the man is not found at his post, then we provide that he should be marked absent. But if he gives sufficient cause, that is not done. Of course he need not be asked the cause, because in the department they know. If he has gone out for having his meal, or if he has gone to the latrine, nobody questions him. For such purposes, he can come in and go out as he pleases. The wording here is "found absent from his post without sufficient cause."

THE CHAIRMAN :—If he wants to go out for any necessary purpose, do you intend that he should apply previously to the head of his department?

MR. SAKLATVALA :—No.

THE CHAIRMAN :—Does not this require a little alteration?

"Except for temporary purposes", or some such words might be added.

MR. SAKLATVALA :—It may not be clear. They say:—

"As permission is to be obtained for leaving the premises of the factory so there must be provision for the payment of wages for the day if an employee has to leave work for sufficient reasons."

Of course from the employers' point of view the reasons may be sufficient for the purpose of getting leave. If a man is given half a day's leave certainly we pay him for the half day he worked. If he comes and asks for leave in the afternoon, we grant him leave if he has sufficient reasons and we pay him for the half day he has worked. If he turns up in the morning, works for half an hour and then goes away we mark him absent. Then they go on to say :—

“ This is the only place where leave of absence is referred. If this also refers to leave which the workers require for various reasons, it will be readily admitted that the rule is insufficient. It does not mention the period for which the worker will be entitled to get leave, the circumstances under which previous permission need not be taken and whether the employee will be paid wages for any kind of leave and that the worker will be entitled to get his job after he returns from long leave.”

That is one of the 17 demands. I do not know how it was dealt with in the morning.

Then rule No. 9 :—

“ Operatives will be classed as (1) Probationary and (2) permanent. A probationary operative is one who is provisionally engaged for the first time on a particular post for a period of two months during which he may be dismissed at any time without notice. At the end of two months if not dismissed a probationary operative becomes permanent.”

This shows the spirit in which the standard rules have been framed. We think it fair that if we have a right to dismiss the probationer without notice, we must give the same right to him to leave without notice.

Rule No. 10 : there is no criticism.

Rule No. 11 :—

“ All male operatives are liable on leaving the mill premises to be searched by the gatemen and all female operatives are liable to be detained by the gatemen for search by the female searcher.”

Their criticism is as follows :—

“ The search provided for presumes that the workers are criminals. The search can only be justified in factories where very precious articles which can easily be concealed, are handled. The workers can't accept this rule.”

I think this is a provision made in all the mills. It does not mean that a mill attempts to search all the workers in the mill. We only take a right to do so. As you might have seen a number of workmen pass out of the mill gates after the work of the day is over. Is it possible to search all of them by the

gateman? If the gateman suspects anybody then only he makes a search. Sometimes we find that weavers do steal small pieces of cloth. We only reserve to ourselves the right to search. It does not mean that we presume that workmen have got the propensity to steal. As a matter of fact this rule obtains in all the mills. If the gateman suspects a female worker, then the female searcher is brought in to search her. This is not to be strictly interpreted nor to be strictly enforced. But we must reserve this right.

MR. KAMAT :—In the case of males you give the right to the gateman to search.

MR. SAKLATVALA :—When he is in the department there is very little time to search him. Everybody wants to leave as soon as the time is over. It is only at the gate that the man can be searched if suspected.

MR. KAMAT :—You can give the right of detention only to the gateman but you owe him the right to search straight-away.

MR. SAKLATVALA :—The gateman does not deal with the matter. If anything is found by search, the man is reported to the manager or any other superior official of the mill. The manager does not take action on the words of the gateman. We want some kind of proof. The gateman is cautious before he does it. He will not do anything unless he has got strong reason to suspect. We only say that they are liable to be searched. In the case of females, we provide that the gateman should only detain; and the female searcher will search.

THE CHAIRMAN :—Who is the female searcher?

MR. SAKLATVALA :—We have got naikens in the winding department.

THE CHAIRMAN :—Are there many such cases among female workers?

MR. STONES :—The bulk of the cases are male cases.

MR. SAKLATVALA :—Rule No. 12 :—

“ Before the beginning of each month a notice will be posted outside the time-keeper's office and in the mill stating (a) days on which the mill will be closed during the following month, and (b) the date or dates on which wages will be paid.”

The criticism on this is as follows :—

“ The rule must provide that the wages will be paid before the 8th day of each month.”

It usually takes 10 days or more to prepare the muster for pieceworkers in the mills. For the present our rule is that wages should be paid before the 15th.

Taking the average of the year we pay wages on the 12th. If we could possibly expedite this we will do it. But we have found it very difficult. Sometimes before holidays we do it. For Divali holidays we even pay on the 6th. We have to employ extra clerks and work them even during nights to prepare the muster. We cannot undertake to do it throughout the year. In the strike of 1925 one of the demands was this. We formerly used to pay them on the 25th. They demanded that their wages should be paid before the 15th. We have agreed to that. We are now making the payment on the 15th.

THE CHAIRMAN :—Do you think that the 8th is too early ?

MR. SAKLATVALA :—Yes ; we have actual experience. We have made payments on the 6th and 8th during holidays under great pressure. It is only pieceworkers that require calculation.

MR. KAMAT :—Have one day for spinners and another day for weavers.

MR. STONES :—It would only mean that we shall have to send money to the mills twice over and make the payment twice over. This will entail extra expense and extra trouble. Now, we have got to get the money from the bank ; we have got to keep the money in the office for the evening and send the amount the following morning for payment. We will have to repeat this operation twice over. If we are to fix different periods one group of men may not get their wages before a holiday. As far as humanly possible we always pay the wages immediately before any holidays.

THE CHAIRMAN :—Do you make the payment while the mill is working ?

MR. STONES :—We put cash slips into small packets with name, amount and department of the workers and distribute them while the mill is working. For coolies they are paid separately. The system varies from mill to mill. In some mills people sit outside and after receiving their wages go back to their looms. We use envelopes like this (Mr. Stones handed in a sample of the packet).

MR. SAKLATVALA :—Our system is that we pay in cash. Our men want to examine each and every coin when they open the packet. In our mills the clerk goes from department to department beginning from the blowroom to the weaving department. We actually pay cash.

We now come to the contentious clauses—13, 14 and 15. As regards 13, the rule reads as follows :—

“ The Company may at any time or times and for any period or periods at their discretion in the event of a strike, fire, catastrophe, emergency or epidemic, or when it is necessary to do so because of the state of the trade stop any machine or machines, department or departments. The operatives

employed on those machines or in those departments will be "played off," *i. e.*, temporarily stopped without notice and without compensation in lieu of notice. The employees so "played off" are not to be considered as dismissed from the service, but are temporarily unemployed and will not be entitled to wages during such unemployment. Such employees will be given the first chance of work again of the resumption of work on such machines or departments."

I might say before going to their own criticism that at first sight this clause does look unfair. But really it is not so. In the first place this is the actual practice and it is obtaining to-day. If we have no work for a particular class of goods—for instance if narrow looms have got to be stopped suddenly we do it. As far as possible we inform the men. The men know that the 32 inch looms are going to be stopped. As one by one the beams are finished the looms are stopped. The men know that in a particular department particular machines will be rendered idle. This practice prevails now. In order to remove any misunderstanding we put it in plainly in the rules themselves. This system also prevails in Lancashire. In fact the term "played off" is taken from the term there. It is true that when an operative comes to be employed he expects employment and we must provide it. On the other hand it happens, and such cases are more frequent than the cases provided for here, that we have got work for the operative, and the operative does not turn up. We cannot compel the operative to work on the machine because the machine is there. Even to-day 10 ring frames are lying idle in the Tata Mills. Although I would not say that we are making profit still our work is being disorganised, because these ring frames are not producing the necessary yarn. Such cases occur more frequently than the cases provided for here. It is not that because there is work for the operatives we have a right to expect that workers will be there, but if the work is not there the operatives have no right to claim that we should provide work, because they are there.

THE CHAIRMAN :—In some countries some compensation is given to the employee who is 'played off.'

MR. STONES :—I do not think so. At any rate it is not the practice in Lancashire. I am referring to 'laying off' as it is understood in Lancashire. For instance take the ring department. Suppose the demands of the trade are 40s when we are spinning 20s. That means you require a smaller number on the ring frames. The result is that for a few days a number of men are not employed. It is optional to leave altogether. Otherwise what he usually does is to come within the term 'played off.' I shall bring to you to-morrow an article in the *Manchester Guardian* where we have a case in point. In our mills we have got a very large slubbing frame which very often keeps the

intermediate scutchers 'playing off'. They "play off" in turns of so many days a month. It is obviously an uneconomic proposition. We had a case in the Small Cause Court instituted against us by a workman who was 'played off'. We put in all the books of our firm to prove that it is not a new practice, and that it has been in existence for a very long period. We do so only under extraordinary circumstances. When we start looms we give the option to the men to continue with less looms or go away. Usually the worker 'plays off.' In Bombay there is a loose custom, whereby budlis are brought in. Usually they go on even with one or two looms.

MR. KHAREGHAT :—Did you win the case ?

MR. STONES :—We did, because it is the custom of the trade.

MR. SAKLATVALA :—Very often it happens that at present time when a jobber wants to have his friends to be put in—he has got a gang under him—he stops the frame for a day saying that there is no work to be done. On the next day or so he brings in his own men. Now, of course there is a check. Men are told that there is no work. If there is a rule we cannot shut off men as we like. We must prove it now. We have to do it for a particular reason. Something or other must be proved. Men cannot be turned back for any flimsy reason in an haphazard manner.

With regard to the catastrophes, etc., and other circumstances the reasons have to be given now and the men cannot be turned out. At present there is no such protection to the workers.

MR. STONES :—In certain cases of 'playing off' the union pays, as Mr. Bakhale pointed out.

MR. SAKLATVALA :—All these rules are co-related. Rule 14 :—

"The services of any operative drawing a monthly wage may be terminated on one month's notice or on payment of one month's wage in lieu of notice."

This rule I submit is quite fair because it is reciprocal—Rule 15 says :—

"Any operative desirous of leaving the company's service shall, on the last day of the month, or, if that day be a holiday, on the day previous, give one month's notice to the head of the department concerned. The wages due to such an operative must be paid within three days after the expiry of the notice ; if more than 20 per cent. of the operatives in a department give notices simultaneously, the period of three days to be extended to one week. If any permanent operative leaves without such notice he shall forfeit the whole or part of the wages due to him for the month at the discretion of the manager by way of liquidated damages."

The criticism is :—

“ It will be convenient first to deal with these three rules together and then to discuss each separately. It is true that the joint-strike committee has suggested by its Demand No. 13 that there should be a rule for one month's notice for terminating the contract of service. But considering the spirit in which the millowners have framed these rules and also taking into consideration some other matters the Joint-Strike Committee feels that it will not be in the workers' interest, under the present circumstances that there should be what amounts to a month's contract of service. The period of contract need not extend beyond one day.”

Our submission is that no large organisation, at any rate in India, can be managed and run properly if operatives are free to leave practically without notice. One day's notice is nothing. They go on to say :—

“ Under the present system there is no definite provision by which the workers will become entitled to leave—short or long—and even if there are any rules made for this purpose the grant of leave will depend upon the sole discretion of the Manager and so long as the workers are illiterate as at present, we feel that the workers will lose more by rules about notice than they will gain. Added to these considerations is the fact that the employers want by these rules to compel the worker to give notice and also to forfeit his wages where he does not give notice and want practically to free themselves from similar obligations by providing for what they call ‘ playing off.’ ”

As regards notice, as I pointed out, it is reciprocal. As regards playing off, I have explained why we do it and what effect it will have. But as far as notice is concerned, it works equally on both sides. The Joint Strike Committee continue to say :

“ We, therefore, suggest that those three rules should be omitted altogether. We realise the advantage of the provision that no employee should be dismissed without notice and if satisfactory rules are accepted by the employers we would certainly prefer the provision for notice to no provision. We shall now proceed to give our detailed criticism of these rules.”

“ Standing Order No. 13.—This rule goes much beyond the circumstances laid down in section 56 of the Contract Act, which makes contracts void and so this rule will perhaps be regarded in the eyes of law as void. The circumstances mentioned in the rule may not all make it impossible to employers to provide work to the employees. Moreover, the workers are not given similar privilege to leave work without notice under circumstances where giving of notice is difficult”.

MR. CAROE will deal with the legal aspect. I will only say that, in view of the nature of the work, this rule must stand. It is, as I have already said, also in accordance with our present practice.

MR. CAROE :—Section 56 of the Contract Act (I have not got the book) merely provides that a contract which is impossible is void, and a contract which becomes impossible will become void. The section does not say anything more than that. There is nothing that I know of in the Contract Act which provides or prohibits rather, operatives making any agreement that at a certain period of time, under certain circumstances, a contract shall either be suspended, which really is the case here, or even put an end to. There are any number of contracts like that. A supplier of piecegoods in Lancashire usually provides in the contract, and here also it is usually provided, that if the mills cannot supply, there is an extension of time. That really is very much the same thing. It is only in cases where the Contract Act prohibits the entering into of a certain provision that such an agreement cannot be entered into. For instance, in the Workmen's Compensation Act, we are not allowed to contract workmen, or the employer is not allowed to contract himself out of the Act. The parties cannot make an agreement.

THE CHAIRMAN :—I find it difficult to say that section 56 of the Contract Act would come in the way of a rule of this kind. It has been laid down, I believe in a Bombay decision, that the impossibility mentioned in section 56 does not include a commercial impossibility.

MR. CAROE :—That is the Chhagandas case. At the beginning of the War, there was the difficulty of getting ships. Messrs. Chhagandas & Co., a firm of freight brokers, had entered into a contract with a certain firm to supply freight for manganese, to carry manganese from Bombay to Europe. Owing to the War breaking out, the rise in freights was such that Messrs. Chhagandas & Co., partly owing to Government commanding all the boats here and raising the freights, maintained that it was impossible to fulfil the contract. Justice Beaman held that it really was a matter of money. If Chhagandas & Co., had gone to America and paid the money for a boat to come to Bombay to carry the cargo, the boat would have come. It was not impossible but, as you stated, it was commercially unreasonable, because Chhagandas & Co., would have lost a lot of money; it was more or less a matter of money. Later on, there were any number of cases in Bombay, where they tried to establish what they called commercial impossibility. In England there was the case of the contract for carrying coal from Newcastle to London, which they could not fulfil for the same reason. There was also here the case of arbitration between the Native Piecegoods Merchants Association and a firm in England, where they stopped to contract to ship goods from Liverpool to Bombay, for the same reason, namely,

because freights had gone up. The Arbitrator, Mr. Acworth, found that it was merely a matter of money. There was no impossibility, because the boats were coming to Bombay. It depends on the contract. There is nothing to prohibit a contract of this nature. Whether the contract is proper or not, is a matter for Mr. Saklatvala and the other party; that is not for me. I simply say that, as far as the law is concerned, there is absolutely nothing to prohibit an agreement of this nature.

THE CHAIRMAN :—Is there any other legal point on which Mr. Caroe would like to speak?

MR. CAROE :—There is a legal point on Standing Order No. 3. The Joint Strike Committee say that it appears to be an agreement taking away the legal remedies of the employees and it must not be permitted. There are certainly authorities to show that in any agreements if it is provided between the employer and the servant that the employer is to be the sole judge of the employee's misconduct, making it necessary for his dismissal, the court will not interfere if the court is satisfied that the employer has enquired into the matter and has come to the conclusion on justifiable evidence that the employee was guilty of misconduct which justified his dismissal. The court may itself come to a different conclusion, but if the employer was honestly of opinion that the man was guilty of misconduct, the court will not interfere. If the references to the cases are required, I could give them.

THE CHAIRMAN :—It depends on good faith. If on good faith he comes to a decision, then the courts will not interfere. But if he has not heard the man, and has not given him an opportunity of being heard, that is another matter.

MR. CAROE :—If there has been an enquiry and the employer has, in good faith, come to the conclusion, or in this case the manager, subject to an appeal to the agents, is of opinion that the man is guilty of misconduct which justifies his dismissal, it would be legal to prevent the man going to court, except to show that there had not been a proper enquiry.

MR. KHAREGHAT :—Is it the case at present or is it a new power which is being given?

MR. SAKLATVALA :—At present, in some mills, it is provided that notice is to be given. In other mills no such rule exists.

MR. KHAREGHAT :—Is there any rule, in any of the mills at present that the manager's decision is final?

MR. SAKLATVALA :—There is. As I said, in this rule, we have made another proviso that the manager's decision is subject to an appeal to the agents. Otherwise, in all our rules, the manager is the final authority.

THE CHAIRMAN :—Perhaps it would be convenient to stop here.

The Committee adjourned till 11-15 A. M. on the 7th December 1928.

EXHIBIT (12-6-28).

Copy of a letter dated 22-10-28 from

Mr. N. N. WADIA to Mr. SAKLATVALA.

I am just in receipt of your letter of to-day's date.

As regards the demand of the Strike Committee No. 11 ever since the starting of our Mills, we have strictly observed the Rule compelling workmen to drop their tickets at the entrance gate as they come in in the morning. Only during the time between 1928 and 1913 when we were working double shift, in the weaving department this work was allowed to be slackened by our Managers for some reason, but at the end of 1923 when we reverted to single shift, we again insisted on the weavers, like all other departmental men, to drop their tickets and this system has been observed both at our Spring and Textile Mills up to the strike time. So, as far as our Mills are concerned, it is no new system. In the other Mills, I know the weavers are not compelled to put tickets. A great objection where the tickets are not required, is that we found that weavers used to send substitutes to the Mills and make them work, which has resulted in bad workmanship, secondly we were never sure which weavers were absent, so that we could ourselves substitute the men we knew, and therefore we had always insisted on weavers dropping tickets like all other employees, and I think that you should make this demand strong before the Enquiry Committee.

Since the strike, the weavers of our two Mills have declined to put tickets like all other Mills, and we find considerable confusion specially now when we have to pay them weekly wages as settled in the terms of Agreement of 4th October.

As regards the second point of cleaning the Looms, it was no thorough overhauling of the loom which we wanted, but the heavy size lying on the crank shaft, tappet shaft and the main gears should be taken off so that the cloth might not be spoiled. It is no hardship to the weaver to do this, as generally all our weavers come 5 to 10 minutes earlier than the starting time, and they take off these heavy sizes before the engine starts, or some of them during the afternoon interval. It is with a view of the cloth not being spoiled and thrown off into our hands that we had to introduce this system. I therefore think that the Association should take these two points strongly with the Enquiry Committee, as in my opinion, they are important for all Mills.

EXHIBIT.**BOMBAY MILLOWNERS' ASSOCIATION.****HOLIDAYS FOR 1928.**

The following Mill Holidays, which are in accordance with the provisions of the Indian Factories Act, have been fixed by the Committee of the Bombay Millowners' Association or adoption by the members of the Association, during the year 1928.

If for any special reasons, it is found necessary to close the mills on days other than those mentioned below, the Chief Inspector of Factories, Old Customs House, Bombay, should be informed accordingly in accordance with Section 22 of the Indian Factories Act and the Association should also be informed at least 10 clear days prior to the Holiday concerned.

MONTH.	Date of Holiday.	Day of Week.	Festival.	* Suggested Monthly Pay-day.	Day of Week.	
January	1st	Sunday	New Year Day	} 13th	Friday.	
"	8th	Do.				
"	14th	Saturday	Makar Sankrant			
"	22nd	Sunday				
"	29th	Do.				
February	5th	Sunday		} 11th	Saturday.	
"	12th	Do.				
"	19th	Do.	Maha Shivaratri			
"	26th	Do.				
March	6th	Tuesday	} Holi	} 15th	Thursday.	
"	7th	Wednesday				
"	8th	Thursday				
"	18th	Sunday				
"	22nd	Thursday	Gudi Padwa			
"	29th	Do.	Ram Navmi			
April	8th	Sunday		} 14th	Saturday.	
"	15th	Do.				
"	22nd	Do.				
"	29th	Do.				
May	6th	Sunday		} 12th	Saturday.	
"	13th	Do.				
"	20th	Do.				
"	27th	Do.				
June	3rd	Sunday		} 9th	Saturday.	
"	10th	Do.				
"	17th	Do.				
"	24th	Do.				
"	28th	Thursday	Ashadi Ekdashi			
July	8th	Sunday		} 14th	Saturday.	
"	15th	Do.				
"	22nd	Do.				
"	29th	Do.				

MONTH.	Date of Holiday.	Day of Week.	Festival.	* Suggested Monthly Pay-day.	Day of Week.
August	5th	Sunday		} 11th	Saturday.
"	12th	Do.			
"	20th	Monday	Nag Panchami		
"	26th	Sunday			
"	30th	Thursday	Narli Purnima		
September	7th	Friday	Gokul Asthami	} 12th	Wednesday.
"	17th	Monday	Ganesh Chaturthi		
"	22nd	Saturday	Gowri Visarjan		
"	28th	Friday	Anant Chaturdashi		
October	7th	Sunday		} 12th	Friday.
"	13th	Saturday	Sarva Pitra Amvasa		
"	23rd	Tuesday	Dasara		
"	28th	Sunday			
November	4th	Sunday	} Divali	} 11th	Sunday.
"	12th	Monday			
"	13th	Tuesday			
"	14th	Wednesday			
"	18th	Sunday			
"	25th	Do.			
December	2nd	Sunday		} 15th	Saturday.
"	9th	Do.			
"	16th	Do.			
"	23rd	Do.			

* NOTE.—The dates shown in Column 5 are recommended by the Committee of the Association as Pay-days for general adoption by members of the Association.

(Sd.) T. MALONEY,

BOMBAY, 1st December 1927.

Secretary.

Friday, 7th December 1928.

Friday, the 7th December 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

THE CHAIRMAN :—We have not some of the labour representatives. Mr. Bakhale has written to me :—

“ I deeply regret to inform you that, owing to the serious turn that Mr. Joshi's illness has taken since yesterday, I am unable to attend the committee to-day. Mr. Joshi is having attacks of Angina Pectoris and has no oxygen in the body. The attacks were very acute yesterday and are still coming. Oxygen is being administered to him from without.

“ I know my absence from the committee will cause a good deal of inconvenience to it and to the representatives of the millowners. But I hope the committee will realise the anxious condition I am in and excuse my absence. I shall be grateful if the committee will allow me to make a statement on Monday on the standard rules and to deal with the arguments of the millowners.

MR. SAKLATVALA :—I am very sorry to hear about Mr. Joshi's illness. If Mr. Dange is prepared to go on, we are prepared to go on.

THE CHAIRMAN :—You continue your statement, and then we stop, so that your reply will be taken up on Monday. We shall send Mr. Bakhale a typed copy of your statement, so that he may raise any points on it on Monday.

MR. SAKLATVALA :—We have got the published accounts of the mills for 1925, 1926 and 1927 ready. Also the Articles of Association. In two or three instances, specially in the case of non-members, we have not been able to obtain the published accounts for one or other of the years, but at any rate we have got a complete set of statements from the members of the Millowners' Association. If they want any information as to the accounts of any particular mills, we will be glad to show them the files.

We have also got the wages bill and the cloth production and yarn production for the mills for two months of each of the years. In some cases, you will observe, the mills have requested that the balance sheets should be returned back to them. They have not sufficient copies, and if a shareholder requires

it they have to give it to him. So that, after the enquiry is over, we desire to get them back.

THE CHAIRMAN :—How many copies have you submitted ?

MR. SAKLATVALA :—They have submitted two copies, one for the Committee and one for the other side.

THE CHAIRMAN :—In some cases, only one copy has been submitted ?

MR. SAKLATVALA :—Yes. Some mills perhaps require the fresh articles of association to be printed.

THE CHAIRMAN :—Could you not try and find another copy in those cases ? There are only one or two cases, I think. If you find that you want something that is not here, let us know, Mr. Dange.

MR. DANGE :—Yes.

MR. SAKLATVALA :—In the mean time we shall also try our best to get the copies wanted from the firms concerned.

THE CHAIRMAN :—Alright.

MR. SAKLATVALA :—We give the wages bill, the cloth production and yarn production.

THE CHAIRMAN :—That is what we asked for.

MR. SAKLATVALA :—And the published accounts.

THE CHAIRMAN :—Are there any statements to be yet supplied ?

MR. SAKLATVALA :—The efficiency statements in the case of each mill.

MR. KHAREGHAT :—If you produce something which requires explanation it will be better if you explain it to us. As regards the wages bill, the cloth production and yarn production, we should like to see how you compiled the statements.

MR. SAKLATVALA :—We ourselves have not studied it. We will tabulate them and study them and explain them to you later on.

THE CHAIRMAN :—You can do that on Tuesday ?

MR. SAKLATVALA :—Yes.

You had asked from the Madhavji Dharamsey Mills the rates. They have given a copy of those rates.

MR. KHAREGHAT :—The present rates ?

MR. SAKLATVALA :—Yes.

As regards the standardisation scheme, you had asked for the winding rates of half a dozen mills ; we have got them, but have not tabulated them ; we shall do so in the course of the next week.

THE CHAIRMAN :—Also some statements from some mills about the differences between their rates and the standardisation scheme ?

MR. STONES :—I will have those ready on Monday. I took up the work this morning ; the work is not finished yet. There is another statement about the rationalisation, comparing the old wage paid, the Millowners' standardisation rates, and the new system. These are ready ; these would be in on Monday ; I will send them to the Secretariat to-morrow.

MR. SAKLATVALA :—We are also preparing a statement showing the highest rate, the lowest rate, the average in Bombay and the standardisation rate for some varieties of cloth. That will take a little more time, but we will submit them as soon as possible.

THE CHAIRMAN :—Then we will continue the criticism of the Standing Rules.

MR. SAKLATVALA :—Standard Rule 14. Yesterday, we left off after our discussion of Rule 13 about the Contract Act which Mr. Caroe had explained. Their objection is :—

“ Although the worker by Rule No. 15 can give notice only on the last day of the month the employer is permitted to give notice on any day. It must be remembered that when a worker is dismissed even after notice he loses his means of livelihood and so in many countries provision is made to compensate him, firstly requiring the employer to give longer notice according to the length of service of the employee or wages in lieu of notice and secondly, to give additional compensation according to the length of service to compensate him for the loss of job.”

We also give him compensation in lieu of notice ; that is to say, provide for it. As regards the date on which notice is to be given, we have provided in Rule No. 15 that operatives should give notice on the last day of the month. Otherwise, it will create a good deal of confusion and unnecessary work, because one man may give notice on one day and another man another day ; more or less notices will follow one another especially during the Divali season and the Holi holidays. It will be much better if we have notices on a particular day. That is the only object with which we have put it in. But I admit that it is quite fair to the other side that whatever system is followed should be applied equally to both sides. If we insist on notices to be given on the last day of the month, they should be entitled to it also. It is a matter for further consideration, whether we should

ask for notice on the last day or we should leave it open to both sides to give notices whenever they require it. Our only object in insisting on notice to be given on a particular day is to facilitate work. Otherwise, the time-keeper or the head of the department will be bombarded with notices practically every day, and to avoid that we wanted to fix one particular day.

THE CHAIRMAN :—It does not matter on what day the notices are given—may be on the 15th or the 30th—if they work throughout the month. It does not matter when the notice is given, but the labourer cannot quit the service until the end of the next month?

MR. SAKLATVALA :—Of course, if a man wants to give longer notice, we have no objection.

THE CHAIRMAN :—You say, it will be convenient to have a fixed day? What is the special reason?

MR. SAKLATVALA :—The special reason is to avoid receiving notices on any day in the month.

MR. STONES :—May I just interpolate? The period when we receive the maximum number of notices is February, March and April, about the Holi holidays. During that period we get a large number of notices and we keep a special staff to handle the notices at the end of those particular months. I do not think there will be any objection to receiving notices during the other months of the year on any day of the month. It will be perfectly fair to both sides. If we wish to discharge a man giving a month's notice on any day of the month, we do not mind giving him an equal liberty to give notice on any day of the month. Our only object in fixing the last day of the month was to facilitate the work of handling the notices and dealing with them particularly during those three months.

THE CHAIRMAN :—If a proviso is made in regard to that particular period, then you have no objection?

MR. STONES :—That could be done. During those months special care would be needed. But I myself would forego even that proviso. After all, if we take the right to give notice on any day we should give them an equal right. If the Committee think it best to give them that right, we shall have to make special arrangements for dealing with those notices. It will be inconvenient during those particular months. Outside those three months we have no objection.

MR. SAKLATVALA :—As regards the rest of the criticism, unemployment benefit scarcely comes under the rule. It is quite a large question by itself. Unemployment benefit is provided for in other countries not by the em-

employers themselves but the State contributes a share to it. Sometimes the employees themselves are asked to make a contribution in other countries. In this country it is very doubtful if the employees will agree to contribute to it. We have got a sickness benefit fund in our mill, but very few people take advantage of it. If they pay 4 annas a month, then we allow them leave up to the extent of one month with full wages in case of sickness; they have only to contribute 4 annas a month, but very few people take advantage of that. At any rate this is a question which scarcely comes within the standing rules.

THE CHAIRMAN :—What have you to say to this ?

“ In some countries provision is made that during the period of notice by an employer, the employer shall get some time free, without loss of wages, to find out a new job. ”

MR. SAKLATVALA :—I am not aware of that. Do you think, Mr. Stones, that it obtains in Lancashire ?

MR. STONES :—It does not obtain in Lancashire. I believe there are some countries where this is in force. In Russia, before the war, they had a twelve months' contract, and they could not be dismissed without a magisterial enquiry. I think there is one country—Mr. Joshi mentioned it to me. But the industrial world generally refuses to work such a rule.

THE CHAIRMAN :—If notice is given, he works for the month ?

MR. STONES :—Yes.

MR. SAKLATVALA :—As regards No. 15, part of the criticism is covered in No. 14. The criticism is :—

“ That the notice can be given only on the last day of the month is not a provision found in Rule No. 14, and so this need not be here also. As stated in our remarks in Rule No. 14 the period of notice by an employee is in many countries only half of the period for which the employer must give notice. ”

I do not know exactly as to which countries reference is made.

“ The wages must be paid on the day on which the employee leaves after notices. ”

We have provided that within three days we must pay the employee. The present practice is that he is asked to wait till the next pay date. If he is going to his country he naturally does not like to wait so long and so he makes arrangements either with the jobber or a fellow worker to draw his pay, and that man charges an interest for it and something for the trouble taken. This

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will do away with that, and we will make the payment within three days ; if it is possible in cases of fixed wages, we will pay him off immediately.

“ Payment of wages within three days means loss of wages of at least one day, if not more, as the worker cannot work at another factory or any other place of work and at the same time go to his previous employer to receive wages due.”

This is not considerable loss of time. He can take service immediately after his notice expires, and he has only to call for his pay any time within three days and we will pay him off.

THE CHAIRMAN :—But he may lose his day's wages in the other factory ?

MR. SAKLATVALA :—I do not think if the man asks for temporary leave, and especially for this purpose, he will lose a whole day's wages.

MR. STONES :—Leave is freely granted in mills for the purpose of drawing pay.

MR. SAKLATVALA :—Then, Sir, the next criticism is :—

“ The most objectionable part of this rule is the power which is sought to be given to the management to forfeit earned wages. If the employer dismisses an employee without notice and does not pay for want of notice the employee has to go to Court. Similarly the employer should go to court if the employee does not give notice or he may compel the employee to go to Court, as the employer generally does, by withholding wages earned.”

These rules are intended specially to avoid having recourse to the law courts. In case we fail to give notice, we provide to compensate the man ; in case he does not give notice we provide that he loses his wage. Over and above that we are unable to find a substitute at once and our work suffers. We provide that if any permanent operative leaves without notice he shall forfeit the whole or part of the wages due to him for the month at the discretion of the manager by way of liquidated damages. Here, of course, we leave it to the manager whether it should be whole or part.

THE CHAIRMAN :—Then in cases of strike the wages will be forfeited.

MR. SAKLATVALA :—Yes.

MR. STONES :—I found that Indian workmen consider payment of wages as dismissal from service. During the strike in January in one of our mills, I sent for the jobbers and other workmen and offered to pay them their provident fund and wages. They refused to take it.

THE CHAIRMAN :—Did they forfeit their wages in this case.

MR. STONES :—Never. All strike wages have been paid. In this particular case, it covers a number of circumstances and this is one of them. Even a stronger rule existed before.

MR. SAKLATVALA :—These rules have been drafted from the rules in existence and I may say considerably modified.

MR. CAROE :—If this clause about forfeiture is deleted the rules about notice will entirely disappear. There is no means by which mills can enforce notice if a man would leave without notice and is still entitled to wages. In an individual case if he says 'I am going on the 15th' giving notice of it on the 25th and has to be paid up to that date, there will be no means of enforcing the rule of one month's notice. He can walk out of the mill and draw his pay. All these rules about notice will remain stultified.

THE CHAIRMAN :—You have the right of suing against the workman for the payment of damages in lieu of one month's notice.

MR. STONES :—We have got to prove the damages in this case. Proving damages in cases like this is physically impossible.

THE CHAIRMAN :—I have heard of cases in Italy where if a workman leaves his work without the customary notice, the wages corresponding to the length of the notice are recovered from him. The difficulty would be to recover the amount.

MR. SAKLATVALA :—Rule 16 refers to jobbers :—

“ Each jobber will be deemed to have knowledge of the rules under the Indian Factories Act as regards the employment of women and children and will be personally responsible to see those rules are not infringed.”
Even under the Factories Act we have to put up all the rules under the Act in each department. The management is responsible for explaining it to the jobbers and those concerned whose duties are to carry out those rules. This is merely a formal rule. They have no criticism to make.

As regards 17, it is as follows :—

“ Any operative who is adjudged by the manager on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be summarily dismissed without notice, or, at the manager's discretion, to be fined.”

The criticism is :—

“ The first part of the rule refers to the examination of the man who may be dismissed or fined. We are against giving the manager the

powers which can only be exercised by courts. The manager's powers should not go beyond discharging an employee with notice. Besides, the nature and methods of examination of the man referred to at the beginning of the rule must be definitely set down. The nature of conduct which may be treated as misconduct as stated in the rule cannot also be accepted."

THE CHAIRMAN :—' On an examination of the man ' of course means that he is going to be heard.

MR. SAKLATVALA :—The man must be given an opportunity of being heard. In rule 18 we say ' Operatives will ordinarily be fined after being heard. We then define the acts or omissions which will be treated as misconduct. Clause (a) is :—

" Insubordination or disobedience whether alone or in combination with another or others to a superior or to the Manager."

They say :—

" Anything may be regarded as insubordination or disobedience. This is too wide and cannot be accepted. Besides, orders to be obeyed must be legitimate. Moreover, there is no provision for penalty to those officers who are not only not courteous but give positive insult and ill-treatment to workers."

I do not think that insubordination or disobedience can be defined exactly. That depends upon the merit of each case. All we can do is to put it down in general terms. If a man is dismissed unjustly he can certainly appeal under Rule 3 to the managing agents and failing that he has his remedy in the court of law.

THE CHAIRMAN :—Are there cases about insubordination and disobedience ?

MR. CAROE :—As far as I know disobedience is always a ground for dismissal. I can cite a number of cases bearing on this point. It is the ordinary rule of master and servant. I can quote the famous case of a servant girl who wanted to go to see her dying mother. The master refused to give her leave. But the servant went and the master dismissed her. The question was raised in the court whether the master was justified in dismissing the servant. The court while expressing its sympathy for the girl held that the master was perfectly entitled in dismissing the girl.

THE CHAIRMAN :—Deliberate disobedience.

MR. CAROE :—It is always a ground for dismissal.

MR. SAKLATVALA :—Clause (b) is :—

“ Striking work either singly or with other operatives without giving one month’s previous notice.”

Their criticism is :—

“ To treat strike without notice as misconduct is against the right of workers to go on strike as secured by the Indian Trade Unions Act.”

MR. DANGE :—I have received some information about one or two strikes that have taken place and it is urgent for me that I should be there. Please excuse my absence.

THE CHAIRMAN :—I will arrange that notes are supplied to you.

MR. SAKLATVALA :—There was a threat of strike in our mills. It may break at any time. I will come back within a few minutes.

MR. CAROE :—This rule by implication expects that men must not strike without giving one month’s previous notice. There is nothing to prevent a strike as a strike at all. What is really intended here by this rule is to prevent lightning strikes. The men first give notice stating that if their grievances are not redressed within one month they will go on strike. It gives time both for the management and the trade union to go into the matter and consider the position.

MR. KHAREGHAT :—Without notice they cannot go on strike.

MR. CAROE :—It is so.

THE CHAIRMAN :—Is there anything in the Trade Unions Act regarding this question ?

MR. CAROE :—I have not been able to find anything which prevents an agreement between the employers and the workmen that there should be no strike without one month’s notice. Also I cannot find anything in the Act that legalises lightning strikes.

THE CHAIRMAN :—That Act deals about formation and registration of trade unions.

MR. CAROE :—There is nothing in the law which prevents the workmen from going on strike without giving notice.

THE CHAIRMAN :—Under the rules will be guilty of misconduct and liable to be dismissed. He cannot claim wages.

MR. STONES :—It has always been paid. A strike in England occurs after giving notice. You do not get minute strikes. There is a definite process of strike. As you see in the recommendation of the sub-committee of the Mill-

owners' Association they recommend the adoption of those rules. It is one in the engineering trade they 'knock the hammer' and go on strike. They make a definite sign and the work stops.

MR. KAMAT :—Supposing notices are necessary there are many petty matters consideration of which will cause delay.

MR. STONES :—We have signed an agreement with Mr. Dange's union. We put it that way : That no lightning strikes shall take place in our mills by the operatives of your own union until an answer is received by you from the manager regarding the complaints made by you. After that they are at liberty to go on strike. Another clause in the agreement is that there should be no undue delay on either side. In England one month's notice is not given. It is one week.

THE CHAIRMAN :—Would it not be better to have some such provision reducing the period of notice to at least 10 days.

MR. STONES :—That gives an opportunity within that time to go to the management and consider the points at dispute. It would be a great advantage to the industry if at least some notice is given. If not one month some definite period of notice should be provided. In lightning strikes it gives extreme trouble to negotiate.

MR. KAMAT :—Even from the point of view of millowners to keep the matter pending and simmering.

MR. SAKLATVALA :—Sir Ghulam Hussain himself had made a suggestion to us to frame rules reducing the period of notice to be applicable for either side. We put in one month because there is monthly payment to be made. As regards clerical staff and superior staff one month's notice has been provided. I think the point to be considered is whether we should make it applicable to our operatives. We considered the matter and I think it is quite likely we shall agree to a reduction of the period of notice. Either we shall make it one month or a week.

MR. KHAREGHAT :—It gives actually benefit to the other side also. You do not forfeit the wages.

MR. STONES :—As far as forfeited wages are concerned, we credit it to a separate fund which is reserved for the welfare of workers. We do so after 12 months. If within that time the man comes back and proves his title he is paid back the wages.

MR. KAMAT :—I want to refer to Rule 15 in relation to sub-clause (c) of Rule 17. In sub-clause (c) of Rule 17 you provide a definite remedy against

ordinary strikes, namely, the remedy of dismissal and forfeiture of wages. Having provided that remedy here, you want in Rule 15 that remedy in your own hands. You stated that it was intended as a provision against lightning strikes. Now, under Rule 17 you are having a direct provision. I want to know whether under the rule you want to have forfeiture of wages.

MR. STONES :—The last part of Rule 15 is :—

“ If any permanent operative leaves without notice he shall forfeit the whole or part of the wages due to him for the month at the discretion of the manager by way of liquidated damages.”

If three men leave without previous notice, it will be very difficult to get substitutes. Take the Manchester Mill. In the weaving shed there are about twelve drawers—in piece ends. If all the 12 leave without notice it will stop the whole mill. It is necessary to have this protection.

THE CHAIRMAN :—It would cover cases of strike also.

MR. STONES :—We must have a section there to cover giving of notice.

MR. KHAREGHAT :—You forfeit his wages. You want to stop his pay, because he has failed to give notice. Would that be fair to him?

MR. SAKLATVALA :—We give the discretion to the manager not only in that but also in the subsequent Rule 19 where we require that the manager should put in writing the reasons for fine or dismissal.

MR. KHAREGHAT :—Do you want the notice period to be reduced?

MR. STONES :—15 days on either side.

MR. KHAREGHAT :—Would the other party agree?

MR. STONES :—I should think so.

MR. CAROE :—We now come to clause (c) :—

“ Inciting whilst on the premises any operative to strike work without giving one month's previous notice.”

That is really very much the same thing. The period would probably have to be reduced in the same way.

MR. KHAREGHAT :—It is a question whether it is a case which deserves dismissal.

MR. STONES :—We specifically mention ‘ on the premises.’

THE CHAIRMAN :—In England is it taken as a case fit for dismissal?

MR. STONES :—They do not do it. It does not occur in the textile industry.

THE CHAIRMAN :—Suppose in one mill men go on strike and they go to another mill and ask the workmen to down tools.

MR. STONES :—There are routine agreements and it is done by negotiations.

MR. CAROE :—Then sub-clause (d) reads thus :—

“ Habitual breach of any rules for the maintenance and running of any department and maintaining cleanliness, and” They say :—

“ The rules referred to must be framed by the employers collectively and after the approval of the organisations of workers affected. There is no provision for penalty or for compensation, for breach of the rules by the management. Moreover, punishment can only be justified if previous warning is given.”

MR. SAKLATVALA :—As regards this rule it is framed by the employers collectively and as far as the approval of the organisations of workmen is concerned we are discussing it with them. But it is framed by the employers collectively and no member can alter the rule without the sanction of the Millowners' Association.

THE CHAIRMAN :—The subsidiary rules will be framed by each mill for the working of the department.

MR. SAKLATVALA :—That will depend on each individual mill.

THE CHAIRMAN :—There are such rules, as you say ?

MR. SAKLATVALA :—There are such rules.

MR. CAROE :—The Joint-Strike Committee say “ punishment can only be justified if previous warning is given. I am told a warning is given, and of course the rule says “ habitual breach. ” That really means that it is not the first offence, but it must be habitual. The manager would not allow the breach to continue without telling the men that there is a breach. The next is :—

“(e) Theft,”

The Joint-Strike Committee say :—

“ The offence of theft must be proved in a court of law or admitted by the employee in writing.”

That really comes back to the same thing, as to whether the court of enquiry to decide is really to be the manager, subject to appeal by the workman from the manager to the agents, or whether every case should be decided by a court. It

is ridiculous, I submit, to suggest that before a man can be dismissed, his offence must be proved in a court. If the manager is satisfied that the theft has been proved, that would justify the man for misconduct.

THE CHAIRMAN :—The employee can bring in an action for wrongful dismissal.

MR. CAROE :—In these rules there is nothing to prevent a man from going to court at all. He can go to court. But our point is that if the court is satisfied that the management did enquire into it and have acted in good faith, the court cannot interfere. But if the court is satisfied that the workman has not had what one might call a fair trial, it might give him damages.

THE CHAIRMAN :—What is the rule about the thing being final.

MR. CAROE :—Rule 3.

THE CHAIRMAN :—That would, in your view, meet the decision of the manager being final?

MR. CAROE :—Subject to appeal to the agents. It does not stop the right of the workman to go to court. We are not taking that away. He can go to a court, but he must prove that he has not had really a fair trial. I do not think it would be legal, under the Contract Act, to provide a rule under which a workman is entirely prohibited from going to court. All that I say is that, under these rules, the court must be satisfied that the man has not really been fairly treated.

THE CHAIRMAN :—Theft is put in by itself. We might have a case of a man committing a violent assault on a jobber. It will not cover any other offences.

MR. STONES :—That would come under wilful insubordination and disobedience.

MR. KAMAT :—Of all criminal offences, why is theft singled out for special mention?

MR. SAKLATVALA :—There are no other criminal offences which we have to guard against, but theft is the main thing.

THE CHAIRMAN :—Suppose there is a case of rape in the mill?

MR. STONES :—We have had them; we send for the police. We have had cases of criminal assaults on boys in the ring room.

MR. KAMAT :—There may be disorderly behaviour after drunkenness and things of that sort. Why is theft singled out?

MR. SAKLATVALA :—Because it affects us most, and it puts us to a loss. If one workman assaults another, we do not suffer a loss.

MR. STONES :—In case of assaults, we call in the police.

THE CHAIRMAN :—This is only a sort of guide. Certain acts are defined as misconduct, but I suppose the idea is that the first part of Rule 17 still leaves to the manager to find any other particular act to be an act of misconduct?

MR. CAROE :—As I drafted these rules, I think it is rather not an inclusive clause; It is merely a clause which explains what, among other things, misconduct is.

THE CHAIRMAN :—Would it not be better to put in "*inter alia*" or something like that?

MR. CAROE :—That would perhaps be better for the workman. It might be easier for him to understand. He might not be able to follow it so easily when we say "includes and means" as when we say "the following among others will be treated as misconduct."

THE CHAIRMAN :—You might say "without prejudice to the generality of the foregoing provisions," but I am afraid the other side will object.

MR. CAROE :—That of course is the trouble. One might cover a good deal by putting in "as regards any act which is an offence under the Penal Code."

THE CHAIRMAN :—Punishable with so much imprisonment.

MR. CAROE :—Something of that sort. They would probably understand that.

THE CHAIRMAN :—That would be too wide; it would include, for instance defamation, a man defaming his neighbour, or something like that. It is rather difficult to get a satisfactory definition.

MR. CAROE :—Unless one set out all the sections, it would be very difficult.

THE CHAIRMAN :—You can leave it at that for the present.

MR. CAROE :—The next Rule, No. 18, is as follows :—

"Operatives will ordinarily be fined after being heard (but the acts on being repeated or in any gross case may be treated as misconduct under Order 17) for any of the following offences, namely :—

(a) Absence without leave for more than three days without sufficient cause."

The Joint-Strike Committee say :—

“ Objection must also be taken to the nature of conduct mentioned in the rules on the part of the employee which may deserve punishment.”

As regards part (a) they do not say anything. Part (b) of the rule is :—

“ Negligence in work or neglect of work ;”

To that they say :—

Negligence or neglect must be habitual to deserve punishment.”—

The rule goes on to say :

“ (c) Smoking on the mill premises except in places where smoking is permitted.

“ (d) Entering or leaving or attempting to enter or leave the mill premises except by the gate provided for that purpose ;

“ (e) Habitual late attendance ;

“ (f) Absence without leave without sufficient cause from appointed work in the mill ;”

The Joint-Strike Committee, with regard to (f), say :

“ If employees are to be fined for absence without sufficient cause which again is to be decided by the Manager, the employee must be compensated for refusal of leave for good cause and also for refusal to be given sufficient work in the case of a pieceworker.”

Refusal of leave for good cause is quite another matter altogether.

THE CHAIRMAN :—We had better consider that afterwards,

MR. CAROE :—I shall read out the other parts of the rule :—

“ (g) Quarrelling or behaving in a noisy or obnoxious manner or doing anything likely to cause a breach of the peace ; and

“ (h) Taking bribes from or giving bribes to any other operative or person employed in the mill, or from or to any other person having dealings with the Company as a motive or reward for doing or omitting to do any act, the performance or omission whereof would be prejudicial to the interests of the Company.

“ The total amount of fines inflicted under this Rule (18) during any particular month shall in no case exceed 2 per cent. of the operatives' total earnings for that month.

THE CHAIRMAN :—This question of fines has been the subject of enquiry by the Government of India. The objection has been that the fines have been taken too far.

MR. SAKLATVALA :—That is why we have put in that the fines should not exceed 2 per cent. I understand in Lancashire it is 5 per cent.

MR. CAROE :—Order No. 19 is as follow :—

“ The Order and the reasons for fine or dismissal of any operative shall be in writing and shall be dated and signed in the case of a fine by the Head of the Department concerned, and in case of dismissal by the Manager, and shall, in the event of a fine, state the amount. A copy of such Order, if demanded, should be supplied to the operative.”

The Joint-Strike Committee say :—

“ The copy of the order of the fine must be supplied in all cases not only when demanded. The right of appeal in the case of dismissal and fine must be specifically mentioned.”

As regards the right of appeal, Rule 3 provides for that.

THE CHAIRMAN :—Who is to pass the order? Is it intended that the manager alone can pass an order regarding fines?

MR. CAROE :—I think it would be the manager, under rule 3.

THE CHAIRMAN :—On the other hand rule 19 says that the order shall be signed by the head of the department.

MR. CAROE :—I do not think it says it should be made by him. It would probably save trouble in the office if the manager is asked to sign these things.

THE CHAIRMAN :—I do not know what is intended.

MR. SAKLATVALA :—What is intended is the head of the department; he should not leave it to his underling. For instance, in the Spinning Department, it would be the Spinning Master and in the Weaving Department the Weaving Master. That ought to be made a little clearer in the rules.

THE CHAIRMAN :—That ought to be made a little clearer in the rules.

MR. CAROE :—Rule No. 20 is as follows :—

“ Each overseer, jobber or muccadum will be personally held responsible for the proper and faithful observance of the special rules made under the Factories Act and posted in the mill, particularly regarding the employment and working of women and children under him.”

MR. STONES :—Each overseer must make himself familiar with the rules.

THE CHAIRMAN :—Rules 16 and 20 rather overlap, so far as the jobber is concerned.

MR. CAROE :—Perhaps rule 16 might come out.

THE CHAIRMAN :—Is it covered by rule 20?

MR. CAROE :—Yes. I will have these two rules altered and made into one. Rule 21 is :—

“ A copy of these orders in the vernacular will be handed to each operative when engaged, and he shall accept work at the mill on the understanding that he has read these orders and agrees to abide by them.”

The Joint Strike Committee say :—

“ A copy of the changes when made will also similarly be supplied to each employee.”

That can be done. We might say “ A copy of these orders or any amendment thereof in the vernacular,” etc.

MR. SAKLATVALA :—As regards fines, I would refer you to page 25 of our written statement, appendix E. In reply to the 17 demands, we had published our own terms on which the operatives would be taken in. On page 26, paragraph 5, we say :—

“ Fines and Unclaimed Wages.—Fines should be imposed in accordance with Rules devised for the purpose, and referred to above as our Demand No. 4. Where faulty cloth is handed over to weavers, this will be left in the hands of some responsible officer not lower in rank than Assistant Weaving Master. All fines recovered will be credited to a welfare fund, or utilised in some way for the benefit of workers. As to unclaimed wages, we have no objection to same being made available to operatives at any time on sufficient identification.”

Since then, we have circularised our members that unclaimed wages should be paid even if three years have elapsed, of course on sufficient identification. At present most mills have rules that after 3 years they wipe out these unclaimed wages and credit them to one of their own funds or to the profit and loss account. We have stopped that. Even after three years, if there is sufficient indication that the man did work, he should be given his unclaimed wages.

THE CHAIRMAN :—Would it not be better to have some additions to the rules which would cover this provision? For instance, it might be provided that

all fines should be credited to a welfare fund; that might be added to rule 18 at the bottom.

MR. SAKLATVALA :—That can be done.

THE CHAIRMAN :—About unclaimed wages, if you put in that they will be made available on sufficient identification at any time, “at any time” would be rather wide. You may have the great grandson turning up 60 years after.

MR. SAKLATVALA :—Yes.

THE CHAIRMAN :—What about faulty cloth? There is nothing under the rules regarding that. There should be some rule to cover this question of faulty cloth.

MR. SAKLATVALA :—The present practice is that if there is a little damage, the mill does not mind it, but if the cloth is absolutely unmarketable, then it is handed over to the weaver, and the cost recovered from him. Although labour leaders have objected to this practice, from our own experience we find that the weavers actually demand it rather than be fined. The fines are not inflicted in an arbitrary manner by the Weaving Master. He assesses the damage and he fines him accordingly. But rather than pay the fine, they prefer to take the cloth, because they can either use the cloth themselves or sell it.

MR. STONES :—At one period I put in some special cloth for the Delhi market, 15 bales. There should have been a heading on either end. There had been a good rise in the cloth market at that time, and we had good wholesale rates for 11 of the bales out of the 15, with one heading missing. The men bought the cloth, and when I came to deliver the goods I found there were only 4 out of 15 bales. When I went into the matter, I found that the men were selling it to merchants outside at prices higher than the amounts debited to them.

In connection with this 3 years ago, at the request of Mr. Noyce, I decided to do away with giving cloth back to the weavers altogether, and at once my percentage of spoilt pieces jumped up so much so that after six months I had to revert to the old practice of giving the cloth to the weavers and debiting them with the price of it. At the Jacob Sassoon Mills I definitely stopped any cloth being given to the weaver. The minute they knew that it was not to be given back to them, they did not care whether it was bad or good, and a rapid depreciation in the quality occurred at once. We resumed giving the pieces back to the weaver, and the quality went back again inside 3 months.

THE CHAIRMAN :—Do you say that it is a recommendation of the Tariff Board?

MR. STONES :—After the Labour people had given evidence before the Tariff Board, Mr. Noyce mentioned this to me privately and said that he did not like the idea of giving cloth back to the weavers. I said that we tried it in our own mills, and the result was positively disastrous as far as we were concerned.

MR. SAKLATVALA :—As I pointed out, even including the amount recovered from the weavers in all the Bombay mills, and taking on the top of that all the other fines inflicted, the total amount did not come to more than 25 per cent. of the total wage bill. We ourselves would like to have our cloth rather than pass it on to the weavers. Only when it is unmarketable, then only we pass it on to him and recover the cost.

MR. STONES :—In Bombay, if a piece is faulty, we can cut out that section and make a joint piece, and we can put up the two pieces in a bale. In our own mills we have that arrangement. Faults do occur and always will occur. If it is only one fault in a piece, owing to the weaver having had a smash for which he is not responsible, the faulty section is cut and another piece is added to make up the whole length, and the merchant takes it without any loss to the firm. We can get rid of cloth which is reasonably good. It is only given back to the weaver when he has, deliberately, throughout the piece, got so many faults, that it would be necessary to cut it into ten pieces to get rid of the faulty sections.

THE CHAIRMAN :—Could not some Rule be framed on that subject ?

MR. STONES :—We shall have to have that. I would say that no piece should be booked to a weaver that has not been officially examined by the head of the department concerned, the head warehouse official, or the weaving master, or some person like that.

THE CHAIRMAN :—You can say “By a person of no less rank than the Assistant Weaving Master” or some such thing.

MR. STONES :—Yes. We have discussed it. That was the best solution we have had. I should be very sorry to lose the right to give back to the weaver if it is very bad cloth.

THE CHAIRMAN :—Would you have any objection to having it in the rules? You can say “Faulty cloth will not be debited to the weaver except under the orders of a responsible officer not lower in rank than the Assistant Weaving Master.”

MR. SAKLATVALA :—There is no objection to that. We can put it into the Rules.

The Committee then adjourned till 11-15 A. M. on Monday, the 10th December 1928.

EXHIBIT FOR 7-12-28.

THE MADHOWJI DHARAMSI MFG. Co., Ltd.

Count.	Old Reeling Rate of 1927.				Standard.		New Rate from March 1928.			
	Rates Annas.	Doffs.	Hanks.	Lbs.	Hanks	Lbs.	Rates Annas.	Doffs.	Hanks.	Lbs.
6½s ..	4	9	360	55	220 240	37 40	4	10	400	61
8s ...	4	9	360	45	260 280	33½ 35	4	10	400	50
14 XX...	8	12	960	68	400	28	8	13	1040 560	74
20s ..	4	14	560	28	460 480	23 24	4	14	1120	28
24s XX..	8	14	1120	46	480	20	8	14	1120	46
40s ..	4	9	360	9	500 520	12½ 13	4	12	480	12
2/30s X...	4	9	360	23	480 440	31½ 29½	4	10	400	26
2/40s X...	4	9	360	18	520 480	26 24	4	10	400	20
3/12s X...	8	7	280	70			8	9	360	90
11½s ..	4	10	400	35			4	11	440	38
44s ..	4	9	360	8			4	12	480	10½

BUNDLING AND BALING DEPARTMENTS.

Muccadam	...	Rs. 35-0-0 for Working Days + 70%.
Pressman	...	" " 0-6-0 per 100 Bundles 6s to 29s + 70%.
"	...	" " 0-6-6 " " " 30s to 60s + 70%.
Weighers	...	" " 0-3-0 " " " + 70%.
Knotters	...	" " 0-3-0 " " " 6s to 29s + 70%.
"	...	" " 0-3-6 " " " 30s to 60s + 70%.
Yarn and Cloth Bales Re. 0-1-6 per Bale + 70%.		

Monday, 10th December 1928.

Monday, the 10th December 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

MR. BAKHALE :—To start with, I should like to apologise to the Committee for the inconvenience caused to them as well as to the other side by my inevitable absence on Friday.

As regards the standardised rules, I should like to make one general observation before I proceed to deal with them seriatim. I have got here the Mill Rules as they are called in Lancashire. They are only 5 in number. They have not got any other rules as elaborate as those to be found in the scheme prepared by the millowners. Further, even these 5 rules have been approved of both by the Employers' organisation as well as by the Workers' organisation. As the rules are very few in number, perhaps it may be useful to the Committee if I read them out. They are :—

“ 1. Every person employed (except persons casually employed or working as substitutes for sick or absent work-people) shall give seven days notice in writing previous to leaving, such notice to be given to the Employer or Employers on a Wednesday, and at no other time; and except as hereinafter provided, the Employer or Employers will give every person in his or their employment (except persons casually employed or working as substitutes for sick or absent work-people) a similar notice to terminate such employment; the notice to expire in either case on the closing of the Mill on the following Wednesday.

“ 2. In case any person shall leave his or her employment without giving the notice aforesaid, the Employer or Employers shall be entitled to reasonable compensation for damages sustained, but such damages shall not exceed an amount equal to one week's average wages of the person so leaving.

“ 3. Should the Employer or Employers discharge a person without giving the notice aforesaid, such person shall (except in the cases provided for by Condition 5 hereof) be entitled to reasonable compensation for damages sustained, but such damages shall not exceed an amount equal to one weeks' average wages of the person so discharged.

"4. Any person absent on account of sickness, or other incapacity, must within a reasonable time give notice to the Overlooker, or some other person in authority, or in default thereof will be considered to have left his or her employment, and will be liable to pay damages as per Condition 2 hereof.

"5. Any person guilty of persistently using bad or indecent language, or guilty of any gross misconduct, or wilfully wasting, damaging, spoiling, or destroying the Employers' property shall be liable to be discharged without notice."

These are the only rules that have been framed in Lancashire for the guidance of the operatives. I find that these rules are also in the Rules and Regulations of the Burnely and District Weavers, Winders and Beamers Association, and that they have been approved by the workers' organisation.

In our case, we find here no less than 21 Rules which, I believe, are too elaborate, and some of which can be dispensed with without causing inconvenience to the employers.

Coming to Rule No. 2, the Joint Strike Committee has stated :—

"The employers may not in all cases be Companies but even be a single individual. So the definition of an employer may be necessary."

Mr. Saklatvala has given a reply to that saying that at present all the members of the Millowners' Association are companies. The only point that I would make is that these rules provide for every possible offence on the part of the employee. In this connection, I should like to refer to Rule No. 11 about the search, which, Mr. Saklatvala himself has admitted, is very rare. So, if you are going to provide even for a thing like a search, which does not happen every day, I do not see any reason why the term "employer" should not be defined as recommended by the Joint-Strike Committee.

Rule No. 3.—So far as the legal aspect of the rule goes, I think I had better leave it to Mr. S. C. Joshi, whom we have called here to give evidence. He is an M.A., L.L.B, and an Advocate. We have given his name as one of the witnesses, and I think it would be much better if he deals with it instead of my dealing with the legal aspect. But as a layman, I do feel that the managers have been given more power under this rule, and our own experience is that the managers generally rely more upon the versions of their subordinates, and do not show a tendency to believe the side of the worker. That has been my experience during the last three years. I therefore think that this rule will have to be modified, so as to meet the point that I have just made.

THE CHAIRMAN :—Have you any suggestions to make ?

MR. BAKHALE :—That I will leave to Mr. S. C. Joshi. He will deal with the legal point.

Rule No. 4.—Mr. Saklatvala has himself admitted that any new rules that may be framed by any company will be submitted to the Millowners' Association for approval. That may be so, but so far as the rule itself is concerned, taken by itself, we do not find in it any reference to that point. I would insist that that provision should be made. Mr. Saklatvala has stated orally the other day that the workers take objection to the Millowners Association and that the workers would rather have the rules or orders coming from their own agents than from the Millowners' Association. The workers have got so many objections on so many other points, but the millowners do not take those objections into consideration in dealing with those points. Therefore, I think that here also they should make a specific provision to the effect that the Millowners' Association shall be consulted before any company frames its new rules or alters its existing rules. I am not quite sure whether the workers as a rule, do take objection to the Millowners' Association, but even supposing that they do, I would like to insist that the Millowners' Association should be consulted, and a provision to that effect should be made in this rule.

Another point in connection with this rule is that the principle of joint consultation seems to have been completely ignored so far as this rule goes. We have been insisting on the principle of joint consultation being approved by the millowners. Even our own demands—a majority of them at any rate—are based on that principle, and it will be in the interest both of the millowners as well as of the workers if this principle is definitely laid down in anything that is done either by the workers or by the employers. I would therefore suggest that before these rules come into operation, they should be placed before the workers organisation, or a joint-committee should sit together to consider these rules, so that the workers will get an opportunity of placing their views before the millowners. I therefore insist that the workers' organisation should be consulted, so far as this rule is concerned, before any new rules come into operation or any old rules are altered.

MR. KHAREGHAT :—That is as with respect to future alterations ?

MR. BAKHALE :—This is as regards future alterations.

MR. KHAREGHAT :—Do you say that the present rules should be placed before the workers' organisation ?

MR. BAKHALE :—They are being considered by the Committee.

MR. KHAREGHAT :—So far as alterations in the future are concerned, we understand your point is that the workers' organisation should be consulted

before any alteration is made. Do you desire that that should be so with respect to the present rules? As a matter of fact, we are discussing them with you, and you represent the workers' organisation. I do not suppose that you want a further reference to the workers' organisation, so far as the present rules are concerned?

Mr. BAKHALE :—I do not think that is necessary so far as the present rules are concerned.

Rule No. 5.—With regard to this rule, the Joint Strike Committee insist that the number of hours to be worked each day should be specified. To that Mr. Saklatvala replied that the millowners were perfectly at liberty to work 11 hours a day under the Factories Act and to work 5 hours on Saturdays. So far as the law goes, he is perfectly correct. But I should like to point out that the 10 hours working came into operation in the Bombay mills before the Factories Act was amended in the year 1922, and it is a specific agreement between the workers and the employers that there shall be a 10 hours working day. Take the case of England for example. In England there is no law which prohibits the employers from working more than 48 hours a week, and England has not yet ratified the Washington Hours Convention. But there is a definite agreement between the workers organisation as well as the employers' organisation that the textile industry shall work only 48 hours a week, and this agreement, in spite of the non-ratification by England of the Washington Hours Convention, is observed both in the spirit as well as in the letter by the employers, and has got the same force as that which is given to the law. Take another case from the opposite side. Take Germany for example. In Germany they have got by legislation a 48 hours week. But under the agreements between the German workers and the German employers, a large number of mills are working to-day more than 48 hours a week. That means, that even though you have got a definite 48 hours week by legislation in Germany, there are agreements to-day under which the employers can ask their employees to work more than 48 hours a week. The point that I want to emphasise is that although we have got the Factories Act, which enables the employers to work their mills 11 hours a day, still we have secured in the 1919 and 1920 strikes an agreement from the millowners that the Bombay mills shall not be worked for more than 10 hours a day, and I believe that that agreement should have the same force as the agreements in other countries have. Therefore, even if the millowners would like, from to-morrow, to work for 11 hours on 5 days and 5 hours on Saturdays, I do not think the workers in Bombay will agree to that procedure. We therefore insist that in this rule the working hours should be stated definitely, and that there should not be more than 10 hours working every day.

Rule No. 6.—This rule gives the hours of work. We are not agreeable to these hours. We accept the principle of having more than one recess for the mill operatives, but we are convinced that you cannot have two recesses at a time when you are working 10 hours a day. Just as the millowners do not want to reduce the working hours, we also do not want the workers to remain in the factories more than 11 hours a day. If it is argued from their point that we are opposing this system because we want to get the working hours reduced from 10 to some lesser period, we may also argue from our point of view that the millowners want to increase the staying period in the mills by a quarter of an hour. We are not agreeable to that procedure at all, and at the same time, we are not in favour of reducing the mid-day rest period by a quarter of an hour, as is suggested by the Millowners' Association. It is absolutely essential that the workers should have one hour's complete rest at the mid-day interval. There are some workers who take their food in the factories, but there are many, I know, who go to their homes during this period and take their food at their homes and come back to the factories again. In their case it will be very difficult for the workers to go back to the factories within three-fourths of an hour. I therefore insist that the mid-day rest period should be one hour, and, at the same time, there should be half an hour's recess in the morning, to enable the people to take their food; and it will be in the interest of the employers as well if they reduce the working hours from 10 to $9\frac{1}{2}$ by providing one more recess period in the afternoon for tea. When I was in Europe, I was told by the employers as well as by workers that, whenever the workers get a recess, their production during the hours immediately following the recess is always increased. So, it pays both the employers as well as the employees to have more than one recess, and if the millowners consent to reduce the working hours from 10 to $9\frac{1}{2}$, I believe they will gain much more by means of the increased efficiency of the workers by providing for more than one recess. I would therefore state that, while we are in favour of the principle of having more than one recess, we are not in favour of increasing the staying period of the workers inside the factories beyond 11 hours as it is at present. We are also not in favour of reducing the mid-day recess by a quarter of an hour. I would also recommend that there should be a provision for at least 15 minutes' rest to enable the people to take their tea in the afternoon. As regards the timing of these recesses, I think it will not be very difficult for us as well as for the employers to arrive at some settlement; that is more or less a minor point.

As regards the second part of the rule, namely, "Operatives attending late are liable to be shut out and treated as absent, but may be admitted on payment of a fine," I think that some time by way of grace should be allowed to the operatives. Mr. Saklatvala has himself stated that this grace time

obtains in a number of mills in Bombay. Mr. Addyman, in his written statement which he has submitted to the Committee, has pointed out that he has kept 10 minutes grace period for the workers to come in. After that they are shut out, but they are taken in immediately after the morning recess period; and then the worker gets, instead of a full day's wage, a wage for only three-fourths of the day. Mr. Addyman says that he has been working on the system for the last several years, and he has found it to be eminently successful. He is not in favour of the system of fines as provided in these rules, and I think what he is doing is a better remedy than the one proposed by the millowners in their scheme. Personally I am not in favour of the system of fines at all, but I shall deal with it when I come to the questions of fines.

The next part of Rule 6 says :—"Operatives shall only take their food at the Recess Times. Any break of this Order will incur dismissal." In my opinion, this punishment of dismissal is too heavy. It should not be there at all. When you provide two recesses, I think the workers will endeavour to take their food in the recess period, but if any worker fails to do so for some reason or other, and if he is to be dismissed for this fault, I think the penalty is too heavy. He should be given a warning, and if he persists in doing it, I think some other remedy can be found out as an alternative to the punishment of dismissal.

In discussing Rule No. 7, I think it was you, Sir, who suggested that some such words as "except for temporary purposes" should be provided in the rule itself. I think the Joint-Strike Committee will agree to that proposal.

Rule No. 8.—The rule is coupled with the provision for leave, and Mr. Stones has agreed to have separate rules for the grant of leave.

MR. STONES :—I have only agreed to put them up before the Millowners' Association.

MR. BAKHALE :—How are you going to put up the proposal before the millowners unless you have got some rules?

MR. STONES :—The rule says "Any operative who desires to obtain leave of absence must apply previously to the Head of his Department or any officer appointed by the Manager for this purpose." When we were discussing the question of leave we had already contemplated partially this solution of the problem. As I said when we discussed the 17 demands, I forgot for the time being that we had definitely decided to have a special officer for the granting of leave. That we can draft out in a definite form and it will go before the millowners for approval. I am not the committee of the Millowners' Association. We partially provide for it in the last part of the rule. The complaint was that

the jobber after having given the man leave refuses to give him his job on his return from leave. We contemplate a special officer or manager for this purpose.

MR. BAKHALE :—Are you going to put this proposal before the committee ?

MR. STONES :—Yes. We have already partially agreed to it.

MR. BAKHALE :—While discussing the “17 Demands,” we pointed out the difficulties in securing leave, and we suggested that there should be a regular system under which a worker shall get leave when he wants it, and if that is not met by the proposal that Mr. Stones has made, I am afraid we shall have to insist upon it.

THE CHAIRMAN :—Have you got any suggestions about the nature of the leave rules? Should a maximum be fixed as to the amount of leave admissible to a worker ?

MR. BAKHALE :—I have not got any suggestion just at present, but if you want, the Joint-Strike Committee, will be in a position to submit a statement on that point. We shall be only too glad to do so.

MR. STONES :—It will assist us in our deliberations, if we have their views before us.

THE CHAIRMAN :—You should suggest what system should be followed, and what restrictions should be imposed.

MR. STONES :—It must be equitable, fair and reasonable.

MR. BAKHALE :—Yes.

Rule 9.—I think our point that during the probationary period, the probationer must also have the right to leave service without notice, has been met by the millowners. They are agreeable to make a provision like that in this rule.

Rule 11.—This rule says : “ All male operatives are liable on leaving the mill premises to be searched by the gateman and all female operatives are liable to be detained by the gateman for search by the female searcher.” I think there has been considerable discussion on this point, when Mr. Saklatvala was dealing with these rules, and we found out that the searches were not made every day. It is just to provide for a contingency that the rule has been put in. It is just to provide for a change that the rule has been put in but we have to take the strongest possible objection to this rule. Although we may not be able to get this rule deleted to-day we shall certainly leave no stone unturned whenever we get opportunity to remove this rule from the standing rules. It

is a most humiliating rule. If one man out of a 100 is found guilty it is certainly humiliating to the remaining 99 men to make themselves liable for search.

THE CHAIRMAN :—Do you know of any country in Europe where such a rule does not exist ?

MR. BAKHALE :—While I was in Europe I made every endeavour to enquire of every factory employer and to ascertain whether he has any such rule. No factory owner told me that he had a rule like this. I visited a diamond factory in Amsterdam, wherein there is a much more precious material than these mills in Bombay contain. The owner definitely told me that there was no such rule at all in his factory.

THE CHAIRMAN :—In Italy and Germany there is a judicial arbitration court ruling that recognises that workmen should have to submit themselves for inspection or search. In Italy for instance it is made a duty of the employees which include female employees also to submit themselves to search but the search should be tactfully done. This has been recognised in Germany also. In Italy the refusal of a workman to submit himself for a search forms a legitimate ground for dismissal also.

MR. BAKHALE :—I never visited Italy. I visited several factories in Germany and I was definitely told that there was no such rule. In Lancashire they have not got a rule like this.

MR. STONES :—In Lancashire searches are made in any particular department. Though there is no such rule they have got a power to search a man.

MR. BAKHALE :—We have to look at the extraordinary power given to a gateman.

MR. STONES :—Very many thefts take place in the Bombay mills.

MR. BAKHALE :—Can you give me statistics ?

MR. STONES :—I can give you the cases, but it is only one out of ten we are able to detect.

MR. BAKHALE :—Mr. Addyman is not in favour of it.

THE CHAIRMAN :—There is that liability to search even in England.

MR. BAKHALE :—They have not got a rule like this. So far as the diamond factory is concerned they do not search.

MR. STONES :—In a diamond factory the amount of work given to an operative is within a small range. A certain amount of work is given to an operative and so long as he hands it back to the factory authority, no search becomes necessary. But I do know in the textile industry in England they search people.

MR. BAKHALE :—Is there a definite rule ?

MR. STONES :—We are regularising the procedure.

MR. ASAVALE :—Anywhere a thief can be caught. The power is vested in a police officer to detain and search a man on suspicion. I do not think a private individual can do so.

MR. ASAVALE :—Even in our houses if we suspect our servants of any theft we hand them over to the police.

MR. STONES :—In England the liability to search is there. The man freely offers himself in order to remove any stain that may attach to the department. Here we have men deliberately committing theft and still holding out innocent. In one of our mills a man was found with a fine dhoti tied round about his waist on search. This search was the cause of a strike and a tremendous amount of fighting.

SIR MUNMOHANDASS RAMJI :—A lot of people enter the mill premises in the morning and go from department to department under the pretext of getting jobs as substitutes. They try to remove any pieces of cloth lying about tied round about their loins. Many cases of that type could not be detected.

MR. BAKHALE :—How many cases have you got ?

SIR MUNMOHANDASS RAMJI :—At least 3 or 4 in a month.

MR. BAKHALE :—How do you say that many cases go undetected ?

SIR MUNMOHANDASS RAMJI :—When 2,000 men leave the mill at a time it is impossible to expect the man to have his attention paid to all these 2,000 men. It is only when he suspects anybody he searches the man. Sometimes they bring *khana* to the mills and conceal the cloth in the vessels they bring.

MR. ASAVALE :—Whenever you have suspicion search them and there is no harm.

MR. STONES :—We are only regularising the procedure.

MR. BAKHALE :—Even according to Sir Munmohandass's admission only 3 or 4 cases happen in a mill which employs 2,000 men. To meet such few cases are you going to have a rule like this which will work great hardship on innocent people. I for one am not going to support a rule like this. It exists nowhere so far as I know.

MR. STONES :—The Chairman has pointed out on the contrary.

MR. BAKHALE :—It does not exist so far as I know. It is how I have qualified my statement. My enquiries in Europe confirms my belief. In any case to assume that there are a number of cases which go undetected and there-

fore a provision of this nature should be made is something with which I cannot agree. Suppose you have a rule like this. Even Mr. Saklatvala has admitted that there are many cases which go undetected. If that is so I do not know how you are going to work out this rule even if you have it.

MR. KHAREGHAT :—Mr. Addyman has not abolished this rule but he has got a proviso : “ If there is reason to suspect.”

MR. BAKHALE :—He is not in favour of the rule as it is. He has got a rule which is modified by the wording ‘ only when there is reason to suspect.’

MR. STONES :—It is only when there is reasonable ground for suspicion we search.

THE CHAIRMAN :—Supposing we have got a rule such that the workman should be searched only when there is reasonable ground for suspicion. There is a possibility of not finding anything on a man who was searched on suspicion. The man can bring a suit against the millowner for damages for assault because they interfered with his liberty as an ordinary citizen. That of course is a thing which may work unjustly against the employer. Has Mr. Caroe anything to say on this point ?

MR. CAROE :—When I drafted this rule I thought that it would be a safeguard to the employer against any possible action for damages on technical grounds of assault. That was my point of view in drafting this rule.

MR. ASVALE :—There may be the alternative suggestion that the man must be paid compensation when nothing is found by search.

THE CHAIRMAN :—When the police search a man and find nothing they do not pay compensation.

MR. ASVALE :—Nowhere such a rule obtains.

MR. KHAREGHAT :—Otherwise, every mill has to keep a policeman at its door.

THE CHAIRMAN :—Is there any implied contract by which an employer has the right to search ?

MR. CAROE :—When I looked up the point, I found that there was no right of search without contract. I shall see and find out if there is any authority and give it this afternoon.

THE CHAIRMAN :—Please see how the law stands.

MR. CAROE :—I shall do so.

MR. BAKHALE :—Suppose a worker is searched and nothing is found, which belongs to the mill. Can he go to a court of law when they have a rule like this in the standing rules.

MR. KHAREGHAT :—The search is made in good faith.

MR. BAKHALE :—Whenever you invest a man with a power like this it is very often abused. It is for this reason that our politicians are against investing the executive with extraordinary powers. Therefore we at any rate shall not be a party to have a rule like this which is certainly of a most humiliating character. That is all I have got to say about it. We will resist it to the best of our ability.

As regards rule No. 12 (b) regarding the date of payment of wages we want here that a definite date should be fixed here. Mr. Saklatvala said that the mills generally make payments on the 12th of the month; and that it would be difficult to make the payment before the 8th, because it takes a good deal of time to make the calculation of piece-workers. I can see the difficulty but at the same time I should like to point out that in Ahmedabad they have the system of fortnightly payments. There too there are piece-workers as you have in Bombay. In Ahmedabad they pay the wages from the 1st to 15th in the third week immediately following the fortnightly period. If in Ahmedabad they can make calculations of piece-workers and make the fortnightly payment in the third week immediately following I do not see any reason why our Bombay millowners should not be able to do the same in Bombay.

MR. SAKLATVALA :—If the calculation for a fortnight takes a week, more time is necessary for calculation of monthly wages.

MR. STONES :—In Calcutta we used to prepare a weekly list of wages. But the payment is made only in the third week. My information about Ahmedabad is rather the reverse. It is not a fortnightly payment. The wages are calculated for 16 days and then another 10 days are taken to make the payment.

MR. BAKHALE :—I should like to get the information from Ahmedabad. Perhaps we may be able to get that information.

It is really a great hardship to the workers to wait for 15 or 12 days for wages after the month is over. Mr. Saklatvala has admitted that they were paying even in the third week of the following month. Now they have brought it from three weeks to two weeks. It is possible that they may have engaged some extra hands for the calculation of wages. But I think it is very necessary in the interest of the workers that they should get their wages as early as possible. We think that the 8th of the month should be the maximum period of making payments to the workers. I should like that some such provision should be made here under Rule 12.

Rules 13, 14 and 15 are the most contentious and so far as the legal aspect of these three rules is concerned I think Mr. S. C. Joshi will be able to deal with it when he appears before the Committee. I wish just to deal with a few points and leave the rest to Mr. Joshi. Rule 13 says :—

“ The Company may at any time or times and for any period or periods at their discretion in the event of a strike, fire, catastrophe, emergency or epidemic, or when it is necessary to do so because of the state of the trade stop any machine or machines, department or departments. The operatives employed on those machines or in those departments will be ‘ played off,’ *i. e.*, temporarily stopped without notice and without compensation in lieu of notice.”

Mr. Stones observed that this system of ‘ playing off’ existed even in Lancashire. I think he will agree with me when I say that in some departments at any rate the people ‘ played off’ are compensated either by the management in some cases or by the trade union in other cases. I have got here the Bolton Master Cotton Spinners’ Association list. Here are the clauses dealing with the stoppage of engine agreement :—

Clause I :—That in the event of a stoppage of engines, the spinners shall remain in the mill for one hour ; if at the expiration of that time they are still detained to await the convenience of the firm, payment shall be made at the rate provided for in Clause XI of the Bolton Standard Weight List for all time stopped in any one day, including the first hour.

Here it is pointed out that, if there is a stoppage of the engine, the worker shall be paid at the rates provided under Clause XI. These are the amended clauses regarding the same :—

Clause II (a).—For the purposes of this agreement, stoppages of shorter duration which total not less than one hour, occurring on one and the same day, if occasioned by a breakdown of engines, or other defect in the main driving, shall be counted together for payment.

(*b*).—In addition to and including the foregoing stoppages caused by a breakdown of engines or other defect in the main driving, may be added together from one making-up day to another, and shall count for payment if they total not less than two hours.

Clause III.—It shall devolve upon the employer or his agent to instruct the men to leave when their attendance is no longer required, without the men being called upon to obtain permission by deputation or otherwise ; and the absence of such instructions on the part of the employer or his agent at the expiration of one hour shall be considered an intimation that payment in accordance with Clause I, of this agreement will be made.

Clause IV.—Should a breakdown occur, involving a stoppage extending over the days on which the usual weekly cleaning is performed, the spinners shall, if required, proceed to do such weekly cleaning, but the time occupied in so doing shall not count for payment.

Clause V.—It is agreed that in the event of a stoppage occurring on the day preceding that on which the weekly cleaning or any other portion thereof is usually performed, the spinners, in order to save time, shall, if required, do so much of the cleaning as may be possible, on the terms stated in the preceding clause.

Clause VI.—It is further agreed that when a stoppage takes place which, in the judgment of the employer or his agent may reasonably be expected to last beyond the next meal-time, he or they shall instruct the men to leave immediately, save and except as provided for in clause IV.

It is clear from these rules that so far as the stoppages of engines are concerned the workers are compensated to a certain extent. These clauses refer to the spinning section. I believe that there is a similar compensation for the card room and other preparatory departments. I am sorry I have not brought them with me but I shall do so to-morrow.

MR. STONES :—With regard to stoppage of engines the system both in Bombay and England is the same. In Bombay if there is a stoppage of engine the men are told that they are free to go out; and they are not paid.....

MR. BAKHALE :—Clause I says :—

“ That in the event of stoppage of engines, the spinners shall remain in the mill for one hour; if at the expiration of that time they are still detained to await the convenience of the firm, payment shall be made at the rate provided for in Clause XI of Bolton Standard Weight List for all time stopped in any one day, including the first half hour.”

MR. STONES :—If the breakdown of the engine occurs in the morning at 8 O'clock and if the management decides that it can be repaired within an hour or so they ask the men to come in the afternoon. If, on the other hand, the management thinks that it will take a longer time the men are asked to go home and return the following morning. If the management thinks that the engine can be repaired within half an hour they may detain the men. If they detain they must pay for it.

MR. BAKHALE :—If the operatives are detained, does the management pay?

MR. STONES :—We have not made a rule like this. But we have got exactly the same system in Bombay.

MR. BAKHALE :—On this point it will be agreed that a provision similar to this should be made in these rules.

As regards the other point raised that if the men are asked to go home they are not paid, there is a provision by which the workers are compensated for by their unions. The point I wish to make is this. In the case of a breakdown of the engine or some such contingency the worker does get something either from the employer or from the trade union. He does not lose completely as he does under these rules.

THE CHAIRMAN :—He pays much more to the trade union.

MR. BAKHALE :—But it is according to his wages.

MR. STONES :—In fact it includes a number of other benefits.

MR. BAKHALE :—So, I will read out this rule for the information of the Committee, though it has not much to do with the millowners themselves :—

“ In the event of any Member being thrown out of work at the mill where he is employed, through any of the following causes, namely :—

Fires, floods, failures and bankruptcies, breakdowns, expirations of lease, dissolutions of partnership, changes of ownership, removal of looms on or off the premises, repairs to engines, boilers, economisers, and mill gearing.

shall receive the amount stated in the Table of Benefits (Section “A”) for the number of days through which such stoppage at the mill may cause such Member to be out of work, but no Member shall receive more than thirty days in all for any particular stoppage ” etc. That is the Union rule.

MR. STONES :—In fact what happens in Bombay in case of breakdown of engine or power supply is almost the same as the Boulton Rule. There is an objection to making the same rule operate here. If there is an hour's breakdown we tell them to wait; if their services are not required they are played off.

MR. BAKHALE :—This is as regards the spinning section of the industry. As regards the weaving section, I have not been able to find out any rule about the ‘play off.’ I should like Mr. Stones to point to us any rules, if he knows, in Lancashire regarding the ‘play off’ as far as the weavers are concerned.

MR. STONES :—There is no rule on that point. It is a trade custom. The weaver usually stands with four looms. If she is short of beams and if she wishes to leave she can leave. They usually stand with two looms or three looms, having regard to the state of trade, until they get played off or go to another mill. It is the custom of the trade to play off. As regards the stopping of engine I do not know whether the Boulton Act provides for it. In the district where I worked we used to go and see twenty times a day whether the engine had started working. We have certainly no objection to providing a rule with regard to breakdown of engine or power supply. But playing off is merely incidental to the trade. The material turned out by the roving section for example is not sufficient to keep the weaving going all hours of the day, in which case the weaver leaves the mill at 5 instead of at 5-30 p.m. Similarly in Bombay, if the output of the card room is in excess of the supply required by the spinning department, we play off a few men in the card room to-day and a few men to-morrow by turns.

MR. ASAVALE :—Is it not necessary that there should be a rule that when materials are not provided and work is stopped for that reason, the men should not be compelled to be in the premises?

MR. STONES :—When they are played off, they stop for the day. It does not arise daily. It merely arises when there is a big fluctuation in trade. For example, let us take Lancashire. In one period we get large orders for coarse counts, and then the card room cannot keep the total spindles in the mills going. Then a number of ring frames are stopped and a few men played off. When there is a big demand for fine yarns, the production in the card room is more than excessive to keep the spinning going. Then a few men in the card room are played off. This is one of the phases of the textile industry in Lancashire. It is impossible to legislate for it.

MR. BAKHALE :—I understand the difficulty of the management, so far as their trade is concerned, because it is so peculiar. But the fact remains that in Lancashire the workers do get something either from their employers or from their trade unions when they are played off.

MR. STONES :—Not from employers when they are played off. Only in the case of engine breakdown, the employers make compensation. We can provide for the same here.

MR. BAKHALE :—Even when played off they get some allowance from their unions. Unfortunately the trade union organisation in Bombay is not strong enough to pay its members when they are played off. It is very difficult for us to agree to a rule like this; at the same time it is difficult for us to ignore completely the difficulties of the trade and of the management.

THE CHAIRMAN :—I suppose it has been the practice hitherto?

MR. BAKHALE :—It may have been the practice hitherto.....

MR. STONES :—I should like to state a case in point (producing a muster roll) : you will observe that the men are played off for one day each in turns.

THE CHAIRMAN :—Do you get a case where the men are played off for a week or more?

MR. STONES :—Very rarely. It is the practice now. That has been accepted as such by the work people. It is no new hardship to introduce it.

MR. BAKHALE :—Anyway it is a hardship.

MR. STONES :—Obviously. We admit that, but it is incidental to the trade.

MR. BAKHALE :—If it could be met by some provision, I think it should be done. I will give a concrete instance. Take the Sassoons, for example. In one of the mills it may be necessary to play off a few people. These people could be provided on other looms and spindles which are working but in which there are absentees.

MR. STONES :—In fact, this is what happens. A man who stops may do *badli* in another job : he can go into another department.

MR. BAKHALE :—I think that it should be provided in the rules that such men should, if possible, be given work in another department. That is as regards one particular mill. If in some department in a particular mill a few men are played off. I want a provision to be made that those people who are played off on those particular looms or spindles should be given preference in engaging *badlis* on other looms or spindles.

MR. STONES :—I think that could be incorporated.

MR. BAKHALE :—Similarly, if a few workers are played off in one mill there may be another mill belonging to the same management, where it may be necessary to engage *badlis*. I should like those played off men to be given preference in those other mills under the same management.

MR. STONES :—As a matter of fact that is what happened. When we introduced the system of three looms in one of the Sassoon Mills, we offered to engage the played off men as *badlis* in other mills.

MR. SAKLATVALA :—In very many cases the workers do not accept work in other departments. For example, when there are too many winders and reelers, we ask some of them to go in the weaving department offering them an average wage till they learn weaving, but they refuse. It is not always that the workmen themselves accept it.

MR. BAKHALE :—If they do not accept it, it is not your fault. But you could make a provision like that.

MR. STONES :—The working of it is very difficult. As a matter of fact, we do it to-day as far as possible. The trouble is that the roving tenter objects to go to the weaving room. In some departments we always give them other work.

MR. BAKHALE :—That provision should be made in the rules.

MR. KAMAT :—About your suggestion that preference should be given in played off men in engaging *badlis* in other departments, what will happen if you accept *badlis* in the morning at 8 O'clock in one department and there is a breakdown at 10 in another department where men have to be played off. Do you suggest that the *badlis* already working should be asked to go away and these people should be put in ?

MR. STONES :—We know the day before what men should be played off. They should be told in the evening " We stop the bobbins ; you will be played off." It suits some of them to be off duty, because they have some marketing to do. The trouble is the can boy of a card room is not skilled enough to work in the rolling department, and the rover is not skilled enough to work in the ring frame.

THE CHAIRMAN :—Would the workers played off from one loom object to work on another loom ?

MR. STONES :—We find that objection. Workers who leave the mills for two or three months insist on having the same pair of looms as they had formerly. The Union had the greatest difficulty in persuading them to accept work in other looms. They lay a sort of claim to the machine, and they do not like to go to other looms.

MR. BAKHALE :—Anyway some device will have to be made to meet at least partially the hardship of the workers that may be played off.

Rule No. 14.—I leave the legal aspect to Mr. S. C. Joshi. We have already pointed out in our written statement that by giving one month's notice the worker will lose more than he gains. This one month's notice is put down here, perhaps because we have got the system of monthly payments. If we had the system of fortnightly payments or weekly payments, perhaps a fortnight's notice or a week's notice would have been enough. As the system of monthly payments exists in Bombay, the millowners have made a provision for one month's notice. But from the worker's point of view it is a serious matter, and we would prefer to reduce this period as much as possible. We

have pointed out that one day's notice should be considered as sufficient. Mr. Saklatvala pointed out his own difficulties in connection with that proposal. From the rules that I have read to you you will find that in England seven days notice is considered sufficient.

MR. STONES :—The labour turnover there is very small.

MR. BAKHALE :—I wonder whether the Joint Strike Committee would agree to a similar provision of one week's notice. Anyway I shall try to consult them. Anyhow we cannot accept under the existing circumstances this provision for one month's notice.

MR. KHAREGHAT :—So, you modify your remark about Rule No. 14?

MR. BAKHALE :—For that I will have to consult the Joint Strike Committee, and I shall do so as early as possible.

In the written statement we have also pointed out that there are some countries in which longer notice is given by the employers when they want to terminate the contract of service. I have not got here the names of countries in which the system obtains and also the provisions that their legislation contains. I shall submit them during the course of the next few days, so that you may be in a position to judge whether a similar practice could not be adopted in Bombay.

MR. KHAREGHAT :—You mean employers giving longer notice to employees?

MR. BAKHALE :—Yes. It is not a new system.

THE CHAIRMAN :—Why is it not equitable to have the same period of notice operating on both sides?

MR. BAKHALE :—It is quite equitable to have the same period for both sides, but I cannot give you the reasons why those countries have a different procedure.

MR. STONES :—In the one country I have seen it, it is because they have a tremendous amount of unemployment, and they feel that the millowners can stand the extra strain better than the individual workmen.

MR. BAKHALE :—As regards Rule No. 15, leaving the legal aspect to Mr. Joshi, I should like to point out that the provision that wages should be paid to the worker within three days after the expiry of the notice should be changed and that he should get the wages on the day of his leaving the mills. We have pointed out that if a worker leaves a mill and gets employment in another mill, it is difficult for him to secure leave to go to the old mill to receive

his wages, and even if he gets leave he loses a day's wage, and therefore peculiarly he is a loser. If the mills will undertake to pay him his wages on the day he leaves there will be no difficulty experienced by the mills.

MR. STONES :—That is really our trouble. It is all right with the daily wage worker, but not so with the pieceworker. The wages to be paid to a pieceworker have to be calculated up to the last moment of his leaving the mill.

MR. BAKHALE :—You know that the man is going to leave the mill ; you can calculate his wage till after the afternoon of the last day, and then add up his wages after he has finished his work for the last day.

MR. STONES :—But the man works right up to the closing of the mill. He works till 6 O'clock. We cannot calculate the wages for that day and pay him the same evening. The utmost we can do is to make payment the next day.

MR. BAKHALE :—Even that will serve our convenience, although I cannot say whether the Joint-Strike Committee will agree to that. At least it will be a concession which will be helpful to the worker.

As regards Rule 16, there is nothing in it to which we take objection.

Rule 17 reads.—“ Any operative who is adjudged by the Manager on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be summarily dismissed without notice, or, at the Manager's discretion, to be fined.” Our criticism to this is :—

“ The first part of the rule refers to the examination of the man who may be dismissed or fined. We are against giving the Manager the powers which can only be exercised by courts. The Manager's powers should not go beyond discharging an employee with notice. Besides, the nature and methods of examination of the man referred to at the beginning of the rule must be definitely set down. The nature of conduct which may be treated as misconduct as stated in the rule cannot also be accepted.”

I think in those mill where we have trade union organisations we now generally deal with the affairs of workers through the trade unions. In more than one mill the employers are now in a mood to discuss with us the grievances of the workers. If in this particular case also the employers would agree to discuss with the trade unions to which the men belong, it would be very useful to the workers.

THE CHAIRMAN :—To discuss a particular part of his conduct ?

MR. BAKHALE :—Yes.

MR. STONES :—The millowners have agreed to recognise registered trade unions. If a man is discharged, and he thinks that he has been wrongly treated he can apply direct or through his trade union in the ordinary course. That is the same relation that exists in the case of trade unions all over the world. We say we recognise the trade unions, and the worker has power to appeal to the managing agents either direct or through his trade union.

MR. BAKHALE :—The millowners are now in a mood to deal with trade unions, and they have also agreed to recognise the trade unions. But here they say that “on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be summarily dismissed.” If the man is absent, if his case goes to the trade union, the trade union official must be given an opportunity to lay the case of the man before the management. If the trade union official is denied that opportunity what are we to do? If you are going to recognise the trade unions and agree to negotiate with them, it is only fair that in a rule like this you should provide that “if the man is present either personally or through his trade union” etc. There is absolutely no harm in making a provision like that. You say you do recognise the trade unions; but here is an opportunity for you to convince the people that you are really in favour of trade unions. You say you are in favour of trade unions, but when an opportunity comes you are not prepared to say that you are willing to deal with the trade unions. I therefore think that the words “If a person is present either personally or through his trade union” should be incorporated in the rule.

MR. STONES :—We would object to that. We would not object to his accredited representative. That is what happens now and happened in the past. If a man is adjudged by the Manager to be guilty and is dismissed he may himself present his case before the management or the agents or there is always a number of pleaders who make a living by drafting letters of complaint for these people. We are not prepared before we dismiss a man to send for the trade union representative. We have got the man there; we cannot wait till he brings the trade union representative. We deal with individuals. If he has a grievance he can represent it to his trade union. We are not prepared to leave the option of discharge to the trade unions.

MR. BAKHALE :—All right, Sir. The objection further says :—

“The following acts or omissions will be treated as misconduct namely :—

- (a) Insubordination or disobedience whether alone or in combination, with another or others to a superior or to the Manager.”

We have pointed out that “insubordination and disobedience” are terms which are too vague and too wide and that we should like to have them defined as far

as possible. With regard to (b) and (c) we have also pointed out that these are against the provisions of the Trade Unions Act. I do not know, and I cannot tell you just now whether the Trade Union Act provides for a notice being given before a strike takes place. I have read the statement to our friend opposite (Mr. Caroe) and I shall be delighted if he could tell me something on that point. Otherwise, I shall have to refer to the Trade Unions Act myself and make a further statement as early as possible.

Then we also take strong objection to clause (e) "Theft."

THE CHAIRMAN :— Do you say that a man convicted of theft should not be dismissed.

MR. BAKHALE :— We say that the offence of theft should be proved in a court of law or admitted by the employee in writing. We do not want a man to be punished before it is proved in a court of law that he has committed the offence.

THE CHAIRMAN :— Take the ordinary case of a servant : if you find a servant in possession of some article of yours without your permission, would you not dismiss him ?

MR. BAKHALE :— He should be handed over to the police.

THE CHAIRMAN :— You do not wait until all that is done. You dismiss him at once. You do not want to keep in your employ a man who has committed a theft to your satisfaction ?

MR. BAKHALE :— I am not in favour of his immediate dismissal.

MR. STONES :— Our trouble is that we often have petty thefts about which we cannot be running to the courts. It simply chokes up the court with innumerable cases. The court will say : " Why waste our time ? He has been caught stealing something, and you can dismiss him. " To us it means a big loss in the aggregate. We cannot go on engaging pleaders and go to court over every petty theft. If we find that the man is guilty of a theft, as you, Sir, pointed out we dismiss him under this rule.

MR. BAKHALE :— This is a very interesting point. If you take a few of these cases to the court, and if the people who have committed thefts are punished, I believe there will be some moral effect upon the workers.

MR. STONES :— Our experience is otherwise.

MR. BAKHALE :— What happens by the present method ? Suppose a man steals something, you sack him. But he is immediately employed in the same group of mills. The habitual thief is not completely weeded out from the industry. If he leaves one mill, he goes to another, and this process goes on. I do

not know how you are going to stop it. But if you institute a few cases and the workers are punished, I believe there will be a suitable moral effect upon the workers. By your own method you are not going to weed out these habitual offenders; you cannot do it.

THE CHAIRMAN :—I do not think we can very well discuss the good of the thing or otherwise. It is really a case of whether the man should be liable to dismissal. It may not have a very good effect.

MR. BAKHALE :—Therefore, I say I am not in favour of a dismissal at all, because their object is to remove these bad people. But by their own method they cannot do it. I have known at least a few cases from some mills in Bombay where a man dismissed for an offence like theft has been engaged in another mill.

MR. KAMAT :—Do you contemplate that a man who is caught redhanded should be allowed to remain in the service and work along with the other people?

MR. BAKHALE :—He should be immediately handed over to the police. He cannot remain in the service.

MR. KAMAT :—Handing over to the police should be treated as dismissal from that moment?

MR. BAKHALE :—Handing him over to the police, and he will be punished.

THE CHAIRMAN :—Supposing he is found guilty, would he be entitled to pay?

MR. BAKHALE :—No.

MR. ASAVALE :—Sometimes it so happens that some officer may ask the man to take some things away, and under the officer's orders he may take the things away. While doing so, he may be caught at the door. He may be arrested. If he is handed over to the police, he will be able to prove that he was not taking the articles away on his own account, but that the officer gave him the articles to carry out of the mill. That is why we want that unless theft is proved in a court of law, the man should neither be dismissed nor punished in any other way.

MR. STONES :—I think the extreme case mentioned by Mr. Asavale could equally be met by the man going to the manager and making his statements there.

THE CHAIRMAN :—In the case of the man who is legitimately taking the things out?

MR. STONES :—Yes.

THE CHAIRMAN :—Of course the man in such a case could always sue the mill for wrongful dismissal. He has still got his civil remedy ; he can show that there was no reasonable ground for suspecting him of theft ; he could get damages.

MR. ASAVALE :—In so many cases reported to us, they have told us that they were asked to carry away the things, and they were caught hold of.

MR. STONES :—With regard to the question of re-engagement of the man, I know that in our own group the name and career of every man who commits an offence of this nature, so far as possible, are circulated to every other mill in the group.

MR. BAKHALE :—Rule No. 18 deals with the fines, and they have enumerated the offences for which fines shall be levied. I have said just now that we are not in favour of the system of fines at all, and we have given our own reasons for the kind of attitude that we have taken up, in a small pamphlet entitled “Deductions from Wages or Payments in respect of Fines.” This is the representation of the Bombay Textile Labour Union, which we submitted to the Government of India in 1926. You are aware that they are just now considering the question of having some legislation on the lines of the British Truck Act, in order to regulate or prohibit the system of fines, and instead of giving my own reasons against the rule, it would be convenient both to the Committee and to me if I were to read out a few passages from the representation I have just referred to. The following is what we have stated :—

“ It is the considered opinion of this Committee that discipline can be best maintained by efficient supervision and moral control with the alternative of dismissal with proper and adequate safeguards as the last resort. We agree entirely with the Minority report of the British Truck Act Committee of 1905 when it says that ‘ by stimulating a better system of control, better selection of men and women for responsible posts, a better supervision not only of human beings, but of plant and materials, and by ensuring a closer associatish of employers with the management of their works, we believe the abolition of fines would be an important contribution towards the development of national efficiency.’ Fines are an easy way of maintaining discipline ; but their effect is short lived. A number of witnesses including the Inspector of Factories and those who have exceptional experience in the administration of the Truck Acts and who appeared before the Truck Act Committee, gave out as their considered opinion based on long experience that fines were not in any way reforma-

fine and had practically no influence upon the character of offenders. Such influence as they had was of the moment only. The system did not lead to efficiency and did not weed out the real offenders. The fines, therefore, fail in their purpose; what is more, they leave a bad feeling behind. In the words of the Minority Report referred to above, 'the sense of injustice, the irritation that is the essence of the system, the friction, the substantial grievance of the loss where the maximum penalty becomes the standard penalty, or where the wages are already low, all this would remain in the legalised system of fines. In England many firms have abandoned disciplinary fines and have achieved at least as good, and often better, results without their aid. In India too there are some establishments, particularly some branches "in the Postal and Telegraph departments, where the system of fines does not exist and they have not suffered either in discipline or efficiency. The Committee, therefore, strongly advocates the abolition of fines altogether."

"The Committee has stated above that the punishment of dismissal with proper safeguards will be the last resort where efficient supervision and moral control fail to have any effect. It may be thought that, if the fines are abolished altogether and if dismissal becomes the only punishment available, the worker will suffer most. This idea seems to be based upon the assumption that dismissal is an alternative to fining; it is its accompaniment. This is a wrong assumption. Supervision, with cautioning as one of its incidents, is the true alternative to fining. Dismissal, as before, would be an accompanying power in reserve, but one upon which it would be diminishingly necessary to call. Mr. Cadbury of the Cadbury Cocoa firm brought out this fact prominently before the Truck Act Committee and stated with the authority of facts and figures that there were more discharges under the fining system—there was double the percentage of discharge under that—than when the fining system was abolished. He further stated that with the abolition of this system, the number of offences was reduced and this reduction was accompanied by a reduction in the number of discharges. This opinion based upon intimate knowledge and experience confirms the view that because fines do little to eliminate the habitual and the grave offenders and because careful supervision does much, it is under the system fines, supposed to be the more considerate, that the greater number of discharges take place. The Committee recognises that the power to dismiss, if not used with the proper safeguards, is likely to cause the workers more harm than the power to fine. Therefore, the Committee suggests that machinery should "be set up in each establishment with adequate workers, representation thereon throughout their

organisations, where they exist, which should be authorised to go into the cases of dismissals and find out whether they are justified by the nature of the offence and whether they have been used as a last resort and after supervision has failed to achieve its purpose. It also suggests that definite rules should be framed for dismissals and adequate safeguards should be included therein. With these precautions, the Committee thinks that the workers will not suffer more, or even as much, than they do under the system of fines.

“As regards bad or negligent work, the Committee concurs with the following opinion of the minority report of the Truck Act Committee:—

‘The recognition of bad work as a subject for discipline, and the consequent inclusion of its penalties among fines, does not diminish or even touch the dangers of the system. Those dangers have been clearly established by the evidence and are acknowledged in the report. We do not labour them; but we point out that an employer may as unjustly attribute to the carelessness of the worker (often powerless to bring rebutting proof) a fault, in fact due to some defect in his own plant or materials, and may as successfully penalise him under one system as under the other. The deduction for bad work becomes the disciplinary fine for carelessness; a worker, helpless in one case, is helpless in the other. Where the fault is in fact one of carelessness and its repetition is continued, stronger measures in our opinion would serve best the lasting interest of both worker and employer.’

“The dangers referred to in the above quotation are the dangers about the extreme difficulty in finding out whether the pieces were spoiled owing to the worker's negligence defective machinery or bad raw material and the employers' tendency to decide such cases in their favour. The majority report also emphasises the point that it is impossible to avoid mistakes. The best workers will have moments of forgetfulness or inattention—it does not seem either fair to the workman—or necessary in the interests of the employers' business that lapses of this kind should be penalised. They are a risk of the trade and should be met as such. For all these reasons this Committee strongly advocates the abolition of fines for spoiled cloth and the system of handing over spoiled cloth to the workers.

“It would be also difficult to administer efficiently the legalised system of fines. As the minority report truly points out: ‘For the factory department there would be the multiplication of notices—already of embarrass-

sing volume—with but little chance of their receiving close attention, though the labour of their treatment would be great. The employer would have yet more notices to send, and yet another age condition for his confusion;while he would hardly be in a strong position towards those workers who had reached the 5 per cent. limit at the beginning of the week.”

I think these quotations are quite enough to justify the attitude that we have taken up on the question of fines. We believe, as we have stated in our representation from which I have just quoted, that the system of fines should be abolished and there should be better supervision and greater moral control.

MR. SAKLATVALA :—With regard to this, will Mr. Bakhale tell us how, by supervision, we can prevent, for instance, habitual late attendance or absence without leave without sufficient cause?

MR. BAKHALE :—That can be done by greater moral pressure. If he persists in doing it, certainly we have given the alternative of dismissal.

MR. SAKLATVALA :—Take habitual late attendance for instance. The man is warned. Supervision is provided; in every case supervision will be there. It does not mean that we have done away with supervision. Simply because we institute fines, it does not mean that we lessen the supervision that is needed. Supervision will be there, but in spite of the supervision, if the man disobeys the law, if he disobeys the supervisor's orders, then what are we to do?

MR. BAKHALE :—On that point, I would strongly recommend Mr. Saklatvala to read the evidence of Mr. Cadbury; it is the best evidence that can be found in the Truck Act Committee's Report. Perhaps, you will get an answer by reading that evidence.

MR. SAKLATVALA :—Mr. Bakhale himself read out the Lancashire rules. There also, quarrelling, misbehaving, and using bad Language entail dismissal. Here we have treated them as minor offences, to be punished with fines only.

MR. BAKHALE :—This is our position as regards fines, and even in England that position has not been accepted even to-day. In some mills in Lancashire, the system of fines does exist so far as gross misconduct and so on are concerned, but all other matters on which you fine a worker here are absolutely absent in Lancashire.

MR. SAKLATVALA :—We are quite prepared to do away with fines, if Mr. Bakhale's idea is that we should drop Rule 18, and we should make these offences come under Rule 17. We have divided the offences into two classes, what we call major offences, where we believe dismissal is merited, and minor offences for

which we let the man off with a fine. We think it is to the worker's interest that for such small offences a nominal fine should be inflicted rather than that he should be dismissed.

MR. BAKHALE :—If you are willing to sit with me and reconsider this particular clause, I am perfectly willing to do it, provided you agree to the principle of the abolition of fines.

MR. STONES :—We cannot agree to that. I made the experiment, and it was hopeless. Whether it was the condition of the workers, their lack of education, or whatever it was, I am not prepared to say, but it was a fatal mistake. Our percentage of offences went up in an enormous proportion, and it was only checked by resuming the system of fines.

THE CHAIRMAN :—What is the amount of the fines generally ?

MR. STONES :—2 annas, 4 annas. It never exceeds 2 per cent. of the operative's wages, and the facts are given in the enquiry made by the Government of Bombay ; the amounts of fines are given there.

MR. ASVALE :—When the operative gets 12 annas a day, you fine him 2 annas ?

MR. STONES :—No, no. It cannot exceed 2 per cent. of his wages.

MR. KHAREGHAT :—What is the opinion of the workers ? Which do they prefer ? A fine of 2 annas or dismissal ?

MR. BAKHALE :—You admit, Mr. Stones, that Cadburys firm is the best firm in England ? There the discipline has not gone down even by a bit. I have seen it myself.

MR. STONES :—And I have seen it too ; and I know the type of operative in that firm and the type of operative in the Bombay Textile Industry.

MR. ASVALE :—There should be warnings. Unless they are warned once or twice, such a rule should not become operative. There is no provision for warning.

MR. STONES :—What would you call habitual late attendance ?

MR. ASVALE :—That is all right. But they have never been warned. They are illiterate.

MR. BAKHALE :—The conditions do vary, I admit. If you read Mr. Cadbury's evidence you will find that a few years ago they had very bad conditions in their factory. But by making constant enquiries through committees and through other processes, he has come to the conclusion that the fining system, on

the whole, does greater harm to the employers than to the employees, because the main object of weeding out offenders is not attained under the system of fines.

I do not want to go into detail with regard to Rule No. 18, because what we have to say we have already stated in our written statement.

As regards Rule No. 19, we should like a sentence similar to the following to be inserted :—

“ There shall be a right of appeal in cases of fines and dismissals.”

THE CHAIRMAN :—Is not that already covered by Rule 3 ?

MR. STONES :—That is the additional protection which we give to the operatives, which did not exist in the old Rules.

MR. BAKHALE :—Rule No. 19 deals with dismissals and fines.

MR. STONES :—The procedure laid down in the rule would provide the basis for an enquiry by the managing agent on appeal to him.

MR. BAKHALE :—I have nothing to say on Rules 20 and 21. But before I close, I think I should point out to the Committee the joint rules that exist in Lancashire for the settlement of trade disputes in the different departments of the mill industry. They are on pages 119 to 126 of the Uniform list of prices for Weaving, etc., 1924 edition.

THE CHAIRMAN :—We have got a copy of that.

MR. BAKHALE :—I do not think there are any joint rules for the settlement of small complaints or small disputes at present existing, and I think it will be very useful both for the employers as well as for the workers if we get some such system under which we can deal with complaints—first negotiate with the employers,—and then as a last resort, if the worker so desires, resort to direct action.

MR. STONES :—That, I think, we have brought forward on more than one occasion. That is the very recommendation that the Sub-committee of the Association have made to the millowners themselves.

THE CHAIRMAN :—Labour representatives agree that this is a good thing if it can be arranged.

MR. BAKHALE :—Certainly, but we must have the rules framed.

MR. STONES :—The sub-committee has recommended to the members of the Association that we should have a joint-committee on the lines embodied in the pages Mr. Bakhale just quoted. That is our definite recommendation to the Millowners' Association.

MR. ASAVALE :—Taking into consideration the rules framed by the Mill-owners' Association, I think there is no rule which is in the interest of or for the benefit of the workers themselves. All the rules that have been framed by the Committee of the Millowners' Association are only in the interest of the millowners themselves.

THE CHAIRMAN :—I think there are a few restrictions here and there. For instance, it is provided that the fines should not exceed 2 per cent. of the operative's pay.

MR. KHAREGHAT :—The operative is given a month's pay if they dispense with his services; that is in his favour.

MR. ASAVALE :—Penalties have been provided for negligence and misconduct on the part of the workers, but there is no provision made in any of the rules, if there is on the part of the millowners or the managers, any misconduct or mismanagement, or for not giving the workers sufficient work.

Then, Rules 11 to 15 and 17 and 18 are the most important ones in these rules. Under Rule 13, the workers should be given the privilege, as the millowners have been given the privilege, of not giving notice to the employers. The workers also should be given the privilege to leave work without notice where the giving of notice is difficult. If a worker is ill, or he receives information about the illness of his dear ones at home, it is impossible for the worker, who is illiterate, to go and inform his superior and take leave. He is always anxious to go and see his dear ones, and he leaves the mills. There is no time for him to give previous notice. Therefore, such a provision should be made just after Rule 13, that, in such cases, there is no necessity of giving previous notice.

As regards Rule 15, the most objectionable part of the rule is the power given to the management to forfeit earned wages of the workers. There is no such thing in the whole world, as forfeiting the whole of the wages of the worker, when there is any fault of his. I do not see any reason why such sole power should be given to the management. Therefore, a provision should be added that hard earned wages should not be forfeited.

As regards fines and other things, you yourself have stated that the Rules about fines should be framed in consultation with the representatives of the mill workers. I believe that will be done before these rules are taken into consideration by the Committee.

MR. CAROE :—The main point I have got to deal with is the legal aspect of these rules. I understand Mr. Joshi is going to give evidence as regards that. As far as any point has been raised by you, Sir, I have dealt with them except this point as to the right of search, where it might subsequently be found that the

search was not justified. I would rather prefer, if I may, to deal with the other legal points after I have heard what Mr. Joshi has to say, because I do not know what points he is going to raise. I might deal with points which it may be unnecessary to deal with, or I might not deal with points which Mr. Joshi might raise. If there are any points which I can discuss now, if you will ask me any questions, I should be only too pleased to deal with them.

THE CHAIRMAN :—We agree to your being allowed to make any statement you want after Mr. Joshi has given evidence.

MR. SAKLATVALA :—May I deal with some points in a general way? Mr. Bakhale pointed out that in Lancashire the rules are very few. It is true that the rules are very few, because all the other points are always settled and dealt with under the agreement between the owners and the various organisations. The few rules which Mr. Bakhale read out show us that in both cases the essence of the rule is really the same. There is notice on both sides. There is weekly notice because there is weekly payment; we propose monthly notice because there is monthly payment. The English rules also provide for dismissal without notice in certain cases of misconduct. That is what we also provide. Generally speaking, the spirit of the rules is the same in both cases. In our case it is the Company that is supposed to put up this notice, because, as it is, there is still no committee representing both sides, or there is no joint agreement. Therefore, we are constrained to put up the notice individually. Although the rules have been standardised, although they are framed by the millowners as an Association, the notices are proposed to be put up individually; hence more rules have to be embodied.

THE CHAIRMAN :—Subject to Mr. Caroe's further statement, we close the discussion on this for the present. It is allowed to stand over.

MR. SAKLATVALA :—There is one statement which I have to hand in. Perhaps, you remember that the Century Mill was asked to give statements showing their present wages on drop box looms 64" and also on their ordinary 50" looms. They have given us that Statement, which I now hand in. It shows that the average on 64" drop box looms works out at about Rs. 76/- or Rs. 78/-. In some cases it is as much as Rs. 91/-, and in some cases it is only Rs. 69/-. Whereas, in the case of 50" looms, it is Rs. 60/-, Rs. 50/-, Rs. 52/-, Rs. 50/-, Rs. 50/-, Rs. 52/- and Rs. 59/-.

You will kindly refer to our book of examples. As regards 50 inch looms between 48 and 52 inches on plain the wages will be Rs. 51-12-0. As regards drop box 60 inch width our average works out to Rs. 74/- and 64 inch to Rs. 80/-, which practically tallies with the present rates at the Century Mills.

MR. STONES :—This is the photo copy of the article from the "Textile World" an American journal. As I have not got the journal personally, I have taken a photo copy of it.

This is another statement showing the number of hands and wages in 1923, under the new scheme and under the millowners' scheme.

This is quite another statement dealing with the wages, production, etc., of the Century Mills which was not supplied with the batch of statements submitted on Friday.

THE CHAIRMAN :—What about the suggestion for the constitution of a Joint Committee?

MR. KAMAT :—If you can put forward some scheme detailing the functions and constitution of such a Committee we shall have something before us in concrete form.

THE CHAIRMAN :—You can take the Lancashire agreement as the basis and draft a scheme suitable to Bombay conditions.

MR. STONES :—There are many factors in England which you do not find here. We have to provide all those factors and draft the scheme which can be done only after Christmas.

THE CHAIRMAN :—That can be done by January. But before you put in the scheme, you might provisionally consult the other side also.

(After Lunch.)

Oral evidence of

MR. SASAKURA, Managing Director of Toyo Podar Cotton Mills, Ltd.

MR. BAKHALE :—We shall first take the 17 demands of the Joint-Strike Committee. You have submitted your own opinion on these 17 demands. Our 1st demand is :—

"The present practices resorted to by some millowners which result in the reduction of wages shall be stopped, and reductions and altered conditions already effected since 1925 shall be restored."

To that your reply is—

"It seems to us that the members of the Joint-Strike Committee are entirely averse to the principle of raising efficiency. They prefer to stick to stagnation and backwardness, and so they are quite ignorant of the ultimate result which will be the ruin of the industry, thus culminating in destruction of capital and also depression of labour."

What we have stated in this demand is that all reduction of wages that has taken place since 1925 should be restored and also the altered conditions. How do you infer from that that the Joint-Strike Committee is averse to the principle of raising efficiency?.....I want India to follow the trend of the trade in the world. Perhaps you will admit that India will not be free from foreign competition. If you wish to keep your industry in the same position as it was in 1925, your industry will be much behind the present times. That is why I say that you are promoting stagnation and backwardness.

You know perhaps that some of the mills in Bombay have cut down the wages of workers since 1925, and we want them to be restored. That is the only statement that we are making when we say "the present practices resorted to by some millowners" and so forth.....But is it possible, if there is no profit in the industry, that any mill can afford to pay the same wage as before? The mills are not Government Institutions.

Do you say that any mill which is not in a position to make a profit must cut down the wages of the workers? Are you in favour of the standardisation scheme prepared by the Millowners' Association?.....Yes; I entirely agree with them.

Supposing the standardisation scheme comes into operation to-morrow, still there may be some mills losing. Do you think it advisable that those mills which may be losing should pay wages less than under the standardisation scheme?.....But I think that the standardisation scheme is one of the remedies which will have to be tried out before we die.

The standardisation scheme provides for standardisation of wages for standard work, and they have taken into consideration in preparing that scheme the present condition of the industry. If after the standardisation scheme comes into operation, some of the mills lose even under the standardisation scheme, do you think that wages should be cut down much below the standardisation scheme?.....I think so. There is no other way; they have either to shut down the mills or cut down the wages if the standardisation scheme fails—but I hope that 'if' will not happen.

Hope is something different from realisation. If a few mills cut down their wages, then the standardisation scheme would not be a standardisation scheme. Will it be?.....(No reply).

THE CHAIRMAN :—You say "a few mills."

MR. BAKHALE :—Yes.....The standardisation scheme will be hard not only on the operatives but also on the millowners. I understood from what Mr. Stones told me that Indian labour also will have to be improved at the same time as the machinery in Indian mills are improved.

THE CHAIRMAN :—Mr. Bakhale, I think we have had the question of wages discussed with Mr. Sasakura so often that we may leave it now.

MR. BAKHALE :—But we are examining him on the “Seventeen Demands,” Sir.

THE CHAIRMAN :—But we should concentrate now on new points. Now we are getting into a discussion of the cut in wages. I do not want to stop you, but I think it will be merely going round and round. We have limited time, and therefore you may go on to elucidate new points.

MR. BAKHALE :—Now, I come to Demands Nos. 3, 4 and 5 which involve the question of consultation with the workers on certain points. You say : “we agree with the Bombay Millowners’ Association that these demands are entirely impracticable.” Now, No. 3 is : “That the Millowners shall not vary any of the present conditions to the disadvantage of the workers before securing the approval of the workers through their organisation.” The Millowners’ Association say that it is not possible, and you agree with them. The 4th Demand is : “That the Millowners’ Association shall not permit its individual members to vary conditions of service to the disadvantage of the workers without the sanction of the Association.” The 5th Demand is : “The rates of new varieties shall be fixed by the Millowners’ Association in consultation with the representatives of the workers’ organizations.” The idea underlying these three demands is that the approval of the trade union organisations should be taken on these points. You agree with the Millowners’ Association that it is not practicable. Do you not think that in the interests of the industry as a whole the workers should be consulted as far as possible on points which are of vital importance to them ?.....Yes, I quite agree that consultation with workers on such points is essential. As a matter of fact no improvement which I made in my mill was given effect to without consulting the workers. But I only object to the form of organisation.

So far as the principle of consulting the workers is concerned you agree ?
.....Yes.

Your only question is “How to consult the workers” ?.....Yes.

You know that generally the workers have their own trade unions which are recognised in India under the Indian Trade Unions Act. Perhaps the present position of the trade unions in Bombay may be weak, but it cannot remain weak for ever ; it may improve some day. So, accepting as you do the principle of consulting the workers, do you not think that it would be better if that consultation takes place through the organisations of the workers where they exist ?... ..But they have no organisation at present. At present the

so-called organisations are working harm. For instance, I remember one strike in a certain mills in Bombay brought about by two rival organisations of the workers fighting each other. When that is the condition, where is organisation? In my opinion if you really wish to have organisations, have organisations for each mill separately, and see that such organisations have no place for outsiders who have their own interests to look to. It might happen that workers in a particular mill may want a particular reform which may not be liked by workers in other mills. If you have organisations for each mill, capital and labour will get on much better than ever aspired for by your leaders. If such organisations exist I will be only too pleased to agree to these demands.

You object to the form of organisation as it exists to-day?.....Have good organisations : I agree to consulting them. But there is no organisation now.

If you refer to the *Labour Gazette* you will find a few unions in the textile industry. Perhaps the employers may not like the form of organisation of the textile workers. But do you not think that it is the right of the workers to frame their organisation as they like?.....Yes, they can.

And if they make a mistake to-day, perhaps after experience for some time they will correct that mistake, and trade unions will be formed on right lines later on?.....Yes.

You are in favour of consulting the workers through their own organisations?.....Yes, but not outsiders.

What do you mean by outsiders?.....By outsiders I mean those who have no knowledge of the textile industry, men who are mere theorists having no knowledge of the practical working of the industry. Theory and practice do not sometimes coincide.

By way of illustration, suppose there is some organisation of textile workers. Now there may be some outsiders who may be office-bearers of that organisation. If, however, the rules provide that the work of that organisation shall be conducted by a managing committee and not by the outsiders, and that managing committee consists of a very large majority of textile workers themselves—say there are only six or seven outsiders in a committee consisting of fifty members—do you not think that such a body will be acceptable to you?.....I cannot say unless I know who those outsiders are.

MR. BAKHALE :—That means you do not object to outsiders as such, but you object only to certain individuals?.....Yes.

Do you think that the employers should be given a hand in the selection of the officers of the unions? If the officers of the union are acceptable to you,

then that organisation is acceptable to you, but if you do not like those officers, you think that that organisation is not acceptable?.....No; if you want an organisations, I prefer to have organisation for individual mills.

That is provided. After all you may have a collective organisation consisting of operatives of the different mills. Even under the existing system we have got mill committees for each mill, but that committee deals with the affairs of that mill only; then we have a central committee.

Have you got the three-loom system and the double-frame system in your mill?.....No.

Yet you support the scheme?.....Yes.

Why can you not introduce it in your own mill?.....I would have introduced it but for the preliminary agreement entered into between the millowners and the strikers, by which the position as it existed prior to April 1927 has to be maintained. As regards this question I wish also to bring one point. If we introduce this system a number of workmen will lose their job, and the question is how to provide work for them. I shall be much obliged if you will suggest some means. I am compelled to introduce the system, owing to the hard time through which the industry is passing. I am comparatively new to India, having been here only for the past two years. My experience is that for night work the workers demand 25 per cent. more wages. If the labour leaders will succeed in persuading the workers to accept the same wage for night work as for day work, perhaps—I cannot be certain about this—perhaps I may find work for these people who will be thrown out of employment.

By introducing double shift?... Yes.

You are quite clear that some provision must be made for those workmen who are thrown out of employment on account of the introduction of the three-loom and the double frame system?.....I think so.

Are you in favour of unemployment insuranceWhat do you mean by unemployment insurance?

To provide for workmen unemployed by giving them some monetary assistance through a fund managed by the Government.

MR. STONES :—Perhaps the witness does not know the English system. Under the English system, the operative contributes a portion every week (say four annas), the owner contributes a portion (say five annas) and the State contributes a portion and thus a fund is formed, and when an operative goes out of employment he draws on that fund.....But who will pay?

MR. STONES :—The payment is made from the fund. Have you such a system in Japan?.... They are contemplating it, but they have not yet got it.

MR. BAKHALE :—Are you in favour of unemployment insurance in that sense?.....But it will increase our cost of production.

MR. STONES :—Surely.

MR. BAKHALE :—You propose to provide for these people; you say some scheme will have to be prepared?.....I have not prepared; I want you to suggest some scheme for me.

That is the suggestion that I place before you—the provision of unemployment insurance. In European countries they have what is known as unemployment insurance.

MR. STONES :—There is only one country that I know of where it exists, and that is England.

MR. BAKHALE :—In Germany; in Russia.

MR. STONES :—We are not dealing with Russia.

MR. BAKHALE :—In the English colonies, Australia and Canada, they have got labour unemployment insurance. Under the English system of unemployment insurance, contribution is made to the fund by the workers, the employers and the State, and for a limited period a worker is paid unemployment benefits from that fund. Do you think that a similar measure could be adopted in India, and particularly in Bombay in order to meet this problem? You admit that this scheme of rationalisation is bound to come and as a result some workmen will be thrown out of employment. All mills will not be able to work double-shift as you can.....Yes, provided we can afford to pay. That is the problem; it is bound to raise the cost of production.

As regards Demand No. 8, you agree with it. This is really a demand for minimum wage.....I agree, because I am in favour of raising the standard of living.

You think that there should be some provision for minimum wage?.....Yes.

Have you got in your mill the ticket system for the weavers?.....Yes; every workman must have a ticket and a medal. We have got two kinds of medals—brass medals for permanent workmen, and paper medals for temporary men. The people who wear brass medals will be given the full benefits.

Your weavers have not taken objection to wearing it?.....We do not take in any workmen who do not agree to work under our rules; so, that question does not arise.

MR. STONES :—These mills possibly have two systems ; one is a ticket to be given at the gate and the other is a medal worn by the operatives. The two things are separate. I should like to have the system explained, as it is a new feature for India,..... One is a medal and the other is a ticket. There are two kinds of medals, one is brass and the other is paper. Paper medals are given to men under probation and brass medals to workmen who are accepted as permanent workers after probation. Those who are given brass medals are entitled to leave benefits, and are entitled to one month's notice before discharge. This enables me to take statistics regarding Indian labour efficiency, absenteeism, etc.

How many tickets has each man?.....One.

What does he do with it?.....Only those who have tickets are allowed at the mill gates, and as they pass the gates they hand in their tickets at the gates, and these tickets are re-distributed to them after they have gone to their place of work.

MR. STONES :—The men go out in the mid-day recess, when you stop the mill. Do you give them any tickets then?.....No.

They come and go freely?.....Yes. During the recess time, they go freely.

Have you any other ticket which is worn in the form of a medal?.....No other tickets.

You have no other tickets in the spinning department?.....That is a badge. But this badge system had to be stopped on account of their objection. Before the strike, I had the system. According to the kind of work done by the man, a doffer, jobber, a sider, etc., we were giving him some sort of a badge, as in the army to distinguish them. I think it is a very good system, but they object to it.

MR. STONES :—That is what we wanted to bring out, Sir. In this particular mill, they had two systems, the ticket system and the medal for admission. They had the ordinary ticket which is in the other Bombay mills, and on the top of that they had a badge to indicate the department of every operative.

MR. BAKHALE :—Our demand is that the present high prices allowance should be consolidated with the original wages. You have not given a very good reply to that. You have simply stated "we shall follow the decision of the Bombay Millowners' Association." I want your own opinion about this demand. Do you not think that the present high prices allowance should be consolidated with the original wages?.....Why?

Why should it be kept separate?.....Because this allowance is granted on account of the high prices of 1921. So, it is mutually agreed that when there is a drop in prices, this should be reduced or withdrawn.

Can you not reduce the wage?.....That is not the wage; that is the allowance.

Supposing the present high prices allowances are consolidated with the original wages, with the basic wage, and then, if the cost of living goes down after a few years, cannot the millowners say that they would like to reduce the wage, say, by 2 per cent., or 5 per cent., or 10 per cent., and so on, according to the cost of living? Just as they want to make a reduction in the high prices allowance, they can make a similar reduction from the total wage?.....

THE CHAIRMAN :—With regard to this demand, I have just been reading a publication of a very big Trade Union Association at home, in which they hold just the contrary view. They say, it confuses the two things if you consolidate high prices allowances with wages; you get a confusion, and they advocate having them separate.

MR. KHAREGHAT :—The allowances are money wages on account of the rise of money. The real wages are the basic wages.

MR. STONES :—That has been our feeling. In fixing the base, we have taken a base from which to compare the Bombay wages with other countries' wages (pre-war).

THE CHAIRMAN :—Of Course, there may be some advantage from consolidation, but I must point out to you what I have read.

MR. BAKHALE :—Our Demand No. 14 is : "The Millowners' Association should make standard rules for the guidance of its members regarding the grant of leave to their employees." The millowners' reply to that is : "The question of granting leave on pay to the operatives was considered by the Association in the past, but in view of the high percentage of absenteeism and migratory habits of the workers, it was decided that no such concession could possibly be granted."

THE CHAIRMAN :—Now that is modified.

MR. BAKHALE :—This reply is now modified.

MR. STONES :—This demand of the operatives was misinterpreted by the Millowners' Association. What the operatives mean is not the granting of leave on pay, but granting of leave, and the Millowners' Association are going to consider the question of having a responsible officer to grant leave when leave is deemed reasonable. That has not been considered, but we are going to consider it.

MR. BAKHALE :—Could you tell us, Mr. Sasakura, whether you have got any system in your mills of granting leave to the operatives? Suppose an operative is ill, or he wants to go home for a week or two, what is the system in your mill?.....In my mills, we are giving a reasonable time for such purposes. If they ask for a month's leave, we give them one month's leave, or 2 months, if it is reasonable. There is no rule. We give them any reasonable time that they require.

Who gives the leave?.....The Manager.

Not the jobber?.....No. That is done by the manager only.

MR. ASAVALE :—When he comes back from leave, do you employ him again?.....We are very strict on this point, for cultivating the spirit of regularity. If the workman comes back one day behind time, he is not taken back in our service. They must come back in time.

MR. BAKHALE :—In your mill, it is the manager who gives the leave, not the departmental head?.....Only the manager. He engages and also dismisses the workmen.

He engages them also?.....Yes.

MR. ASAVALE :—Do you not think that the rates of new varieties, when they are to be fixed, should be fixed in consultation with the representatives of the workers or the workers themselves?.....Yes, and we are doing it in consultation with them.

In some mills they do not do it, and that is why there is always a lightning strike?.....I do not know.

Do you not think that the average monthly wage of workers should be at least Rs. 30/—, if it be less than that?.....I think Rs. 20/— should be the minimum. But in our mill we are paying less than that, according to the Bombay rate.

What is your opinion? It should be at least Rs. 30/—?.....Yes.

Do you not think that the forfeiture of wages remaining unclaimed for a certain period is a hard and fast rule?.....This is entirely unreasonable. But there is trouble for the millowners also to keep this wage for several years. So my opinion is that such a wage should be given for the welfare of Indian labourers; it should not go to the mills.

MR. STONES :—That is what is done in the bulk of mills to-day.

MR. ASAVALE :—Do you not think that the conditions of employment, work and payment should be scientifically standardised? What I mean is, should they not look into the cotton, the yarn, the machinery and the site of the mill, and taking into consideration all these things, then only the rates should be standardised?.....I think so.

SIR MUNMOHANDASS RAMJI :—You said in reply to Mr. Asavale that Rs. 30/- should be the minimum wage. In the case of those who get less than Rs. 30/-, their pay being fixed for the amount of lesser work that they do, do you not think that they should do more work than they do now, when they are getting less pay?.....I would give them more work, to compensate for the extra pay that they would be drawing.

MR. BAKHALE :—Coming to the Standing Orders, I shall take standing order No. 6. The hours of work are given there. You will see that the Bombay Millowners' Association have provided for two recesses there. In your mill, you provide for three recesses?.....Yes.

Do you prefer your own system of providing 3 recesses to the system of the Bombay Millowners of providing only two recesses?.....I think three recesses is much better than two recesses.

In which way?.....Because, it is very hard to work constantly for 5 hours inside a factory without any rest. If we give them insufficient recess, then naturally loitering and such undesirable habits will grow among the workmen.

How long have you been working on these 3 recesses?.....I have not yet tried this. This is my complaint.

MR. KHAREGHAT :—How many recesses have you now?.....In Bombay the Factory Act provides that unless there is a unanimous agreement of labour we cannot change the present working time.

What recess have you got now?.....One recess.

MR. STONES :—It is like the other mills in Bombay : 5 hours' work, one hour's recess, and five hours' work.

MR. BAKHALE :—What is the practice in Japan?.....Similar to this method, but they never stop the machinery, except during the recess of half-an-hour at mid-day.

Who works on the machinery :.....Half the operatives will go out, and the other half will work.

MR. STONES :—If when all are working a man minds 600 spindles, when half of them go out for recess, the remaining will look after 1,200 spindles?.....Yes.

MR. BAKHALE :—That is the practice in Japan?.....Yes.

Do you think that it is desirable for an Indian worker to remain inside the factory for 11½ hours, as suggested in your scheme? He will have to work

10 hours, and he will have a recess of $1\frac{1}{2}$ hours. Practically he will have to be inside the factory for 11 hours and 30 minutes?.....But he is working 10 hours only; there is no change in their working time.

During the small recess time in the morning as well as in the afternoon, they generally are in the mills?.....Yes.

During the big recess period of one hour, some may be going out and some may be inside the mills?.....Yes.

There may be some workers who may be inside the factory for $11\frac{1}{2}$ hours?.....Yes.

Do you think it is desirable to do so from the point of view of the health of the operatives?.....I think the compound of a Bombay mill is much better than their home, from a sanitary point of view.

Have you seen the English Factories in England?.....No. If they work hard, we shall be prepared to provide them with recreation in the form of a gramophone, or radio. We can give them such facility in the compound of the mills.

But so long as such facilities are not given?.....If they work hard and bring profit to the mills, we shall be very pleased to provide them with recreation.

The prosperity of the industry is not in the hands of the Bombay workers alone?.....The Japanese mills give them these facilities and good accommodation also, because they give a profit. They can afford to do it, but I cannot.

MR. BAKHALE :—So long as these facilities are not provided it will be rather hard on the operatives in Bombay to work for 10 hours a day and to spend $1\frac{1}{2}$ hours for the recess period inside the mills?.....I do not think so.

Why?.....Because we give them nice air and so on.

So long as these facilities are not there.

MR. STONES :—It is a question of *quid pro quo*.

MR. BAKHALE :—That will take some time.....I do not think so.

How many minutes do you allow a man to come to work after the usual time to commence work?.....Fifteen minutes.

MR. STONES :—You commence usually at 7 a. m. If an operative comes after quarter past seven, what do you do with him?.....He is sent back.

If you send him back, do you admit him when the mill starts work in the afternoon?.....He comes the following day.

Do you discharge the man?..... If the man absents himself without leave for a week we discharge him.

MR. BAKHALE :—According to the present rule an operative should take his food only at the recess time and any breach of this rule will incur a dismissal. This is based on the condition of two recesses. There may be a few workers who may not take their food at the stated recess period but sometime late or early. Do you think that a man should be dismissed because he does not take his food at the stated recess hour?.. ...The man must be dismissed.

You will punish him with dismissal.....I think so. Rule is a rule. If you make exception there is no good of making a rule.

MR. ASAVALE :—Do you approve of this rule?... I approve of it. The rule should be strict. Discipline is the key-note of this industry.

MR. BAKHALE :—In your own rules you have provided fines for different kinds of offences. One of your rules is that an operative should come to your mills at 7 O'clock. If he does not come at 7 O'clock he is fined. You have provided certain minor offences for which the punishment is fine. You don't dismiss him immediately?.....No.

You have given a mild punishment in the form of a fine. In this particular case, the standard rule provides for dismissal. My point is this..... That is not my ideal. Strict rule is my ideal. The rule is a rule. If it is broken the man who breaks it should be punished.

I admit that. My point is this. If a worker fails to take his food during the recess period but does so out of that period he should be given a warning or some other mild punishment such as fine. Would you agree with me that the punishment of dismissal for such a small offence is too hard?.....I have no particular views on this subject; and so I leave it to the millowners. I always want to maintain strict discipline.

Suppose this rule is broken in your mill. Suppose one worker takes his food beyond the recess-period and another worker does not attend the mill at the stated time. In the latter case you fine him 2 as. or 4 as. but in the former case you dismiss him. Don't you think that the punishment of a dismissal is too severe?.....It may be.

Have you got the practice in your mill of searching the workers? Please refer to Rule No. 11 :—

“All male operatives are liable on leaving the mill premises to be searched by the gateman and all female operatives are liable to be detained by the gateman for search by the female searcher.

Have you got any rule like that in your own mills?.....No.

Have they got any such rule in Japan :—I do not think so.

Do you think that it is a good rule?.....It is a disgrace to the workmen.

That is what I say.Perhaps there may be cases of thefts and mill-owners are compelled to make this rule.

That is common to both your mill and the mills under the control of the Millowners' Association.....We always select good workmen. If I find any such cases, I dismiss the man immediately.

Do you find any cases of theft in your mills?.....One or two. It is not as frequent as it is in China. In China theft is more common. We have search of the operatives at the gate. In our mills we do not find thefts but we keep a watchman at our gate.

MR. STONES :—When the gateman suspects does he search the man? .. If he suspects he can search.

MR. BAKHALE :—Have you got a rule like that? ...No.

You don't think that there is any necessity for such a rule in your mills?I do not think there is any necessity for such a rule.

THE CHAIRMAN :—Search is being made without a rule.

As regards Rule No. 13, have you got the playing off system in your mills?.....Yes, but we have no such rule.

You simply suspend the worker as soon as there is no work?.. We stop him; we shall follow this rule hereafter.

As regards Rule No. 14, have you got the practice of giving notice to the worker and demanding notice from him?...Yes. But this applies only to the permanent workers and not the temporary workers.

Rule No. 15 (last sentence) says: "If any permanent operative leaves without such notice he shall forfeit the whole or part of the wages due to him for the month at the discretion of the Manager by way of liquidated damages." Have you got any such rule like this about forfeiture of wages? ..Yes.

So, you are in favour of this rule?.....Yes.

Do you not think that it is unfair to forfeit the earned wages of a man?... But we have to find a substitute in his place, if he abruptly leaves his job.

But you know that labour is plentiful in Bombay; a large number of people come to the mills every day?.....Yes, but we cannot easily find suitable workers. So, the worker who leaves his work must be liable to bear this penalty.

MR. ASAVALE :—You were speaking about permanent operatives. What do you mean by “ permanent operatives ”?.....From the doffer boy to the head jobber.

THE CHAIRMAN :—You make a distinction between permanent employees and temporary employees?... Yes.

THE CHAIRMAN :—In the book on “ Labour Conditions in Japan ” by Mr. Harada, it is mentioned : “ An occupier of the factory employing more than fifty workers is required to draw up rules of employment and must report the same to the prefectorial Government.” Have you got a copy of any such rules?... I have such rules in the Japanese language ; but I do not know whether there is any English translation.

If there are any such rules, we might be able to compare them with these?.....I will write to Japan and find out if there is any English translation.

They appear to have a rule in Japan whereby “ if an employer wishes to terminate an employment contract concluded with a worker, the employer is required to give the worker such notice at least fifteen days before the actual date of dismissal, failing this he is responsible for paying the wages for at least fourteen days.”..... Yes.

Supposing a mill, an account of lack of orders has to discharge the men what they call “ play off ” here—would they give two weeks’ notice?.....Yes

Even although it is for business reasons?.....Yes.

MR. KHAREGHAT :—You recommend Rs. 30/- as the minimum wage. Do you want to apply that for women who work only for 8 hours or 9 hours, and even for sweepers?.....In our mills all good workers get at least Rs. 30/- ; they get on the average Rs. 25/- to Rs. 26/-.

Do you want to increase their wages?.....I think it will be better. I only want more work from them. I can give them good pay, but I must get better work.

MR. KAMAT :—At present what is the lowest wage you pay?.. ... The lowest wage is, I think, 8 to 10 annas a day. Is it not, Mr. Stones?

MR. STONES :—You must know. 8 to 10 annas per day, plus the 70 per cent.

THE CHAIRMAN :—Thank you very much, Mr. Sasakura.

The Committee adjourned till 11-15 A. M. on Tuesday, the 11th December 1928.

EXHIBIT NO. 1 (10-12-28.)

THE CENTURY SPINNING AND MANUFACTURING CO., LTD.

July, 1927.

Looms No.	Width of Loom.	Production, lbs.	Dimension.	Quality	Description.	Rate, Pies.	Amount.			Allowance.			Net Amount		
							Rs.	as.	ps.	Rs.	as.	ps.	Rs.	as.	ps.
287	64" D.B.	290	57— 6— 3 $\frac{1}{8}$	61,001	Twill Check Chadar ...	10 $\frac{1}{4}$	15	7	9						
		214	58— 6— 4 $\frac{1}{8}$	41	Khadi " "	5	5	9	3						
288	"	287	{ 55— 6— 3	58001	Twill " "	10 $\frac{1}{4}$	15	5	0	32	0	0	72	2	0
		180	{ 57— 6— 3 $\frac{1}{8}$	61001	" " "											4	3	12	0
			{ 55—39—20	469	Duster Cloth " ...										
289/90	"	950	57— 6— 3 $\frac{1}{8}$	61001	Twill Check Chadar ..	10 $\frac{1}{4}$	50	11	3	40	12	9	91	8	0
315	"	485	{ 57— 6— 3 $\frac{1}{8}$	61001	" " "	10 $\frac{1}{4}$	25	14	3						
			{ 55— 6— 3	58001	" " "										
316	"	538	{ 54— 5 $\frac{1}{2}$ — 3 $\frac{1}{2}$	11	Khadi " "	5	14	0	3	34	6	6	77	10	3
			{ 58— 6— 4 $\frac{1}{8}$	41	" " "										
		160	55— 39— 20	469	Duster Cloth	4	3	5	3						

1060

EXHIBIT NO. 1 (10-12-28.)—(Contd.)

Looms No.	Width of Loom.	Production lbs.	Dimension.	Quality.	Description.	Rate. Pies.	Amount			Allowance			Net Amount		
							Rs.	as.	ps.	Rs.	as.	ps.	Rs.	as.	ps.
317	64" D.B.	474	57— 6— 3½	61001	Twill Check Chadar ...	10½	25	4	9						
318	"	183	{ 54— 5½— 3½ 58— 6— 4½	11 41	Khadi " " ...	5	4	12	3	32	0	0	72	7	9
		500	55—39—20	469	Duster Cloth ...	4	10	6	9						
343	"	502	57— 6— 3½	61001	Twill Check Chadar ...	10½	26	12	9	35	3	3	79	11	0
344	"	679	58— 6— 4½	41	Khadi " " ...	5	17	11	0						
345	"	471	57— 6— 3½	61001	Twill " " ...	10½	25	2	3	34	6	6	77	9	0
346	"	692	58— 6— 4½	41	Khadi " " ...	5	18	0	3						
371	"	140	55—39—20	469	Duster Cloth ...	4	2	14	9						
372	"	327 338	57— 6— 3½ 58— 6— 4½	61001 41	Twill Check Chadar ... Khadi " " ...	10½ 5	17 8	7 12	3 9	32	0	0	72	5	3
		209	57— 6— 3½	61001	Twill " " ...	10½	11	2	6						
373	"	492	57— 6— 3½	61001	" " " ...	10½	26	4	3						
374	"	396 245	58— 6— 4½ 55—39—20	41 469	Khadi " " ... Duster Cloth ...	5 4	10 5	5 1	0 9	33	9	6	75	4	6

1061

EXHIBIT NO. 1 (10-12-28.)—(Contd.)

Looms No.	Width of Looms	Production. lbs.	Dimension.	Quality.	Description.	Rate. Pies.	Amount			Allowance.			Net Amount.		
							Rs.	as.	ps.	Rs.	as.	ps.	Rs.	as.	ps.
377	64" D. B.	426	{ 55—6—3 57—6—3½	58001 61001	Twill Check Chadar " " "	.. } 10½	22	11	9	32	12	9	74	0	0
378	"	709	58—6—4½	41	Khadi " "	... 5	18	7	6						
423	"	455	57—6—3½	61001	Twill " "	... 10½	24	4	6	32	12	9	73	7	3
424	"	629	{ 54—5½—3½ 58—6—4½	11 41	Khadi " " " " "	.. } 5	18	6	0						
429	"	421	57—6—3½	61001	Twill " "	... 10½	22	7	6	31	3	3	70	6	3
430	"	642	58—6—4½	41	Khadi " "	... 5	16	11	6						
503	"	359 206	57—6—3½ 58—6—4½	61001 41	Twill " " Khadi " "	... 10½ 5	19	2	6 5	26	12	9	83	2	6
504	"	836	58—6—4½	41	" " "	.. 5	21	12	6						
527	"	506	57—6—3½	61001	Twill " "	.. 10½	27	0	3	35	3	3	79	9	6
528	"	459	{ 54—5½—3½ 58—6—4½	11 41	Khadi " " " " "	.. } 5	11	15	3						
		260	55—39—20	469	Duster Cloth	.. 4	5	6	9						

1062

EXHIBIT NO. 1 (10-12-28.)—(Contd.)

Looms No.	Width of Loom,	Production, lbs.	Dimension.	Quality.	Description.	Rate. Pies.	Amount.		Allowance		Net Amount.				
							Rs. a. p.		Rs. a. p.						
533	64" D. B.	364	{ 55—6—3 57—6—3½	58001	Twill Check Chadar	10½	19	7	0	31	3	3	69	12	6
				61001	" " "										
534	"	655 100	58—6—4½ 55—39—20	41	Khadi " "	5	17	1	0	32	12	9	74	5	0
				469	Duster Cloth	4	2	1	3						
535	"	474	57—6—3½	61001	Twill Check Chadar	10½	25	4	9	32	12	9	74	5	0
536	"	431	{ 54—5½—3½ 58—6—4½	11 41	Khadi " "	5	11	3	6						
		240	55—39—20	469	Duster Cloth					4	5	0	0		
541	"	377 152	57—6—3½ 58—6—4½	61001	Twill Check Chadar	10½	20	2	0	34	6	6	77	2	3
				41	Khadi " "	5									
542	"	569	{ 54—5½—3½ 58—6—4½	11	" " "	5	18	12	6	34	6	6	77	2	3
				41	" " "										
		140	55—39—20	469	Duster Cloth	5½	3	13	3						
565	"	471	57—6—3½	61001	Twill Check Chadar	10½	25	2	3	34	6	6	77	1	3
566	"	673	{ 54—5½—3½ 58—6—4½	11 41	Khadi " "	5	17	8	6						
					" " "										

1068

EXHIBIT NO. 1 (10-12-28.)—(Contd.)

Looms No.	Width of Loom.	Production, lbs.	Dimension.	Quality.	Description.	Rate.	Amount.			Allowance.	Net Amount.				
						Pies.	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.
567	64 D. B.	490	57— 6 — 3½	61001	Twill Check Chadar ...	10½	26	2	6						
568	"	419	{ 54— 5½— 3½ 58— 6 — 4½	11 41	Khadi " " ... " " " ...	5	10	14	6	33	9	6	75	10	6
571	"	240	55—39—20	469	Duster Cloth ...	4	5	0	0						
573	"	475	57— 6 — 3½	61001	Twill Check Chadar ...	10½	25	5	9						
574	"	475	{ 54— 5½— 3½ 58— 6 — 4½	11 41	Khadi " " ... " " " ...	5	12	6	0	33	9	6	75	8	0
		200	55—39—20	469	Duster Cloth ...	4	4	2	9						
591	"	452	57— 6 — 3½	61001	Twill Check Chadar ...	10½	24	2	0						
592	"	547	{ 54— 5½— 3½ 58— 6 — 4½	11 41	Khadi " " ... " " " ...	5	14	4	0	32	0	0	72	7	3
		100	55—39—20	469	Duster Cloth ...	4	2	1	3						
597	"	473	{ 57— 6 — 3½ 55— 6 — 3	61001 58001	Twill Check Chadar ... " " " ...	10½	25	4	0						
598	"	546	{ 54— 5½— 3½ 58— 6 — 4½	11 41	Khadi " " ... " " " ...	5	14	3	6	35	3	3	78	13	6
		200	55—39—20	469	Duster Cloth ...	4	4	2	9						

1061.

EXHIBIT NO. 1 (10-12-28.)—(Contd.)

Looms No.	Width of Loom.	Production lbs.	Dimension.	Quality.	Description.	Rate. Pies.	Amount.	Allowance.	Net Amount.
							Rs. a. p.	Rs. a. p.	Rs. a. p.
599	64" D.B.	537	57— 6— 3 $\frac{1}{8}$	61001	Twill Check Chadar ...	10 $\frac{1}{2}$	28 10 9	} 38 6 6	86 15 3
600	"	763	{ 54—5 $\frac{1}{2}$ — 3 $\frac{1}{8}$ 58— 6— 4 $\frac{1}{8}$	11 41	Khadi " " ... " " " .. }	5	19 14 0		
629	"	480	57— 6— 3 $\frac{1}{8}$	61001	Twill " " ...	10 $\frac{1}{2}$	25 10 0	} 34 6 6	77 3 0
630	"	659	{ 54—5 $\frac{1}{2}$ — 3 $\frac{1}{8}$ 58— 6— 4 $\frac{1}{8}$	11 41	Khadi " " ... " " " .. }	5	17 2 6		
631	"	464	57— 6— 3 $\frac{1}{8}$	61001	Twill Check Chadar ...	10 $\frac{1}{2}$	24 12 3	} 32 12 9	73 14 9
632	"	436	{ 54— 5 $\frac{1}{2}$ — 3 $\frac{1}{8}$ 58— 6— 4 $\frac{1}{8}$	11 41	Khadi " " ... " " " ...	5	11 5 9		
		240	55—39 —20	469	Duster Cloth ...	4	5 0 0		
637	"	406	57— 6 — 3 $\frac{1}{8}$	61001	Twill Check Chadar ...	10 $\frac{1}{2}$	21 10 9	} 31 3 3	70 6 0
638	"	672	58— 6 — 4 $\frac{1}{8}$	41	Khadi " " ...	5	17 8 0		
655	"	487	57— 6 — 3 $\frac{1}{8}$	61001	Twill " " ...	10 $\frac{1}{2}$	26 0 0	} 33 9 6	75 14 9
656	"	467	{ 54— 5 $\frac{1}{2}$ — 3 $\frac{1}{8}$ 58— 6 — 4 $\frac{1}{8}$	11 41	Khadi " " ... " " " .. }	5	12 2 6		
		200	55— 39 —20	469	Duster Cloth ...	4	4 2 9		
661	"	498	57— 6— 3 $\frac{1}{8}$	61001	Twill Check Chadar ...	10 $\frac{1}{2}$	26 9 3	} 35 3 3	79 10 9
662	"	687	{ 54— 5 $\frac{1}{2}$ — 3 $\frac{1}{8}$ 58— 6 — 4 $\frac{1}{8}$	11 41	Khadi " " ... " " " .. }	5	17 14 3		

1065

EXHIBIT NO. 1 (10-12-28.)

Loom No.	Width of Loom,	Production. lbs.	Dimension.	No.	Description,	Rate.	Amount.			Allowance.	Net Amount.					
							Pies.	Rs.	a.		p.	Rs.	a.	p.	Rs.	a.	p.
69	50"	11	41-38-11	15000	Shirting	6 $\frac{1}{4}$	0	5	6	}	}	}				
		224	44-10-3 $\frac{1}{4}$	681	Dhoti	7	8	2	9							
		216	42-10-2 $\frac{3}{4}$	4101	"	8	9	0	0							
70	"	147	44-10-1 $\frac{3}{4}$	1337 $\frac{1}{2}$	"	15	11	7	9	}	27	3	3	60	13	0
		99	42-11-2 $\frac{3}{4}$	2311	"	9	4	10	3							
147	"	147	42-37 $\frac{1}{2}$ -10 $\frac{1}{2}$	8805	Shirting	7 $\frac{1}{2}$	5	8	9	}	}	}				
148	"	270	41-38-11	15000	"	6 $\frac{1}{2}$	8	12	9							
		66	42-10-3	1681	Dhoti	7	2	6	6							
153	"	210	42-10-2 $\frac{1}{2}$	2310	"	9	9	13	6	}	22	6	6	50	2	0
		15	44-10-1 $\frac{7}{8}$	1350 $\frac{1}{2}$	"	15	1	2	9							
		214	43-38-8 $\frac{1}{2}$	C23	Shirting	7 $\frac{1}{2}$	8	1	3							
154	"	176	41-38-11	15000	"	6 $\frac{1}{2}$	5	11	9	}	23	3	3	52	8	0
		203	42-10-2 $\frac{3}{4}$	4101	Dhoti	8	8	7	3							
181	"	195	44-10-3 $\frac{1}{4}$	681	"	7	7	1	9							
182	"	34	40-10-2 $\frac{5}{8}$	3101	Dhoti	8	1	6	9	}	}	}				
		264	43-38-11 $\frac{1}{2}$	15100	Shirting	6 $\frac{1}{2}$	8	9	6							
271	"	346	41-38-7 $\frac{7}{8}$	C22	"	7 $\frac{1}{2}$	13	1	0				}	22	6	6	50	1	0
		126	{ 42-37 $\frac{1}{2}$ -10 $\frac{1}{2}$ 40-10-2 $\frac{3}{4}$	{ 8805 1581	{ " " " " }	{ 7 $\frac{1}{2}$ 7	{ 4 9	{ 6 6								
272	"	184	43-38-11 $\frac{1}{2}$	15100	Shirting	6 $\frac{1}{4}$	5	15	9	}	22	6	6	50	14	0
		183	42-10-2 $\frac{3}{4}$	4101	Dhoti	8	7	10	0							
386	42-37 $\frac{1}{2}$ -10 $\frac{1}{2}$	8805	Shirting	7 $\frac{1}{4}$	0	12	9									
			44-10-3 $\frac{1}{4}$	681	Dhoti	7	14	1	3							

1066

EXHIBIT NO. 1 (10-12-28).—(Concl.)

Loom No.	Width of Loom.	Production lbs.	Dimension.	No.	Description.	Rate.	Amount.	Allowance.	Net Amount.		
						Pies.	Rs. a. p.	Rs. a. p.	Rs. a. p.		
277	50"	31	40—10— 2 $\frac{3}{8}$	3101	Dhoti	8	1 4 9	} 22 6 6	} 50 6 0		
		863	{ 41—38—11	15000	Shirting	} 6 $\frac{1}{4}$	11 13 0				
278	"	206	{ 43—38—11 $\frac{1}{2}$	15100	"		} 7 $\frac{1}{4}$			7 12 6	
		91	{ 43—38— 8 $\frac{1}{2}$	C23	"	} 15				7 1 9	
333	"	235	{ 24—38— 6	9001	Shirting		} 8 $\frac{3}{4}$			10 11 3	
			{ 26—48— 9 $\frac{3}{4}$	C1000	Domestic						
334	"	55	42—10— 2 $\frac{3}{8}$	4101	Dhoti	8	2 4 9			} 23 3 3	} 52 0 0
		210	42—10— 2 $\frac{3}{8}$	4101	"	8	9 2 9				
		195	43—38—11 $\frac{1}{2}$	15100	Shirting	6 $\frac{1}{4}$	6 5 6				
		10	41—38—10 $\frac{1}{2}$	12200	"	6 $\frac{1}{4}$	0 5 3				
391	"	176	{ 44—10— 1 $\frac{3}{4}$	1337 $\frac{1}{2}$	Dhoti	} 15	13 12 0				
			{ 44—10— 1 $\frac{3}{4}$	1351 $\frac{1}{2}$	"						
392	"	{ 283	{ 42—37 $\frac{1}{2}$ —10 $\frac{1}{2}$	8805	Shirting	9 $\frac{1}{4}$	13 10 0	} 26 6 6	} 59 11 0		
		{ 126	{ 44—10— 3 $\frac{1}{2}$	681	Dhoti	9	5 14 6				

1067

EXHIBIT NO. 2 (10-12-28).

Extract from "Textile World" of February 4th, 1928—Page 152.

From 24 to 88 Looms per Weaver.

A few illustrations that are typical of many mills, will introduce the subject. To make the question less cumbersome, I have given illustrations from weave rooms only. Labor arrangement has been studied with equal care in the other departments, although the savings possibly are generally not as large as in the weave rooms.

Mill "A"—Print Cloths.

The manufacturing cost was prohibitive. A survey was made, and several months were spent in a period of preparation. A year later the labor cost was $1 + \frac{1}{2}$ C. lower. In the weave room the weavers earned about 12 per cent. more money (after the changes), and in spite of the fact that they ran 84 looms with the help of a battery hand, instead of 24 looms, said that they did not work as hard.

Mill "B"—Print Cloths.

The weavers ran from 24 to 28 looms. After the survey and period of preparation the weavers ran 80 to 88 looms (with a battery hand), earning about 10 per cent. more money, and had more rest time. (Incidentally, a neighbouring mill attempted to change from 24 to 28 looms without a survey or period of preparation and failed).

Tuesday, 11th December 1928.

THE Committee met at the Town Hall, Bombay, at 11-15 a.m.

Present.

THE CHAIRMAN,

MR. KHAREGHAT,

MR. KAMAT.

ORAL EVIDENCE OF MR. N. G. HUNT,

Governing Director, Messrs. Greaves Cotton & Co.

THE CHAIRMAN :—Mr. Hunt, perhaps, first of all, you would not mind telling us your experience of the textile industry, so that we can know something about it?—In Bombay I was first connected with the textile industry in the group of mills of Messrs. Greaves Cotton & Co., about the year 1903. After that I was for about 8 years on the Committee of the Millowners' Association; for 2 years I was Deputy Chairman and for 1 year I was Chairman, and that brought me up to the end of 1919 when we sold our last mill; then I was no longer eligible as a millowner, and so I retired from my position as Chairman, just before my time was completed. Since then I have no actual interest in cotton mills.

You know a good deal about the working conditions in the cotton spinning and weaving mills in Bombay?—Yes. I know a good deal about the conditions that were existing from 1903 to 1919.

Do you know anything about the conditions in Lancashire?—Except that I come from Lancashire, and I have been engaged in buying piecegoods and talking to manufacturers and so on, I have no active knowledge of the interior working conditions of the mills there.

Your general opinion is in favour of the proposals of the Bombay Millowners' Association?—Yes.

MR. STONES :—There is nothing particular that I want to bring out. But I would like to stress one point. Mr. Hunt has expressed his opinion that he thinks that the weaver should obtain a little more wage than the spinner, and he has given a very lucid analogy. He says: "I merely assume that weavers will always command more money than spinners in much the same way that motor drivers get more money than cooks or butlers." Our contention is that we have, in the past, agreed on that. In the early period of the textile industry we paid Rs. 16 roughly to the spinner and Rs. 25 to the weaver. Our complaint to-day is that the war allowances being on a series of percentages and not a direct addition for cost of living, the disparity is widened in excess of what it normally should be. I was wondering whether Mr. Hunt could give us an idea what he thought the difference should be between a spinner and a weaver. For example, we all think that a plain loom weaver should obtain less than a fancy weaver. Could Mr. Hunt give us an idea as to what the difference should be between

a side boy minding one side and a weaver minding two 40" looms?—I have no accurate information on that, but I take it that it takes longer for a man to learn weaving, and he must start at a later age to become a weaver than to become a spinner. I mean to say that he requires more physical strength and he requires more intelligence and probably more endurance as a weaver. Therefore, I should think that, compared with a boy who can earn practically his full pay at the age of about 16, the weaver would be entitled to practically at least half as much again, or in cases where he had to do anything rather difficult requiring further technical knowledge and where he had to take very great care, he would be entitled to double the amount.

MR. KHAREGHAT :—Ordinarily, 50 per cent. more?—Yes, I think so.

MR. STONES :—That is against the usual practice in other countries in the world. You know that that is against the usual practice? For example, a spinner in England may get 36 shillings a week, and a 4-loom weaver may earn about 38 shillings or 39 shillings. The difference is not nearly so much as you state?—No. I think perhaps the explanation there is that weaving and spinning are generally carried out in different towns. There is a supply of weavers in one town and a supply of spinners in another. They are not so interchangeable as here. The workers there have got to that point where they get more or less a sort of standard wage for doing a job, which they can do, and they get more or less a living wage. In Bombay if there was a shortage of weavers compared with spinners, naturally the weavers would have their rates up.

Would not the reverse also hold good? If there was a shortage of spinners as compared with weavers, would not the spinners' rates be up?—Yes.

MR. KHAREGHAT :—It is demand and supply of labour?—Yes. In Bombay we started practically as spinners. Weaving has increased in Bombay very much faster than spinning, and therefore naturally the weavers got their wages up.

MR. STONES :—You give a very interesting fact in your statement. You say : " Twenty years ago a large supply of very young boys was available for doffers, tarwallas and if necessary piecers. These diminutive persons could not be trusted with more than one side of a frame. Later on legislation raised the age limit for half-timers and full-timers with the result that bigger boys had to be used and they required more pay. The chief method of increasing their pay was to permit the piecers to attend to two sides at extra rates for a portion of each month and the jobbers had to exercise their discretion by changing boys from one side to two sides in such a way that their average rates of pay were approximately equal." Some days ago, we had Mr. Babaji, the manager of the Apollo Mills, to give evidence, and he said that many of his workers insisted on having 2 sides even in the old days for a period of the month. I think you were connected for a long period with the Apollo Mills. Could you corroborate that statement?—That was so. This was not done officially by the mill agents or the managers. It used to be worked through

the jobbers. They were responsible for keeping the mills full of hands, and they kept some sort of a subsidiary register of their own. In order to get a good quality of hands, they demanded more wages, and the only way to do it was by allowing them to do more work ; they got extra pay by minding two sides instead of one side. I do not know about it to-day, but in those days there was a shortage of hands, and we were pleased to have men who would come along to work double *badli*. Over and above that I know that managers and the jobbers used to tell us, when we tried to get them to bring more men into the mill, "There are not enough single siders or too many double siders; we fear you may have less efficiency and production," and so on. They said "We cannot bring any more men." The jobbers said, "The men will not have it; they will create trouble; they will go on strike, or the best men will leave the mill, unless a certain proportion of the men are allowed to work, at least for half the month or something like that, on double side, to bring up their average rates of pay." That was so.

THE CHAIRMAN :—You think, ordinarily, 2 sides is not a difficult thing to do?—Not at all. A beginner, naturally, would not be entrusted with more than one side ; but for a man who has been for some time in the mill and who has learnt piecing and that sort of thing, there is no difficulty whatever. Of course, something depends upon the mixing, the counts you are spinning and that sort of thing. But ordinarily there is no great effort required for piecing up broken ends.

MR. STONES :—On page 3 of your statement you are suggesting an organisation of workers equally combined and equally expert as the Mill-owners' Association, and you say : "Such an organisation can only be built up by the co-operation of the millowners and Government." Do you think that is feasible in the present state of education of labour?—My point of view is this : Government have done very great work in building up co-operative credit societies, and they have lent some of their best civil servants for that work, and they have spent a lot of money on it. Even to-day, I believe they look after these societies and audit their accounts. The people to whom they have done these things, the agriculturists of the Konkan and round about here, are much the same people that are working in the mills in Bombay. Probably, a number of the mill labourers are members of co-operative credit societies when they are in their own place, or their fathers, brothers, or uncles may be members of co-operative credit societies. Therefore, with some effort to help them, even with the same education they have to-day, it might be possible to create labour unions in much the same way as co-operative credit societies have been formed. Co-operative credit is yet in its infancy here. The unions would not include all the workers in Bombay in the beginning. At the same time, there is a possibility of making a start by creating confidence among the workmen. Their societies, when started, would probably have to be looked after. It will have to be seen that the people who were collecting the subscriptions were reliable people, and that the money is properly spent. It will also have to be seen that too much money is not spent on the administration of these societies. Also, there is no doubt about it that if you create a society of that sort, instead of being purely a union for strikes, you would have to have it as a benefit society as in England. They ought to have a part of their collections earmarked for out-of-work pay,

and sick pay, and so on, which undoubtedly in England has created that *esprit de corps* in these unions, which would never have arisen in the unions, if there had not been benefit societies, and if they had their collections for strikes only. The *esprit de corps* would not have been what it is to-day in England, if unions had been formed purely for strikes. They should also be benefit societies also, and not mere unions for collecting money to fight the owners.

Our worry is this. You mention co-operative credit societies. In our particular mills, we have done all we possibly could to form co-operative credit societies. Our feeling has been that it is not for the millowner to do these things. It is for us to lend a helping hand, and we do that by advancing money either free of interest, or at a very low rate of interest, and we ask the workers to organise themselves. Our feeling is that help from the bottom is much better than nursing from the top. But even in these cases, we found a tremendous amount of suspicion. Do you not think that suspicion would equally hold good with trade unions which would be a semi-Government organisation?—It might be so. I know we tried co-operative credit societies ourselves, and they were a failure. We also tried having shops for supplying cheap food and so on. They were utilised by the workers for some time, but after a little while we found we could not sell the stuff, and we had to close down the shop. The workman himself was so far in the hands of the Baniya that he could not afford to come to our shop, and he had to go on trading with his usual shop. We had therefore to give it up. I think there is that unfortunate suspicion, that anything done by the millowner is something for the millowner's own benefit. The idea is that he would not be doing it for nothing. The workers do not realise that probably he may be doing it as a service to the work people, entirely from altruistic motives. He does it because it will improve their health, it will improve their general conditions, and they will be able to work better and perhaps earn more money.

On page 4 of your statement you say: "Improvements in machinery are taking place which may mean that fewer men will be required to turn out either yarn or cloth; therefore it is impossible to make any hard and fast promise as to the number of spindles or looms that one person shall be called upon to tend. The industry cannot put itself out of the running *vis-a-vis* the rest of the world." I understand your firm are agents for one of the largest firms of textile machinery in the world. In speaking with one of your Directors some time ago, I was informed that 90 per cent. of their sales of ring frames recently were on the high draught system. That naturally means that roving frames will be put out of use in the mills in preference to the high draught system. Do you think Bombay can afford to neglect the adoption of such a system and still maintain its correct place in competition with our competitors who have adopted the new system?—My opinion is that they cannot. Expressed otherwise, my opinion is that the four-roller system will very soon become as universal in spinning mills as four-wheel brakes on motor cars to-day.

We must adopt it, which means a reduction in the number of employees?—It will mean a reduction in the number of employees.

Do you think that there should be any unemployment benefit provided for, on account of the introduction of these machines? How would you cope with the labour that is displaced?—You have no reserves from which to draw money, and however much you might wish to do it, you cannot afford to pay people for doing nothing. You have two options. If you do not keep up-to-date, your mills will close down, and all the labourers there will be out of work. If they do keep up-to-date, the only thing you can look forward to is an extension of your business. If you keep ahead of the times, you have an extension in the mill industry instead of a decline. Therefore, you will have to take a chance that the work people will be fully employed by an increase in the mill industry in India generally.

In your last paragraph you say: "Twenty years ago, the jobber was a power and with all his defects he was a real connection between master and man and if he agreed to any course of action the men would accept his ruling. The jobber carries little weight to-day, therefore to prevent the labour being exploited by undesirables the millowners should make some effort to build a bridge by helping to create strong workmen's unions." You think the jobber has had his day?—I have no knowledge of to-day, but I know between the dates I mentioned, 1903 and 1919, he was steadily declining. Before the war he was a considerable power, and anything that the jobber agreed to was also agreed to by the workmen. But by the time of the big strikes of about 1916 and 1918, the jobber had become powerless.

Powerless in the sense of not being able to control and urge his will on the workers?—Yes.

Do you think we should eliminate him altogether from the industry?—I do not know. Changes take place, and he might be eliminated, but you will have to have somebody who is very much like him. You will have to have some head of the department, say, the assistant spinning master, or the assistant weaving master, or somebody like him.

Do you think it would be an advantage, as some millowners suggest to-day to replace the jobber by a man of higher intelligence and training, such as a trained graduate of the Technical Institute?—It might be so. To my mind, a great deal in these things depends upon the man's personality. Some men have a natural command of labour; labour have trust in them. Then they have got to have the requisite knowledge in the changing of counts, altering the frames, and so on. It requires technical knowledge, which they have acquired throughout their life. Ordinarily, an educated man ought to be better than an uneducated man, but that does not follow entirely in this country or in any other country. Very often you find that an educated man gets on very well with them, but on the other hand you find that a man who has risen from the ranks is the most intolerant man in the whole lot. He is not at all liked by his workpeople. I think it is difficult to generalise in a case like that.

MR. ASAVALE:—You have stated in your written statement that after studying various statements placed before you, you have come to some conclusion. What statements were placed before you?—I had the mill-

owners' report and the Strike Committee's report; there was a statement from the manager of the Japanese mill. I have not got the full list with me, but there were half a dozen reports.

Which report makes you say that only the statement made by the Millowners' Association is a fair statement of fact?—I say, on reading through it, it seems to be a fair statement of facts.

Did you not find anything out of the statement made by the Joint Strike Committee?—The impression that I gathered with regard to most of the points in the Strike Committee's statement was that they had taken the Millowners' statement, and as opposed to that they had framed their statement. It did not seem to me like an independent statement. It seemed to me that they had merely altered the Millowners' statement here and there. They have rather reversed matters. They have altered it by making claims as against the claims made by the millowners' side. All I could do was to weigh up the two statements with the knowledge that I have, and I think that the Strike Committee's statements are not based on fact. They do not seem to have any great grasp of the subject from a technical point of view, and they seem to be taking all round as a question of rather trying to make a case for some sort of special pleading. That was the general impression that I got.

You have stated that you have no knowledge of the rates of pay connected with weaving and cannot express any opinion on the point as to how much more a weaver might expect to be paid over and above a spinner or card-room hand?—I have no knowledge of it.

Then how do you say that our statement as regards the weaving department shows that there is no expert advice from our side?—With regard to weaving I have not come here to make any statement. At the outset I have stated that I know nothing about weaving.

With regard to the question of two-side workers you have stated that it is nothing new. But do you know that these workers who worked on two-sides were paid according to the work done, that is, double payment during the time you saw them working two-sides?—Oh, Yes; they did not get double but one and a half times. But the people who worked roving frames and speed frames were paid on the hanks turned out.

As regards the recommendation of the Tariff Board you have stated here that attempts were made by the millowners previous to the recommendations of the Tariff Board but they failed in their attempts?—The recommendations of the Tariff Board were after my time. If I know anything about what has been done after the Tariff Board it is purely from hearsay. Even before the recommendations of the Tariff Board the millowners tried to create standard wages. They spent a lot of time on it but they came to no agreement.

Then at the same time when the remission of the excise duty was made do you know that the millowners were morally bound not to reduce the wages of the workers?—I believe that it was so in a way. At that time

there was a strike on and I think the millowners wanted to reduce wages at the time because they never reduced the wages during the boom period and they were losing money. It was a fact that Government were induced to take off the excise duty. I do not know whether at that time the millowners would let the men go back to work on the same pay as they were getting before the strike. But that does not bind them for all time. Then it was a question of cost of living, position of the industry and so on. Naturally they had to review all those factors later on.

Don't you think that the work of a weaver is harder than that of a spinner?—I should say that I have no knowledge of the weaving shed. But in the technical school in Manchester I have worked on a weaving loom. From that knowledge I say that the work of a weaver is harder than that of the spinner.

Don't you think that weavers must get more wages?—The question of wages varies with the economic factors. If the industry is not in a sound position, the weaver should accept a less wage and help the industry along. It is his industry as well as that of the millowners'. If there is a good supply of weavers in the town, competition will bring down the wages.

When you were in charge of these mills they were always contented?—They were mostly contented, because when misunderstanding arose the manager would come down, enquire into the cause of misunderstanding and set it right. Apart from that strikes in early days were practically unheard of.

Did you not see that in your time contented people worked well and gave satisfaction to the millowners and agents?—It was always recognised among mill agents at that time that an Indian worker was a man who would do a certain amount of work in a longer time. In the early days they used to work 12 to 15 hours a day. Taking into consideration the fact that they worked long hours, and that they had to put up a lot of efficiency, they were not pressed to work full-speed all the 12 hours. When the working hours are reduced now, they are asked to put in a little more work within shorter hours.

Don't you think taking into consideration the dearness of articles of food and increase of rents that the wages should be increased proportionately?—My opinion is that so far as I know that Bombay is one of the few places in the world where wages have not gone down from the high peak they went up to during the boom period. In Lancashire there have been many cuts, as a result of the decrease in the cost of living.

Do you know that the present wages are the same as they were at the boom time?—I understand so.

Are the wages the same?—I know of only one reduction. There was one month's wages as bonus paid during the boom period for good work and attendance. It was not part of the wages but a reward for good and continuous work for a period of time. That has been stopped now. That is the only reduction I know of.

Don't you think that it was a sort of increment?—It was a fact that they were making large sums of money. The mill agents were trying to bring good workmen and giving them something extra without putting up the rates and thus crippling the industry during the boom period. Now, they recognise that they cannot afford to continue to pay that and have reduced it.

Now, they have gone to fancy cloths and finer cloths?—I have no statistics before me. I believe from one of the publications of the Millowners' Association that the average counts in Bombay are higher than they were twenty years ago.

Don't you think that the rates paid on lower counts should be increased?—With regard to spinning? I do not know anything about weaving. It is more difficult to spin lower counts than finer counts.

What do you think the wage of a worker as a living wage should be at this period in the city of Bombay?—Well, I find that ordinary people may get domestic servants from about Rs. 25 a month upwards. It all depends upon whether a man is married or not. If he is a family man he may be employed in the mill, his wife may be employed in the mill and his sons too. It is difficult to say what will be a living wage.

Leaving a family man, if he is a single man, what should be the living wage?—A single man would require Rs. 30 a month.

Even in your time there were many people who were single. Very few married people went to the mills for work?—Some of these people used to get much less than Rs. 20.

At this time Rs. 30 will be quite necessary?—Yes; but in some operations it might be considered to be uneconomic. You cannot say that a man must get so much when you cannot afford to pay so much. If a particular job does not suit a man he must leave it.

MR. BAKHALE :—In the second paragraph of your statement, you have said :

“The pressure put upon the Bombay Millowners by the issue of the Tariff Board recommendations caused them to arrive at a point of combination where previous attempts had failed.”

Would you explain to me what you exactly mean by 'at a point of combination'?—It had been recognised for a long time that the wages paid for a particular job in the different mills varied a great deal. When times were good it was rather a case of stealing a march over the neighbour. The rich mills tried to get hands at the expense of the poor mills and they did so because they put up their rates very often. It was recognised that the Association should put up an effort to standardise the wages and many meetings took place but no agreement was arrived at. I gather, although it is after my time, that after the recommendations of the Tariff Board were published the millowners came to a point of agreement and decided that they would bring in force this rationalisation scheme.

MR. KHAREGHAT :—Standardisation scheme ?—Yes ; standardisation of wages.

MR. BAKHALE :—That is to say, you mean that they thought it necessary to combine in order to standardise the different conditions obtaining in the mills so far as workers are concerned and also to standardise the wages ?—Yes.

I think you are also aware that the Tariff Board has made certain recommendations to the Millowners' Association to improve their methods and to set their own house in order.—Yes.

By simply making an endeavour to standardise the wages of workers they are making an endeavour in one direction only ?—You will find there what I say in the statement. I say that the recommendations of the Board were nothing new and that everybody knew it beforehand and that everybody had been trying to improve his methods for years, apart from the question of the standard scheme.

You say that the millowners knew what they wanted to do in the interest of the industry still they did not do anything until the report of the Tariff Board was out. Perhaps the decision of the millowners about the standard scheme and the publication of the Tariff Board Report might have synchronised.—The difficulty about altering the wages was always the fear of disorganising the industry and giving room for a strike. Every man said : "If I reduce the wages, I am afraid that there will be a strike and the industry will be disorganised." All the interior alterations recommended by the Tariff Board hinged upon the cut in wages and so they could not agree to any alterations.

You agree with me that the other recommendations of the Tariff Board should also be carried out ?—I cannot remember all those recommendations. I do not know what you are referring to.

I suppose you know the rules and regulations of the Bombay Millowners' Association ?—I know them roughly. I cannot quote them.

I suppose that the Bombay Millowners' Association has got more or less the same functions to perform in Bombay as the Employers' Organisations in England want to do or are doing.—I have no knowledge of what the employers' federation or organisations in England are. Generally I think they are more or less the same to protect their industry, to protect their members and to settle strikes and so on.

I have got a copy here of the rules of the Blackburn District Cotton Employers' Association in England. It is a typical employers' association in England. I will read out to you the objects of that association, because you refer to combination :

" The objects of the Association are :

(a) The establishment of equitable rates of wages for the various operations connected with spinning and weaving.

(b) The mutual protection of its members in the payment of such wages, against the resistance offered to them on the part of the operatives or any of the operatives' Trades Unions.

(c) The investigating of disputes between employers and employed, with a view to maintaining and promoting harmony between them.

(d) To take cognizance of cases of combinations, strikes, intimidation of workpeople, and any other matters generally affecting the cotton trade of Blackburn and District.

(e) To defend, in the event of its being thought desirable by the Committee, cases brought against members in the courts of law by working men of any of their trades unions, or in exceptional cases by the factory inspector.

(f) To promote freedom of trade and liberty of action in relation to the carrying on of Cotton Spinning and Manufacturing concerns, and other allied industries.

(g) To watch over, protect, and advance the interests of persons owning, working, or interested in cotton spinning and manufacturing concerns and other allied industries.

(h) To oppose and counteract agitation and efforts calculated, directly or indirectly, to interfere with such freedom or trade and liberty of action.

(i) To compensate, or to subsidise any person, firm or company who shall sustain any loss, whether directly or indirectly by refusing to submit to dictation, or comply with demands involving any interference with their liberty of action in carrying on such trade or industries, and to compensate or subsidise any person, firm, or company, who shall make any sacrifice which may, directly or indirectly, tend to support or promote the objects of the Association or any of them."

There are other rules :—

"Whenever any member of the association has a dispute and requires the assistance of the association, he shall at once bring the matter before the Secretary, who shall, if he thinks it necessary or desirable, convene a meeting of the Committee as soon as possible. The Committee may call for any documentary or other evidence that they think necessary, and appoint a Sub-Committee to investigate or otherwise deal with the dispute. In case the dispute results in a strike the Committee, if they think the employer deserves assistance, shall have power to grant compensation to such member out of the funds of the association, or they may bring the dispute before the Central Committee of the Cotton Spinners' and Manufacturers' Association, and recommend that body to extend support to such member. Any employer receiving compensation must carry out the instructions of the Committee."

" In the event of a strike at a mill both spindles and looms where the Committee decide to extend financial support, and the stoppage of one section necessitates the stoppage of the other section, compensation may be paid in respect of both sections."

The last rule is as follows :—

" Whenever in the opinion of the Committee it is considered desirable to organise a restriction of production, a general meeting of members shall be held, and if a resolution in favour of a restriction of production is passed and is confirmed by a subsequent ballot in writing of all the members giving a majority of 85 per cent. of the total looms and spindles in the association in favour of such restriction, the same shall take place and the Committee shall determine the method of restriction and the penalty to be paid to the association by those members who fail to carry out the terms of the resolution. Ballot papers shall be sent out by the Secretary and shall be returned to him within 10 days in an envelope specially provided for the purpose...."

These are the aims and objects of a typical cotton employers' association in England. Do you know whether the Bombay Millowners' Association has got rules like this ?

MR. KHAREGHAT :—Possibly they have got.

MR. STONES :—We have already published them.

MR. HUNT :—They did nothing like this in my time.

MR. BAKHALE :—That means that the Bombay Millowners' Association does not stand on the same footing as the employers' organisation in England so far as dealing with the workers and their organisations are concerned.—In this respect I do not think there is any rule like that.

MR. STONES :—We have one rule whereby all joint action should be taken by 85 per cent. of the votes.

MR. HUNT :—As each case arises they take it on its merits and decide whether they are in favour of any action to be taken. They take a vote and if a certain percentage is in favour they take action and the rest of the members will have to abide by the decision.

MR. BAKHALE :—You are in favour of establishing harmony between capital and labour ?—Yes.

I wish to draw your attention to the fact that there is greater harmony between the work people and capital in England than here so far as I can see.—Yes.

You know I suppose the ordinary rules of a trade union.—I do not know the average rules of a trade union.

MR. BAKHALE :—The average rules are to protect the interests of the workers to negotiate during strikes, to pay stoppage allowance and so on. If there are rules conducive to bring about greater harmony and co-operation between capital and labour in England, when we have got here employers' organisation and labour organisation to a certain extent, don't you think that you should have some method of dealing with capital and labour like what is found in Lancashire. That is to say, the Millowners' Association should so combine that they will be able to deal with trade unions exactly in the same way or substantially in the same way in which the employers' associations in Lancashire are dealing with their workpeople and trade union organisations?—I think you are quite right. When the unions were first started the difficulty in Lancashire was the same as you find here to-day. The employers then used to think that their men were being exploited by people who were out to create trouble and find position for themselves—the labour leaders. Labour thought that they were exploited by the capitalists. As time went on the labour leaders began to look at labour question from an economic point of view and considered the trade as much theirs as that of the millowners. Until that condition is reached there will be trouble. There must be good secretaries of trade unions who can be called upon by the employer at any moment, and he must be in a position to give any technical advice. In Lancashire if a mill is going on to a new sort of cloth they can telephone down to the head of the workmen's organisation and get an expert to confer with the management and work out the rate for the new sort taking into consideration the pick, warp and weft. The rates will be agreed upon in a short time. That cannot be done at present here.

That means that we are going through the same process through which Lancashire went fifty years ago?—Yes.

You are accusing some of us here exactly for the same reasons for which the Lancashire employers were accusing the labour representatives of those days. Do you not think that in the interests of the industry as a whole we should profit by the experience of other nations and avoid mistakes on both sides?—Yes.

I think you will agree with me that trade unions are inevitable?—Yes. I think so. I think they are desirable, particularly if they are also organised in the nature of benefit societies and not merely as trade unions.

You say that trade unions are inevitable and also desirable. On what lines should the trade unions develop their activities is another matter.—Quite so.

You say in your statement "I gather that the chief difficulty arises in weaving sheds where the rates of pay have been higher than the average of other mills and rationalisation means more work for less pay." Now, do you define rationalisation as more work for less pay?—I do not know about it; it is partly hearsay. I would not define rationalisation by any means like that. In one group of mills where they could afford to pay higher wages they started rationalisation, and the result was that in other mills which were paying less wages rationalisation meant proportionately less work for the same pay.

What do you exactly mean here when you say "rationalisation means more work for less pay"?—It would not be so in some few mills where they were paying higher wages before.

Take the case of the mills belonging to Sir Manmohandas Ramji; they are paying higher wages?—I do not know the rates of wages paid by others. My knowledge of rates is only hearsay. I understand—and I think Mr. Stones will bear me out—that in certain mills the weavers were paid more wages than in other mills before this came into force.

Yes; that is a fact. What do you then mean by rationalisation?—I do not mean anything by it; I did not invent it; it is a term used by somebody else.

And you have simply taken it in your statement?—Exactly.

In the next paragraph you say: "In the spinning departments of mills the question of two-side workers is nothing new; it is a practice which has increased in recent years chiefly owing to pressure from the workers and not from the masters." I do not understand what you mean by "pressure from the workers"; did the workers ask for two frames?—Yes; they asked because by working two frames they would be entitled to more money. When we had to do away with small boys we had to use big boys who were full-timers, and these full-timers wanted more wages than half-timers.

Why did the workers demand two frames?—They always wanted two frames. The major portion of the men working two frames preferred to work two frames.

Did the employers resist their demand then?—Yes; they used rather to like as far as possible to work with half-timers and give them one frame. They paid them a small wage and they had the idea at that time that probably they would get bigger production by having more men.

The fact is that the millowners did resist the giving of two frames when the workers wanted two frames from them?—Yes; they did.

That means that the workers were more rational than the employers?—I would not say that. A few people wanted more money and they were willing to work two frames. The small boys who were half-timers worked on one frame and when they were replaced by big boys they wanted two frames.

If that is a fact, why are the workers resisting the introduction of the two frame system now?—I do not know. I cannot conceive that they are really doing it in their own interests.

You cannot explain why the workers are resisting. Can you explain why the employers are anxious now to give two frames when they were not anxious to do so before?—I think they have come to the conclusion, as the average counts in Bombay have gone up and as the quality of the Indian

cotton has much improved, that a man can easily work two-sides, and they think also that their wage bill will be less per month if they got two-sides-worked by one man.

Do you think that the workers' reason is that they are not getting a proportionate increase in their wages when they are asked to mind two-frames?—Not to my knowledge; I mean to say that they have done it for some years.

Then you say: "A point that escapes attention is that the remainder of the mills in Bombay were working on the old basis and as there is usually a shortage of labour it is evident that the unemployed surplus from this group was absorbed by other mills." Is it your experience that there is a shortage of labour in Bombay?—Yes; there was great shortage of labour before the war.

Before the war. But the new system was introduced only a few months ago.—I do not know; I only assumed. I do not know whether there was a general shortage of labour in Bombay at that time; but I based an assumption on what I knew before—that there was a shortage of labour.

Do you read the *Labour Gazette* of the Bombay Government?—No; I am afraid I do not at the present moment.

Well, I read it off and on, and I find that according to the information in possession of the Labour Office the supply of labour in Bombay is quite adequate to the demand. The *Labour Gazette* has been saying this for the last few years, and the new system was introduced only a few months ago.

MR. STONES :—In my mills about two years ago.

MR. BAKHALE :—Two years ago in some of the Sassoon Mills. There is no reason to suppose that there was shortage of labour at that time.—I do not know what the *Labour Gazette* has stated. It may be a general statement. If it says that the labour supply is adequate, that if a certain amount of labour were taken out of one group, it could not find employment in some other mills. Does the Gazette say that the supply was ample?

Yes.—It may mean 70 per cent. or 75 per cent. ; it is not definite.

The supply of labour was as much as was necessary for the Bombay mills. Therefore this sentence of yours is rather beside the point. Then you say: "This uneasiness was played upon by persons on the constant watch to increase their importance and perhaps their livelihood, the result being a strike of unprecedented duration." Do you make this statement with your personal knowledge or simply by hearsay?—Well, it is partly personal knowledge and partly hearsay. Even in my time there were people who used to call themselves vakils of the High Court who sent round notices to the mill agents and mill managers once a month. They used to charge 4 annas for a notice and every month a huge number of these notices came from men who wanted to leave. A few of these seemed to be making a living

out of this business, and I think some men made as much as a thousand rupees per month. The competition grew, and they did not make as much as they did before. I am told 30 or 40 of these people started this business. That was the sort of thing I had in mind on an extended scale when I said that there were people who were interested in creating disaffection among labour.

You are referring here to the recent developments. I do not know what the condition was when you were in the industry; but so far as this statement is concerned, you are not referring only to recent events.—That is my personal impression.

Your personal impression of the condition of things that prevailed when you were in the industry and not of to-day.—It is one of those things in which you base your statements on things as you knew before. I understand that organisations of this sort exist to-day as they existed then. I say that the thing would develop in the way which I might expect it to develop.

But the persons change. Supposing in a mill there was a manager who was incompetent and unscrupulous, it does not necessarily follow that his successor will also be incompetent and unscrupulous?—I agree.

Although the organisation is the same, if the persons change you cannot say that your experience of the past will be equally applicable to the existing conditions?—Quite so.

You do not know anything about the present persons who are dealing with the workers' organisations?—I have no personal contact with them.

Therefore, do you not think it is a somewhat rash statement to make?—Well, it might be so; it may be looked upon as a rash statement, but it may be looked upon as a rather shrewd guess.

Shrewd guess! You should have some grounds for it at any rate?—I had grounds from what I had seen previously.

Your experience was based upon the condition of the textile industry in the past; things have changed considerably now?—In some respects; not entirely.

And now organisations have come into existence; and you do not know the people who are the leaders of the organisations at the present time?—I know Mr. Joshi; some of the others I do not know.

This criticism does not apply to Mr. Joshi, according to you?—No.

THE CHAIRMAN :—Mr. Bakhale, I think, you had better avoid personalities.

MR. BAKHALE :—It may not apply to other persons because you do not know them; that is the position?—Yes.

You say also : " During profitable years shareholders increased the workers' pay and it now seems reasonable for the workers to increase the shareholders' pay." Is it accurate to state that during profitable years shareholders increased the workers' pay? Was it not a fact that the workers had to go on strike before they got the higher prices allowance? There was a strike in 1919-20?—I do not think they had to go on strike. Their pay was increased several times before they went on strike.

But once they had to go on strike in 1919-20 in order to get the higher prices allowance increased?—I do not think that is quite correct. They went on strike in 1919-20 because they started to take off the bonus.

That was in 1923. Mr. Stones will correct me if I am wrong.

MR. STONES :—I think some mills increased their rates, and the workers in other mills went on strike in order to get the same rates. There were several increases given to workers voluntarily.

MR. BAKHALE :—You refer to the desirability of having a workers' organisation with a technical staff. And you say that such an organisation can be built up by the co-operation of millowners and Government. Do you mean by this organisation a trade union organisation or some other organisation?—It must be a trade union organisation.

You say that trade unions should be built up by the co-operation of the millowners and the Government?—I do not say built up by them. I think it should be built up by the workpeople themselves. Seeing how long it took to do these things in England, I think they might be brought to a head and to a higher state of efficiency much more rapidly if some support were given by Government and the millowners in the same way as co-operative credit societies are helped.

What kind of support can the millowners and Government give to a trade union organisation?—First of all they can give sympathetic hearing and treatment. The only thing they can do is to lend their brains to the cause.

Have you read the standardisation scheme for the spinners?—I have not done so. That was not among the papers sent to me.

Do you know that the standardisation scheme prepared by the Bombay Millowners' Association both for the spinning and for the weaving section provides for a cut in the wages of the weavers?—I do not know if it provides for a cut.

I suppose you have read the statement of the Bombay Millowners' Association in which they refer to a cut of $7\frac{1}{2}$ per cent. in the weavers' wages?—But they have provided for a higher wage for spinners.

For some increase for spinners, accompanied by a reduction in the number of operatives. Do you think that the present wages of the Bombay operatives are such that they can bear a $7\frac{1}{2}$ per cent. cut and still maintain

their present efficiency and the existing standard of living?—I think they are being better paid than any operatives in India. Bombay has got to compete with other mills in India.

Do you think that the standard of living of the textile workers in Bombay is such as it ought to be?—I think there is great room for improvement, but I understand that a great many of them do not want improvement. They do not occupy the improved chawls.

Is the refusal of the workers to occupy these chawls an index of their unwillingness to improve their standard of living?—I think it is in some cases. I think they are satisfied with the standard they have; they do not want to do anything to better it.

Can you tell me the average wage of a spinner at the present time?—I do not know.

The average wage of a spinner is Rs. 26 to Rs. 28. Do you know the rent of these chawls?—I do not know.

It varies from Rs. 5 to Rs. 10 or 11. The chawls with Rs. 5 rent are located at Worli which is at a longer distance than Naigam from the main mill area.

MR. STONES :—It is not longer. There is more concentration of mills nearer Worli than Naigam.

MR. BAKHALE :—Supposing the average wage of a man is Rs. 27, if he has to pay Rs. 7 or Rs. 8 as rent, what will be the percentage of his rent to his wages—nearly 25 per cent?—If he is a boy of 16 or 18, he must be living with his parents; he does not occupy one chawl for himself.

Does he not require one room for himself?—They do not generally; they live about four for a room.

That is because of the economic difficulties. If a man gets more wages, certainly he will take a separate room for himself.—He still continues to live in the old place where he is crowded to-day as much as in the old days.

The point I was making is this, because the workers have to pay 20 to 30 per cent. of their wages as rent it is not possible for them to occupy those chawls. You know that these high officials pay only 10 per cent. as rent.—That does not occur in other people's case, that is to say, in the case of merchants.

SIR MANMOHANDAS RAMJI :—Those that have families take up separate rooms, but bachelors mess together. At times even families take three or four bachelors to mess with them; they simply take their meals in the room, and go and sleep in the verandah or on footpaths.

THE CHAIRMAN :—That does not form part of our enquiry.

MR. DANGE :—I want to ask one question regarding the last subject tackled by Mr. Bakhale. Is it your opinion that it is no use paying them higher wages, because if they are paid they will not improve their standard of living ?—I think it is rather difficult to generalise on this point, but what I certainly did find was this ; every time we increased wages we had a greater percentage of absenteeism. Especially those people who were working on piece-work basis and got paid on their outturn, if they got a ten per cent. increase in their wages, worked only for 22 days in the month instead of for 24 days. They preferred leisure to money.

You say he refused to earn more money, but took more leisure ; is not the taking of more leisure improving the standard of living ?—If he had worked more he would have earned more. That is one of the ways designed by nature to enable a more ambitious man to improve his standard of living.

Let us take the example of the rent of rooms. Suppose anybody were to say that in case you increased the wages they would occupy better rooms, would you mind increasing their wages ?—I would have no personal objection, because I do not own mills and I have not to pay dividends to shareholders. But you have got to remember that it is not the millowner who pays the wages ; it is the mill itself. If the mill works at a profit, you can pay higher wages to the workmen, the agents and the shareholders ; if it is not working at a profit it can only pay an economic rate for the work done, because it is in competition with the whole world. In these days the cotton textile industry of the whole world is competing for the markets of the world.

With regard to the suggestion for an organisation to be built up by the co-operation of millowners and Government, can you give me any example in world history wherein upto now trade unions have been built up by the co-operation of the employers and of an Imperialist Government ?—Would you call the co-operative credit society a trade union ? It is not exactly a trade union, but it is a union organised for the benefit of workers or agriculturists. It is something on the lines of a trade union. There is therefore a certain analogy to be drawn between the two. As the co-operative credit societies have been helped by Government, it is quite possible that they may help in this case also.

In what way are these co-operative societies similar to the trade unions, except the giving of loans ?—They pay so much a month or so much a week. In the same way, the mill-workers would have to pay.

That is not a very distinguishing feature of trade unions, that they pay so much a month. The point is that the function of a trade union is to fight for higher wages and lesser hours of work, and that is not the function of a co-operative credit society, and there is no direct employer to exploit the agriculturist there ?—I do not admit that the functions of a trade union are only continually to fight for higher wages. I think the functions of a trade

union are to protect the workers' interests, to see that they get fair rates of wage which they are entitled to, and in agreement between the employers they are not exploited by any individual managers; and also that funds should be available in case they get sick or they are out of work. If you start trade unions purely with the idea of fighting the masters, those trade unions will not have a healthy growth, nor will they do any good to the work-people in the long run. The basis of a trade union is that people must subscribe to it; they must subscribe for their mutual benefit.

THE CHAIRMAN :—I think this point has been gone into sufficiently. It is really outside the scope of our enquiry.

MR. STONES :—I might draw attention, in this connection, to the fact that in Italy, which has an Imperial Government, they are running trade unions under Mussolini.

MR. DANGE :—They are Facist Councils; they are not trade unions. I do not know whether trade unions would welcome the assistance of Government.

MR. STONES :—Mr. Hunt has mentioned specifically one direction in which assistance can be given, namely, by the provision of expert technical advisers.

SIR MUNMOHUNDASS RAMJI :—Government can help in the initial stages by lending some of their administrators, a man of the mamlatdar type, to be the head to guide the working of the unions. They can give them an expert to give advice in matters where technical difficulties are concerned. The millowners can help by giving some donations to these unions for welfare work. That help ought to be acceptable to these unions in their own interest, to guide their future destinies, until they (labour) are able to work up the whole scheme themselves.

MR. DANGE :—In that case, are you sure that the technical expert, who will work nominally in the name of the union, will not give a verdict on the side of the owners, because he is paid by that body?

SIR MUNMOHUNDASS RAMJI :—Why should he be paid by that body? He should be paid by Government.

THE CHAIRMAN :—The trade unions may prefer to engage their own technical experts. But there is something, I think, in Mr. Hunt's suggestion that even the millowners and possibly even Government might help.

MR. DANGE :—What I gathered from Mr. Hunt was that unless trade unions are organised on the lines suggested by him, their development will be unhealthy.

THE CHAIRMAN :—That, I think, is rather outside our enquiry.

MR. ASVALE :—You have given some suggestions to the trade unions and to the Millowners' Association also. But you have not given any suggestion to the millowners as to how they should set their house in order. Have you got anything to say about it, that before they make any cuts in the wages of the poor workers, they must do something to set their house in order?—Don't you suppose that these people have been spending all their days and half their nights in thinking out methods of improvement and setting their houses in order. A phrase gets going like this. It is assumed that the house wants setting in order, but it would be very difficult to say or to show where the house wants setting in order. It is a question of opinion. One man may try one thing, and another man may try another thing. A man who has run mills all his life is daily trying to set his house in order. He is doing the work to the best of his ability. He is not only doing his work, but he is taking financial risks for a very small return.

We want to know from you whether you have got any idea?—I have no idea so as to be able to go to the Bombay Millowners' Association and tell them how to run their business. I mean to say, they would ask me what my authority was for assuming that I could do so.

MR. KAMAT :—As the director of one of the biggest textile machinery firms, you can help the Committee with information on one or two points. Before the millowners expect better efficiency from the workers, could you tell us whether there is any room for improvement in their machinery and equipment, as it stands in Bombay generally to-day?—Presumably, one builds a mill and puts in machinery which has got to last a certain number of years. One assumes that after about 25 or 30 years, he ought to be in a position to renew it. If you cannot get the money to do it, then the efficiency of your mill will go down considerably. Of course, improvements may come up from day to day, but it does not follow that a man who can afford to scrap machinery that he has put in five years ago and to buy new machinery, should do so although he might like to do it. He may have made efforts to do it. He may have tried to borrow money, but it may not be possible.

I appreciate their difficulties. But if they do not renovate their machinery, how can they expect better efficiency after the scheme is introduced? From your knowledge of the mills in Bombay, do you corroborate the fact that they are getting machinery up to date, with all labour saving equipment,

Do you mean to say those who cannot afford it remain backward ?
—Only perforce. There may be some mills like that.

On the question of lay-out, as you were in the trade, do you think that radical changes would be necessary and a rearrangement of the looms or the spinning department, before they can justify their demand to introduce better efficiency ?—No, I do not think so. The lay-out of the average mill in Bombay is very good. It compares favourably with mills of the same date anywhere else.

Either in Lancashire or Japan ?—Yes, I do not know about Japan. I have seen most of the Japanese mills in China, but there is nothing extraordinary about them. The same type of mill in Bombay compares quite well with them.

You have referred to coarse counts and more frequent doffing. Do you suggest that if the workers are expected to put in better output, certain coarse counts will have to be eliminated ?—Not eliminated. It is quite obvious that if the mill spins finer counts, it is dealing with a more expensive article, and the total weight is less. But the labour is less because there is less doffing ; the bobbins remain longer on the frames. What I suggest is that it is less laborious to the spinner.

With regard to your point about the diversity of articles woven in Bombay mills, as compared with Lancashire, what importance do you attach to that difficulty in Bombay ?—I said there were probably more sorts of cloth woven in Bombay than in one town in Lancashire.

Do you attach very great importance to that difficulty here for mass production as compared with Lancashire ?—I am rather in favour of it. Both Bombay and Japan are working on this system, and I think Lancashire is out of date.

You think, in all fairness, in spite of these peculiarities of the Bombay textile trade, the new scheme is justifiable ?—Yes, I think so.

(The witness withdrew.)

ORAL EVIDENCE OF MR. A. J. TURNER,

Principal, Victoria Jubilee Technical Institute.

THE CHAIRMAN :—For how many years have you been in the Institute ?—Twenty.

Would you make a statement about what the millowners have done towards improving the technical education of their workmen ?—I believe since the opening of the Institute some 40 years ago, they have contributed towards the funds of the Institute. For many years in my time, the contribution from the Association has been Rs. 2,000 to Rs. 2,500. In 1922, when we were building our new buildings at Matunga, we were very short of funds,

and they gave us a contribution of Rs. 1,07,000 towards the buildings. Somewhere about the year 1913, about 1908-09, we altered our course from a three years' course to a four years' course, and half of the fourth year was spent by the students in outside practice in one or other of the mills; that is as far as the textile students were concerned. I may add, by the way, that it is the case that all fourth-year students have spent six months outside, and the Millowners' Association have made arrangements for it and allowed our students to go into their mills for six months for practical training, and many of the millowners have found the students very satisfactory, and at the end of their course have employed them. There are a large number of these men engaged actually in the Bombay mills. I could not give you off-hand the number, but certainly about 70 to 80 students are working in Bombay at the present moment. A few years ago, the Social Service League at Parel approached the millowners with the idea of starting an evening school for workmen, jobbers and such like people. The millowners provided a large number of machinery, but as the workmen get a great deal of practical work during the day, the evening classes are more of a theoretical character, giving them practice in designs for weaving and demonstrations and explanations of the working parts of various machines. So that, although there is not much done in the way of actual spinning or weaving in these evening classes, the working of the machinery is demonstrated. The millowners, or I should say some of the mill agents (I do not know if it is an official arrangement of the Association) are sending their apprentices on Saturday mornings to the Institute for theoretical training, and the millowners, I understand, pay the apprentices their wages on the days when they come to us. They are there for 4 hours on Saturday mornings. That is, in short, what the millowners have done in that respect.

MR. STONES:—The Tariff Board recommended the preparation of text-books in the vernacular, simple text-books, for the use of jobbers and ambitious young men in the industry. Has that subject been taken up between the Millowners' Association and yourself?—No. The matter was under consideration, and then the strike intervened. The matter was waiting until the Millowners' Association had more time to devote to the question.

But it has been taken up?—It has been suggested, and I understand that the millowners have approached Government, because I got a reference from the Director of Industries as regards the cost of that. Some of you may be aware that there is what is known as a Committee of Direction for Technical Education, which is in charge of the smaller technical and industrial schools throughout the Presidency, and one of their items is the provision of a small sum of money for the provision of books in the vernacular which is necessary in this particular case. We discussed the matter, and the Committee of Direction is prepared to recommend to the Director of Public Instruction that a sum of money should be provided for the provision of these text-books.

May I ask if there is, in your opinion, any possibility of a system such as exists in England ever being developed here? I may briefly outline that system. We have, for example in Manchester, a College of Technology at the head. The College of Technology has full-time students who go right through the degree of Bachelor of Technological Science. In co-operation with that institution, there are also classes in the evening. Out in the districts there are smaller technical colleges which only operate in the evening, and they provide education in the evening for the ordinary worker and give him an opportunity to advance right up to the top in the industry in which he is working. Take the case, in Bombay, of a line jobber, or weaver, who is keen to get a really good working knowledge of his industry. Is there any system in existence to-day, or is any system contemplated, where the boy could secure that education?—The only place at present which is carrying out classes of that description is the Social Service League Textile School at Parel.

Can you tell us whether they have been well supported as regards the number of students attending?—There are on an average 20 to 30 students turning up. I go there periodically just to see how things are going on. I have seen 20 to 30 men there of an evening.

Do you think that by co-operation between all parties concerned, that system of technical education could be developed?—I think the only way in which it can be satisfactorily developed is to have those classes during the day time, either in the morning or the afternoon. After a long day's working in the mill, it is not an easy matter for a man to turn out for evening work. In the Institute itself we have tried these evening classes from time to time, but they have not proved satisfactory. They start off with a tremendous rush and gradually peter out.

In Lancashire they do it after an equally hard day's work. In the time I speak of, we did 10 hours' work and then went off to evening classes. Is there any difference in the mentality?—I think there is very great difference in the climate. I did the same thing in England, but I should not like to do it out here.

You think the trouble is climatic?—Yes. Life out here for anybody, whether a big man or a coolie, is far more strenuous owing to the climatic conditions.

Even to natives of the country?—I think so. Another thing we have to remember is that in fitting up schools it would not, I think, be financially or economically possible to build half a dozen in Bombay. It will have to be concentrated more or less in one place, and that place might be a considerable distance from a mill or a group of mills. Take, for example, the Institute at Matunga; it is half a day's journey from Colaba and even from Gamdevi. It is a considerable distance from Worli. It is not an easy place to get at, and that makes it very difficult. Whereas, if the classes were held during day time, I think they would be much more popular and much more successful. There would be more people attending. At the present moment,

the textile apprentices coming to the Institute on Saturday mornings, are paid. Similarly, if these classes are held during the day, the time spent by the students in the class would have to be counted as time spent in the mill, and they would have to be paid their wages accordingly.

Supposing we have in our mills half a dozen youngsters, who we think are capable of being trained up, you have no course in Marathi or in the vernacular for such people at present?—That could be arranged, in the local vernacular.

MR. ASAVALE :—How many students attend your Technical Institute at present?—There are about 500 students in the whole of the Institute; about 120 or 130 are in the textile section. About 80 apprentices are attending on Saturdays.

Out of them, how many are actually working-class people?—If you mean uneducated people, we have none of them.

I mean Marathi-knowing men actually working in the mills, or relatives of the jobbers?—I would not like to say there are no sons of jobbers. They are all English-speaking, and fairly well educated people.

MR. STONES :—There are sons of jobbers.—Their idea of training is to become eventually at least spinning or carding masters, or perhaps managers of mills. We have not so far in our regular course taken up the training of jobbers.

MR. KHAREGHAT :—The whole of the instruction is in English?—Yes.

MR. ASAVALE :—No instruction is given about the work of a head jobber or jobber?—No, not in our place. That instruction is given at the Social Service League School.

We do it in our school, but we have got no funds?—I know you are always putting in bills.

MR. DANGE :—Have you any objection to a trade union official coming and taking instruction or get explanation regarding the working of machinery?—I have got no objection, provided it fits in with other things. It is obvious I cannot detail a man to take round casual people indefinitely. If a visitor comes round, he is always welcome, and we can show him everything we can.

Can you institute any arrangement by which you can supply expert advisers to the trade unions, as was suggested by Mr. Hunt?—You have Mr. Fernandez here, who is a spinning man of long experience, and his assistant Mr. Valladares is a competent weaving man. They certainly could give valuable advice in spinning or weaving problems.

Supposing a situation arises in a mill, say, where the weaver cannot get his efficiency as is expected by the employer; supposing the employer expects 75 per cent. efficiency on, say, dobby work where the weaver is giving

only 50 per cent., and the weaver says that he cannot do it because the sizing is bad, or the beaming is bad, or the drawing-in is bad ; in such a dispute, if a trade union official comes to you and asks that you should send your expert to settle the dispute, will the millowners object to your officer going there and finding out the conditions ?—I am not in a position to say what the millowners would do.

What is your general impression ? You may have some idea ?—I cannot talk on impressions. I must have something definite to go on. It is a question normally for the millowners to answer. I cannot answer the question whether I could lend my men or not. That would remain with my Board of Management to decide whether they would do it or not. Speaking personally, I should not object, but I would naturally have to take the sanction of the Governing Body.

(The witness withdrew).

ORAL EVIDENCE OF MR. V. A. FERNANDEZ,

Head of the Textile Department, V. J. Technical Institute.

THE CHAIRMAN :—Would you briefly tell us your technical qualifications ?—I am a graduate of the V. J. Technical Institute. I worked for 7 years in a mill, and then I joined the Institute as Deputy Head, and finally I became the head of the Textile Section.

MR. KHAREGHAT :—In what capacity did you work in the mills ?—First as Assistant Carder and Spinner, and then as Carder and Spinner. Before my examination proceeds, I would like to make some corrections in the letter which I have written to the Secretary of the Enquiry Committee. On page 2, Warping Department, I have said " Standard rate may be maintained." The words " with some adjustment " should be added there.

THE CHAIRMAN :—What do you mean by adjusted ?—I found that the rates were a little high and a little low. Therefore you must adjust it, leaving it to the Millowners' Association. I will explain to you later on, when I come to it. Again, on page 2, Sizing Department, I have said " Fixed wages as well as piece-work are quite up to the standard." The words " as well as piece-work " should be omitted. On page 3 I have stated " In Scale of width allowances, the standard is 35" to 65", it may be increased to 45" to 65". It should read " In Scale of width allowances the standard is 35" to 65", it may be kept at 35" to 45"."

MR. STONES :—If the cotton is of inferior quality you have got either of two adjustments to make : Either to reduce the speed of the machine or to put in more twist.—Yes.

As the spindle speed being standard, you give less yarn to the spindles. In that case the production will be less. In any of the mills you worked, did you compensate the worker for less production?—I did not compensate but the production went down. We paid the same rate per hank.

Under the new system the rates vary with the production. If you look at page 5 of the Millowners' Standardisation Scheme for weaving, you will find it stated there :—

“ Pay to be arranged on sliding scale according to length of frame, hank-working and efficiency.”

We set out a definite pay on the standard efficiency. According to this list, the work people will be compensated for inferior cotton, whereas in the old system they were not compensated. When you put in twist to the maximum limit, would you consider it advisable to even reduce the speed of the machine?—I would reduce the speed of the whole frame in proportion to the revolution of the spindles and front roller.

Spindle speed is usually given as the basis for roving frame. In the event of bad spinning on roving frame the only objection is that we should compensate the worker, whereas before any variation in the mixing was done at the risk of the operative. So far as pieceworkers in the spinning department are concerned, the change is for the better?—Yes.

Have you made any test on efficiency at any time on those machines and found out what the outturn should be?—I have made a test. 75 per cent. in slubbing. You lose about 25 per cent. in all.

I believe you have no criticism to offer on the variations we have provided here in the standard list?—No.

Mr. Fernandez is an expert in spinning. I would just like to ask him one or two general questions with regard to weaving. It was pointed out before that we find most of the trouble in the industry is not due to the wage but to the fact that we have not hitherto allocated the spindles and counts in proportion. Mr. Fernandez says in his statement :

“ 15 spindles allotted to a winder on 20s is too much. It ought to be 10 spindles only ; and accordingly the rate mentioned for 20s standard may be changed to 220 pies from 210 pies 5" lift.”

The figures given in the list is based on the test carried out in the Finlay and Gold Mohur Mills where we found that each winder could look after 15 spindles. The standard list is based on the figures supplied by the Finlay group of mills. Mr. Fernandez, did you actually carry out test on the universal winders?—I tested and I give my reasons there. In most of the mills I found 3 lbs. per spindle on 20s.

That is 3 lbs. per spindle on 20s. In actual test we found that a winder could mind 15 spindles 5 lbs. in 9 hours.—But this is what I saw.

This is one department where we have recently introduced this new machine, and it is most varied throughout the mills. There is a big discrepancy from mill to mill. These figures have been based on those of the Finlay Mill. There are other mills which pay less for more spindles. In our own mills we pay 30 per cent. higher due to the fact that we allocate less spindles.—One man can mind 20s yarn from 3 to 4 lbs. and earn 210 pies per 100 lbs., that is, 7 as. plus 70 per cent. or 11 as. 10 pies. This I have calculated for 25 days ; and the average per month comes to Rs. 18-1-10. I suggested this rate because the winders on grey and colour are getting much more in proportion to the total wage of the universal winders.

Do you think that it cannot be adjusted to 2,500 revolutions ?—I am not quite sure.

Is the figure you have given based on 10 hours work a day ?—No ; 30 to 40 lbs. for 8 hours.

MR. STONES :—These figures in the list are based on 9 hours work a day.

MR. KHAREGHAT :—Were you there when the experiment was performed ?—I was there.

MR. STONES :—Would you prepare a scheme by going to a mill and carry out a test for nine hours. It would be excellent for your students also. Take out your students with you and make a test in any mill under the authority of this committee.—I have to teach my students and have got to do that work.

Allocate some men to make these tests on a definite basis. We have prepared this list in the light of practical experience. The Colaba Mill pays much more than the rates provided here which are based on the figures of the Finlay Mills. I would prefer an independent person like you and Mr. Valadaris to make a test and give the results to the committee.—When we are there they will work properly.

You take your test from 9 to 12 and 2 to 5 with the permission of your principal. The Joint Strike Committee can arrange to send a man with you and see the test. On this particular point there is great variation.—There is a cut from the figures.

You can select mills where the cut is 50 per cent.—You must give me two mills according to my selection. I will take the test there and compare it with one of your best mills.

Take the test on 2,500 revolutions also.—Will they change the speed for the test ?

Yes ; They will. These tests would be of practical value to the committee.

THE CHAIRMAN :—We agree with the suggestion made by Mr. Stones.

MR. STONES :—We will submit a memorandum of the tests for any section which Mr. Fernandez chooses to the committee. I think the test on universal winding will be most valuable.

MR. KHAREGHAT :—Some figures from some of your own mills.

MR. STONES :—I think you have got the figures for two of our mills.

MR. KAMAT :—There is force in the statement of Mr. Fernandez that we should take the test in three or four mills.

MR. STONES :—Yes ; because we are standardising for the whole industry and not for any individual mill.

MR. KHAREGHAT :—You must take into consideration the number of counts, the number of spindles and so on.

MR. FERNANDEZ :—We must try from 15.

MR. ASAYALE :—Fifteen spindles for how many years ?

MR. STONES :—The Finlay Mills have been working for the last four years.

THE CHAIRMAN :—I leave it now in Mr. Stones's hands.

MR. STONES :—I will submit the statement.

In going through the standard list, you will find that we definitely propose a cut in the warping section. On the basis of 10 hours' work instead of nine, the average wage of a warper for 26 days in a month will come to Rs. 52 under the standard list, whereas it was Rs. 80 under the old system. Our contention is that it is a fair wage for the amount of work turned out by a warper in comparison with his brother workers who turn out as much work.—Although the cut is there I say that Rs. 52 according to the standard list is alright.

There may be certain variation on certain counts.—I have taken the length as 10,000 yards.

In the sizing department the fixed wage-workers' wages will be increased while the wages of the pieceworkers will be reduced by 33 per cent.

MR. KHAREGHAT :—Do you approve of it ?—Yes.

MR. STONES :—You say :

“ Jobber's salary may be raised from Rs. 35 to Rs. 40 because he has more intelligent work to do than the jobbers in the warping department.”

In what way is it more intelligent work?—To pick up reeds, give the counts. They have to get a little more salary.

In the drawing-in department the man has not very much to do but he has got only to see the correct sets. But in fancy drafts he has to see that special sets of healds are put up. A certain amount of intelligence is required which a warping jobber is not called upon to provide. We provide for him a less number of frames with wages from Rs. 35 to 40.

MR. STONES :—The next criticism which Mr. Fernandez makes is "The rate per sq. yard mentioned for 30 picks is low in my opinion and may be increased to 1·09 instead of 1·02 so that the weaver will draw a living wage." It is a question of what wage you want to give to a weaver. It depends upon whether the allowances drawn up by the Millowners' Association will work out to the rate Mr. Fernandez has in mind.—I had suggested 45" to 65", but I am of opinion that 35" to 45" should be the standard, because cloth with equal number of picks per inch woven in a 60" loom will be about 2·29 per sq. yard more per hour than a cloth woven in a 40" loom, as the average speed of a 40" loom is about 200 picks per minute and that of a 60" loom the speed is about 170 picks per minute, so that the cloth woven on a 40" loom in one hour is about 8·33 sq. yards and a cloth woven on a 60" loom is 10·82 sq. yards per hour. So there is a difference of 2·29 sq. yd. per hour, and you are going to pay them at the same rate.

But we have specified 35" to 65" as the standard, and we have given additions for width of cloth. I agree with you that the list gives too much to the wider-loom weavers. This list was drawn up by the millowners in order to produce the wage they regarded as the standard, and it comes that the range of width by their standard is 35" to 65", merely because we want to give a higher wage to the wider-loom weaver.—If you want to give this, it is all right. Your idea is that there should be reduction in the wages of the broader-loom weaver.

The next point you raised is : "The rate per sq. yard mentioned for 30 picks is low in my opinion and may be increased to 1·09 instead of 1·02 so that the weaver will draw a living wage." The rise from 1·02 to 1·09 will mean an increase of almost 7 per cent. So, I would first like to know whether a cloth with a 30 pick on that basis gives the wage set out by the Millowners' Association. 30 is the basis on which we go.

MR. KHAREGHAT :—Is it limited to 30 picks ?

MR. STONES :—Thirty picks is our basis. The rates would go up in proportion for higher picks. Mr. Fernandez's idea is to raise the whole rate. Mr. Fernandez puts that forward with the idea that he would like to give a weaver a living wage. Before I go into the question of a living wage, I would like to examine him on the rates fixed in our book of examples. Have you got the book of examples?—I have not got it just now.

THE CHAIRMAN :—Perhaps we shall call him in to-morrow. Mean-while he might have a look into that.

MR. STONES :—I would like you to work out the examples given at page 12. This is the basic list. You must naturally consider cloth in which no allowance comes other than the pick. I therefore suggest that you work out on that basis the rates for the cloths Nos. 1 to 4 and 6 at page 16 with the extra allowances given there and see whether those cloths give the wage specified by the Millowners' Association.—Yes.

MR. KHAREGHAT :—Are you depending on the corrected figures?—

MR. STONES :—Yes, the reason being that these corrected figures are 2 per cent. up on the original list. Before the negotiations took place between the labour representatives and ourselves, the original figure was 1.00 for 30 pick plain, but by mutual agreement we raised it to 1.02.

MR. ASAVALÉ :—But we have not accepted it.

MR. STONES :—I am not saying that you accepted it. You have to see if with the allowances mentioned, a weaver with 80 per cent. efficiency will be able to secure Rs. 46 (if that is the basic wage) on that basis.

THE CHAIRMAN :—Has not that been worked out?

MR. STONES :—Mr. Fernandez has made a definite suggestion that the weavers' wages should be raised by 7 per cent. That may be because he wishes to give a living wage to the weaver. Before I ask him what he considers a living wage, I want him to see whether the wage we have set down is a living wage. Mr. Fernandez thinks that there is no reason why a weaver on a 45" loom should get much less than one on a 65" loom. If his test proves that according to our rate a man on a 45" loom gets a living wage according to his view, then there is no reason for an increase of 7 per cent.

THE CHAIRMAN :—Is there anything about the drop box loom?

MR. STONES :—Mr. Fernandez thinks that the speed for the drop box loom is rather high. These speeds have been collected from a number of mills, and we consider the speed laid down as reasonable. I do not know where they are excessive. I should like to know why he thinks these speeds for drop box looms are excessive. We have put down for 80 inches 135. Mr. Fernandez gives 110. I would like to know why he says that the drop box loom should run at a lower speed?—I went to a certain mill. When they were changing from one colour to another when the speed is very high they smash, and therefore the weaver suffers.

Is it a question of the speed or the setting up of the mechanism?
—I think the speed.

In any case the drop box mechanism is the governing factor?
—Whenever they change on that speed I find them breaking.

Is there any reason why in your list a 50" loom is limited to 150 pick? Is there any reason why a drop box man should not be put on a wide loom at the same speed as the plain loom man?—I have not studied it.

My point is, a plain loom man can keep pace with 220 picks, but the drop box man cannot keep pace with it. But when you get down to 135 picks, the speed of the machine lowers, and when the speed is low enough there is no reason why there should be any difference between the plain loom man and the drop box man, because the 80" drop box is already running at a low speed, and there is time enough for the worker to change.—As I said I am not a practical man. I saw it working in one place and I found this difficulty.

Would you go to a few more mills and see the working at the speeds mentioned and note the breakdowns there?—Yes.

That is the best test. But you will admit that there is no reason why a very wide loom, plain loom or check loom, should not run at the same speed. The controlling factor in a drop box loom is the change of mechanism. At 180 or 165 picks the case may be different, but at 135 picks there is no reason why it should not be run at the same speed as for the plain loom.

THE CHAIRMAN :—Would it suit you to come back to-morrow afternoon at 3 o'clock?—Yes.

Then please come at 3 o'clock.

(After lunch.)

ORAL EVIDENCE OF MR. J. ADDYMAN, M.L.C.,

Manager, Bombay Woollen Mills.

THE CHAIRMAN :—Mr. Addyman, how long have you been in Bombay?—Twenty years.

And connected with the textile industry?—Yes, in the same mill (Bombay Woollen Mills).

Have you had experience in England?—Yes, textile experience.

Where?—In several places in Yorkshire.

You are generally in favour of the standardisation scheme?—I am.

And also standardisation of the standing orders?—I think that is most essential.

Your statement gives your views clearly, and I have no further questions to ask you.

MR. STONES :—There are one or two points on which I would like to correct Mr. Addyman. He says : “ I fail to note any reference in the statement submitted to the Strike Enquiry Committee by the Bombay Millowners’ Association to the question of the quality of cotton.” I would like to point out to him that we have allowed to-day for the first time in the history of cotton mills in India for variation of wages according to the quality of cotton used. If we use bad cotton and they have to put more twists, they get higher wages according to a sliding scale. I think that squares that point as regards the standardisation of conditions.

THE CHAIRMAN :—You think it is important that there should be some test for seeing whether the cotton used is sufficiently good?—My point is that it is rather unfair to pay operatives on the basis of standardisation of rates when 24s cotton is put down to spin 30s.

What should be done in a case like that?—Just as Mr. Stones has explained, certain allowance should be made for extra twist and reduced production. That covers the point.

MR. STONES :—What happens in your own trade in Yorkshire? About spinning higher counts from coarse material?—I think there is an arrangement with trade unions that a certain percentage should be allowed for an extra twist—I cannot say exactly what the percentage is—and the same is the case in the weaving of different picks.

MR. BAKHALE :—What is done in Lancashire?

MR. STONES :—In Lancashire there is a definite standard set for breaks per draw per side. If there is any complaint about the quality of the cotton used, a committee of representatives of the mill and the trade union go and find out the number of breaks, and if the number is higher a small extra percentage is allowed. But the quality must be put right within a limited period; they do not countenance higher spinning from lower cotton as a regular proposition.

I would like Mr. Addyman to inform the Committee how he has been able to reduce absenteeism from 16 per cent. to 1 per cent. I think it will be useful information for the Committee?—It is a drawn-out process. I make that a personal matter, and I have a list of absentees placed before me every morning. When those operatives turn up for work the following day, they are all brought up to me and each one is asked to explain why he was absent. Sometimes his explanation is satisfactory, but very often it is not. Then his record for the previous three months is gone into, and if he is a man who has been regularly absenting himself for three to four days a month, then I stop him for the next 7 or 8 days. I have discovered this characteristic of the Indian labourer: if he can meet his monthly obligations by working 20 days, he will certainly not work 21. By the system of sending him away I bring home to him that days that he absents himself from work at his own pleasure will cost him much more than he reckons. That is how we have brought down the absenteeism percentage from 16 to 1.

How many workers do you employ?—Eight hundred approximately.

Do you think that that system will be applicable to a mill with 5,000 hands?—I certainly think so.

You will have to devolve this duty on two or three people?—It will be a very heavy job to begin with, but it will become light day by day. It will take a few years to reduce absenteeism in the cotton mills to 1 per cent., but I do feel the sooner the system is introduced the better.

On page 2 of your note, you mention that years ago you established the system of making mechanics, fitters and carpenters to be on duty during the hours machinery is running. You say: "All male operatives were brought into line without giving any *pro rata* increases to those whose hours had previously been less." Did you have any trouble when this was brought about?—None whatsoever. They simply carried out the orders conveyed to them.

The next point I would like you to deal with is about the question of hours of work. For many years you have had an entirely different system of hours of work and you have found it satisfactory. Do you find that the workmen come exactly at 6-30 in the morning? We can easily adopt this in our mills, but the trouble is we cannot get these men to come to the mills earlier by an extra hour?—We have not experienced that difficulty for the simple reason that we have never started our mills at 7 a.m. When it was 12 hours' work, we started at 6, and when we came down to 10 hours, we started at 6-30 instead of at 7. We never started at 7. I imagine, when you start it at first it would be difficult to get the men to rise at 6 and be at their work at 6-30, but I think the difficulty would be overcome in course of time.

You allow 10 minutes grace to operatives. Do you find any operatives deliberately taking advantage of these 10 minutes?—There are a few stragglers between 6-30 and 6-40, but they are very few. In fact I am perfectly sure of my statement when I say that at 6-35 we find almost every man at his place.

Do you think the system of playing a man off for a quarter of a day is better than fining him?—I do. I think fining would lead to some confusion, and perhaps discontent. It is definitely known that the man who arrives at my place later than 6-40, cannot possibly enter the premises until 10. He understands that perfectly well. The system of fining involves the question to what extent the fine should be limited, and in what proportion it should be to his wages. That would lead to confusion and discontent. The system of locking a man out is a far better one.

Do you find any men locked out habitually?—Very few.

If they are habitually late, how do you deal with them?—That is a matter which I have not gone into. I am of the opinion that there are very few habitual absentees.

You absolutely prevent loitering by having these fixed meal hours?—
 Yes. Of course by other methods too. I must say the fixed meal hours are chiefly responsible for doing away with loitering, because a man has no excuse whatsoever to be found in the mill compound in working hours. But if a man is found in the mill compound during working hours, which is very rare indeed, and he cannot give a satisfactory reason for it, he is adequately punished, by cutting a quarter of a day or half a day. Loitering has been practically done away with, and it is chiefly due to the fact that we have fixed meal hours.

You have in your mills the system of giving a ticket to the operatives?—
 —Yes, for time workers.

Not for piece-workers?—Not for piece-workers.

Do you compensate them when they have no work in the mill?—No.

Do you know of anybody who does it in your trade?—No.

With regard to rule II, you say “We never search operatives but sepoys are strictly instructed to observe as far as possible the operatives as they leave the premises and to detain any man who they suspect has something concealed under his clothing.” The purport of our rule is practically the same. We do not habitually search operatives. Taking a mill of 3,000 workpeople going through the gates inside 5 minutes, it is impossible to search them. Our rule is there to protect the searcher from any charge of criminal action for wrongful detention. But you do search a man when you have a definite suspicion?—On the least suspicion, he is searched. These are the definite instructions to the sepoys. We have very often caught people going out with something bulky on their persons.

THE CHAIRMAN :—Who searches?—The sepoys. Usually if the sepoy is perfectly satisfied that the man has something on his person, he is brought to the office.

MR. STONES :—That is what happens in textile mills. If the sepoy suspects anything really serious, he calls the man into the timekeeper’s office and searches him.

THE CHAIRMAN :—But you say, Mr. Addyman, that you never search. You would modify that?—I wrote these remarks under the assumption that it was intended to search all operatives. We never search operatives unless we have some suspicion that the man has something on his person. The sepoys are instructed to closely observe all the operatives, and any man who is going out with something bulky on his person is at once stopped and searched.

You would say you never search all operatives?—That would be a better wording.

MR. STONES :—In your note on the " 17 Demands," you lay stress on the fact that if improvement in discipline and increased efficiency is to be established, the standing orders should be accepted as fair and reasonable. Could you tell us how much they differ from the standing orders in use in your own mill?—They differ very little indeed. In fact, I believe everything which the millowners are seeking to establish under these amended standing orders, as I state somewhere in my statement, is on the whole being practised with us for many years, and satisfactorily carried out both to the employers and to the employees.

THE CHAIRMAN :—Do you give the right of appeal from the manager to the agents or the owners?—No. That has never been at any time necessary. It is looked upon as the ordinary management of the mill, and so far as that is concerned nothing goes beyond myself.

MR. STONES :—You have very strong views on that, judged from your note?—Yes.

Do you think it is derogatory to discipline if further references are allowed to the agents?—It would be derogatory to discipline. The sooner labour realises that the manager on the spot, who is in direct touch with them has the full authority to control labour in the mills, the better.

MR. ASVALE :—As regards standardised rates and wages, is it not necessary that the standardised wages and rates should be based upon the machinery as well as the materials used in the mills?—I am afraid that would be rather impossible. If standardised conditions as Mr. Stones has pointed out will be introduced, I think that is as far as we ought to go. It would be indeed a most complicated system to standardise if the standardisation were to be based on machinery.

Do you not think that if the machinery is not in good order, or of the same type, the production will suffer?—To some extent, no doubt, production does suffer; an old machine cannot be equal to an up-to-date machine.

If the materials are not good, it would be a great hardship on the workers to expect proper efficiency? If in one mill there is good mixing and in another mill there is bad mixing, the workers in both the mills will produce the same quality and quantity of work?—Possibly there would be some difference in the amount of production per spindle or frame, whatever it may be. But I do not think from the standard of machinery there will be so much difference to justify a new basis based on the age of the producing capabilities of the machine.

When the rates are fixed, would it not be necessary for the worker to get more wages on old machinery?—That, I think, would come out in actual practice. I believe this standardisation of wages would be always open to amendment on experience, if it were found that in some mills the results were not what they expected they would be.

As regards your absenteeism, you have stated that you have brought down absenteeism from 16 per cent. to 1 per cent. What, do you think, is the average absenteeism in cotton mills in Bombay?—I think it is somewhere between 12 per cent. and 15 per cent.

Have you read the report made by the Labour Office that the percentage is not more than 4?—I have not seen that. My information is from people on the spot, that the average is between 12 per cent. and 15 per cent. Of course, it varies from mill to mill, but it is not less than 12 per cent.

You have no knowledge about the absenteeism in other mills?—I have. From information I have gleaned from mill managers from time to time, I gather that the percentage of absenteeism is between 12 and 15.

In the same way as you have got the information from the managers about absenteeism, have you enquired for the cause of it?—There is no need for me to enquire. I think I know the cause. I have given it to the Committee a few minutes ago. It is a characteristic of an Indian labourer that if by working 20 days he can meet his monthly obligations, he does not care to work 21 days. We cannot get away from that fact. That is the cause of absenteeism generally. Of course, there may be cases of sickness, but in my opinion the chief cause is what I have indicated just now. That is confined not to any one mill, but to labour generally throughout India.

Do you not think that on account of the weather conditions in the city of Bombay the workers generally get tired by working during the whole of the 26 days, or the whole month continuously?—Not quite continuously. He has a day of rest on the 7th day of the week.

One day in a week?—Yes.

Do you not think that when a man is tired, he should get rest? Is he purposely absenting himself?—I have just stated that it is the characteristic of Indian labour not to work unless they are induced to do so by ways and means which I have already described. It is characteristic of him not to work more than is necessary to meet his monthly obligations. It is not a question of being tired; it is the habit of the people.

Do you think in almost all the other industries the same thing is happening, or is it specially confined to the mill industry?—I think the railways and other industries also suffer from heavy absenteeism.

Will you kindly quote any other industry?—I cannot quote anything in particular. That is my opinion. All industries where Indian labour is employed do suffer as a result of absenteeism.

Do you know what the absenteeism is among the workmen in the municipality?—I could not say.

In the same way, in the case of contractors for the construction of buildings, do you know what the absenteeism is among the workers?—I think you will find that if Indian labour is employed there, there is a certain amount of absenteeism daily, in whatever job they are employed.

I am a contractor, and my experience is that the workmen I employ do not absent themselves, because they get fresh air, and they do their work in fresh air. Therefore they never get themselves tired, even though they work from morning till evening?—It is very significant that this question of getting tired usually comes in for about 4 days after the man has received his pay. The heaviest absenteeism is directly after pay day. He does not get tired before pay day.

Have you ever enquired of the workers who generally remain absent in your mill, whether they do not remain absent owing to some private business, or some urgent business?—Oh, yes. We do find men who are absent for just cause, and no punishment is given to them at all. We are quite reasonable in that respect.

What is the average percentage when a man is absent?—One per cent. is our average.

You have stated here on page 2 of your first statement that the mechanics and carpenters also should work for the same number of hours. Do you think if they are worked for 10 hours that it would suit them?—If they are under my employ they should work. It is no question whether it would suit them. If it comes to a question about consulting the suitability of the workmen, the position will become impossible for employers in the world. Why should not the mechanics and carpenters work for 10 hours?

For how many years have the carpenters and mechanics been working in your mills for the same number of hours as the other operatives?—Since five years ago.

Before that?—Eight hours per day.

Do you give extra pay to them?—No.

Do you know that in some mills they pay extra allowance for more work they do, that is, for extra work?—Well, I do not quite understand. Extra work may mean anything. You mean extra hours? I do not know what the system is in some other mill.

If that system of paying extra allowance is stopped there will be discontent?—There should be no discontent. If at all, the discontent will be confined to a small percentage of mill operatives.

If these few men, the carpenters and mechanics go on strike, would not the majority of the operatives in the mill suffer, if this new rule is applied?—I think there are too many 'if's.' I do not see any reason why they should go on strike. It is quite a reasonable demand. I have decided in my

mill that all the fitters and carpenters should be on the spot when the mill commences work at 6-30. One of your demands is that an employee should be paid when he is waiting for work. You do not seem to be consistent in your demands. You want the employer to wait till the fitter comes in. It is most important that the fitter and carpenter should commence work along with the other operatives.

As regards keeping of discipline do you think that the power given to the manager should be kept up?—I think it is most essential that power should be given to every manager.

Do you think that this system should be introduced in every mill?—I think the managers have commonsense enough to administer the rules. They have risen from the ranks of labour and they know the requirements of capital as well as of labour.

Is it not at present the practice that the head jobbers and jobbers have the power to ask the men to go away or leave the work before they go to the manager?—You mean that jobbers have the power of maintaining discipline. If they possess that power take it out of their hands and give it to the manager.

No power in this respect should be kept in the hands of anybody except the manager?—The manager is the head of the mill. In case he likes to he can delegate that power to any head of department in his mill.

As regards recess you are giving one recess of half an hour and another recess of one hour. Is the mill entirely closed during those recesses?—Yes; they have nothing to do during that time.

Don't you think it would be better if you give instead of two recesses one continuous recess of $1\frac{1}{2}$ hours? This would suit the workers better?—Then it would be far too long a period.

You know that many of the operatives are boarders and very few have got their relations to bring their *khana* to the mills? These boarders have to go to their places to take their meals.—This system of taking meals at any time must cease. Under whatever conditions labour lives, it must make its own arrangements. In no country and in no industrial centre in the world except in Bombay workpeople are permitted to take their meals as they like.

You know that during the recess of one hour they have to run to their places and come back running?—I have seen them running home but I have not seen them running back to the mills. The first man I see running back to the mills I would consider giving him an increase.

Here again on page 4 you have stated :

“ I believe that without consulting other mill agents who were a party to the resolution referred to, this agent issued orders to all his

managers to go back to the old system and permit their operatives to take their food at any time."

Do you think it would be suitable to revert to the old system?—That is what they have done since 1920.

MR. STONES :—There Mr. Addyman is pointing out that the experiment has not been given a full trial by some of the mills that adopted the system that obtains in Mr. Addyman's mills.

MR. KHAREGHAT :—You have stuck to your system.

MR. STONES :—Some of the millowners tried experiments of the system in Mr. Addyman's mills.

MR. BAKHLE :—Your mill will not be affected by the standardisation.—No. We are not members of the Millowners' Association. Later on if we find that the rates we pay are less than those provided under the standardisation scheme we will have to revise them. At present it does not.

Have you got any standard scheme for your mill?—We have got rates fixed. We have only piece-work both in the weaving and spinning sections—both woollen and worsted.

Do you think it advantageous to have piece-work?—I think it would be advantageous to have piece-work in spinning.

I suppose you have studied the standard scheme of the millowners.—To some extent.

Have you any idea of the cut that is likely to be effected under the scheme?—It is a difficult question to answer. I cannot say what exactly the cut will be except in the weaving department. What appears to be a cut appears to be an increase in some cases.

The idea underlying the standardisation scheme is to maintain a uniform rate for uniform varieties in the different mills and to remove the anomalies with regard to wages. Suppose that if this idea is put into practice and at the same time a cut is effected under the scheme, do you think that the standardisation scheme will be given a fair trial under very good circumstances?—There are bound to be difficulties in a scheme of such a magnitude and it is only by experience that these difficulties can be removed.

Don't you think it would be much better if the standardisation scheme is brought into operation under fairly good conditions without giving any cause for discontent among employees?—I am certainly not in favour of reduction of rates at present, if discipline can be improved and efficiency increased.

You may take it that as the millowners themselves have admitted there will be an average cut of $7\frac{1}{2}$ per cent. in the weaving section. In the spinning section there will be displacement of labour?—That is necessary.

There is that feature of the standardisation scheme that in the spinning department some men will be displaced and in the weaving section there will be an average cut of $7\frac{1}{2}$ per cent. If such a scheme is enforced, don't you think that labour will become discontented and the scheme will not be given a fair trial?—Labour has been discontented for the last 6 or 7 years. I don't think it will become more discontented than it is to-day.

Taking that discontent as the basis, don't you think that it would be better to put into operation such a standard scheme as will not increase the discontent of the labourers? If the standardisation scheme were based on the present scale of wages obtaining in the textile mills in Bombay, we may say it deserves an experiment and if any anomalies exist in the scheme they may be remedied at some future date. There you and I agree. But if the standardisation scheme comes with a cut in the weaving section and a displacement of labour in the spinning section, do you not think that we shall not be bringing the scheme into operation under good conditions?—I have already fully explained that in my statement. I have also stated that it is most essential that there should be a reduction of the number of operatives in all mills. I do not know whether any one can enlighten me as to what the percentage of wages is to the entire cost.

MR. STONES :—Wages form 22 per cent.

MR. ADDYMAN :—Does that include all items, depreciation of buildings and plant?

MR. STONES :—Yes ; 22 per cent. roughly.

MR. BAKHALE :—So, you are not in favour of a cut?—I am not dealing with the question of a cut on its merits, but I do feel that it is unfortunate on the part of the millowners that they should propose a cut, when what is most essential is to re-establish the confidence between the employers and the employees, which is non-existent now.

So, you would prefer a standardisation scheme with no cut to a scheme with a cut?—Yes, consistent with the necessary improvement in discipline and increase in efficiency.

You have got a fairly good knowledge of the textile industry in Bombay; do you think that a cut is at all necessary?—There I am handicapped, because I am not a cotton man; my business is wool, not cotton. I do not wish to discuss the question of a cut in wages on its merits, but I think it is rather unfortunate that the cut should be proposed now, when the millowners should regain the confidence of their employees first of all.

I suppose you are fairly conversant with the Lancashire standardisation list?—I have studied it to some extent.

In the cotton textile or woollen textile?—I have studied them both.

Our scheme is based more or less on the Lancashire scheme. We have fixed a standard wage and we give extra wages for extra work. After having fixed the basic rate according to efficiency and other factors, do you not think that the workers should get exactly the same allowances for the extra work they have to do for different varieties whether the work is done in Bombay or in Lancashire?—I do not follow your question there.

Take, for example, the variety of "T" cloth. We fix a standard rate in Bombay; in Lancashire there is a standard rate for that particular variety. If for that particular variety some allowance is to be provided for working in 4 shafts, do you not think that such allowance should be of the same percentage both in Bombay and in Lancashire? Having once fixed the basic rate the rate of allowance for extra work should be the same, as the extra labour is common to both places.—No. I think that is a question that might be left in abeyance to see how the standard rates of wages work.

Can it not be left in abeyance by giving equal rates of allowances to start with?—I might say, having grasped the question, that it is a very common practice with the weavers to deliberately retard progress with the object of obtaining higher rates. We have some experience of it. When we have introduced new sorts, the weavers have deliberately retarded progress with the hope of having their rates fixed on a higher basis. Until it is found how the standard rates of wages work out there ought to be a little give and take.

I suppose that you have got a copy of the Standard Scheme for weaving?—No; I have not got it here.

Here is that book (Amended Standardised Rates of Wages). At page 14 you will find shaft allowances. For $4/6$ shafts we have put 11%; in Lancashire they have got 12%. For 7 shafts we have got 13%; in Lancashire they have got 16%. For 8, we have got 14%; they have got 16%. For 9, we have got 15%; they have got 16%. For 10, we have got 16%; they have got 18%, and so on. May I point out that the extra labour is common? Do you not think that having fixed the basic rate the allowances should be common?—I certainly do not agree there. I think these rates ought to remain and amended as experience is gained.

Would you not begin the experiment by keeping the allowances common?—You cannot put Indian labour on the same basis as Lancashire labour.

Therefore, the basic rate differs, and the percentage of efficiency differs. But so far as the extra labour over and above the ordinary labour involved on any particular variety is concerned, we have provided a particular percentage. If that extra labour is common, certainly the allowances should be common.

MR. STONES:—As a matter of fact these rates were fixed having regard to the exact amount of labour involved. You are aware that four

looms are more common in Lancashire and 2 looms in Bombay. Which is more difficult to look after—2 looms with dobbies, or 4 looms with dobbies?—It would be much harder with 4 looms.

It would be much easier for a man to take care of two looms with dobbies than 4 looms with dobbies?—Yes.

MR. BAKHLE :—Having fixed the basic rate for ordinary conditions, should we not fix the same allowances as in Lancashire when the conditions are absolutely the same?—When I read through it, I came to the conclusion that it was a reasonable one under the circumstances, and I should not be in favour of having it any higher at all.

Please turn to page 17 of the same book. So far as shaft allowances are concerned, Mr. Stones has brought forward the argument of 4-loom and 2-loom systems. In this case it is stated "Two beams—Cloth in which top beams are used to have an allowance of 2½% added to the list." In Lancashire the allowance for the top beams is 5%. Here of course the question of 4-looms and 2-looms does not arise?—Certainly it does.

Your point is that in arriving at these percentages, the 2-loom system and the 4 loom system has to be taken into consideration. Our scheme is based on the 2-loom system. Supposing any mill goes in for a 3-loom system, would you apply the same argument and increase the shaft allowances?—three is only half-way between 2 and 4.

To that extent would you agree to increase the shaft allowance?—I certainly think that there ought to be some slight increase then in the percentage.

As regards the point you raised about absenteeism, I would like to get some more information from you. You stated that you made the question of absenteeism a personal matter and you succeeded in reducing the percentage from 16 to 1 by using your moral influence upon the operatives day in and day out?—I make them realise that the days they like to take on their own account will cost them more than they reckon.

That is to say, you feel moral influence goes a great way in putting the people on the right track rather than any other kind of punishment as fine or dismissal?—I do not like fining; I do not like dismissing; I much prefer to punish an absentee in the manner I have described.

MR. STONES :—Would you call it moral influence; it is a moral with the big stick?—It is not quite the proper word to use. This is a method to improve the discipline of the men, and that is the first thing that has to be attempted in the textile industry generally.

You said that the percentage of absenteeism in the cotton textile industry is somewhere between 12 and 15?—That is my information.

I have with me a copy of the Report of the Labour Office for the year 1926, in which the percentage of absenteeism for all the departments, so far as male workers are concerned is given, and it is only 7.13. In the case of female operatives, it is 11.86, and in the case of all the operatives combined it is 8.26?—What is your opinion, Mr. Stones, about those figures?

MR. STONES :—There has been an improvement since 1924?—Even then it is much too high, much higher than it ought to be.

MR. BAKHALE :—Do you know that the percentage of absenteeism among the weavers is only 4.35? You may always be hearing the argument from some people that those who are very highly paid leave their work more often than those who get less wages, and they do so particularly after pay day. You will admit that the weavers are one of the most highly paid people in the industry?—Yes.

Their percentage of absenteeism is very low as compared with the percentage of absenteeism in other departments. For instance, in the winding and reeling departments it is 15.29 and 17.80, respectively.

MR. STONES :—They are women.

MR. BAKHALE :—Take the men's departments. In the ring department it is 10.48; in the warping department it is 7.35; doubling 4.81; sizing 7.81; drawing-in 11.55. The weavers, who are very highly paid have got the smallest percentage of absenteeism so far as these figures, except the engine and boiler room departments.

MR. STONES :—In sizing they are paid higher than for weaving, and yet the percentage of absenteeism is less there.

MR. BAKHALE :—Yes, except sizing. What have you to say to that, Mr. Addyman?—The figures show that the average absenteeism is lower than what it was; still it is far too high.

Do you think 4.34 per cent. is far too high?—Yes; I should not permit it in my mill.

Perhaps if they adopt the same methods which you have adopted, it might go down?—I think it will.

Will you tell us how you recruit your labour? Do you do it through your head jobbers or jobbers?—The jobbers may bring in labour, but there is no labour engaged without the permission of the head of the department. No jobber is allowed to do that on his own.

Have these head jobbers or jobbers got the power of dismissal?—No.

Have they got the power of fining?—No.

They are there simply to supervise the work of the operatives?
—That is so; nothing more than that.

If the operatives make any mistake, or do not follow the discipline, perhaps the jobbers and head jobbers might bring those people before the head of the department?—They must do that.

That is the only job they have?—The jobber is held responsible, in weaving for instance, for the perfect work on a certain number of looms. He has no more authority and power than that.

Do you think the same system operates in the cotton mills?—I could not say what system they have in the cotton mills.

Coming to the Standard Rules of the Millowners' Association and the Seventeen Demands of the Joint Strike Committee, I may just point out to you before I ask you any questions that the underlying idea in the Seventeen Demands is really to secure the right of consultation for the workers. If you read through the Seventeen Demands, you will find it stated that this should not be done without consulting the workers, or that should not be done without consulting the workers through their organisations if any exist. Are you in favour of taking the workers into confidence by consulting them through their organisations on matters which affect them most?—I am certainly in favour of consulting organisations or leaders of labour, if these leaders of labour have sprung from labour itself. We then know that we are consulting with practical men. But I should certainly be opposed to consultation, with all due respect to you gentlemen, with the present labour leaders, who have never passed through the sphere of labour.

Do you think that under the existing conditions, it is possible to secure labour representatives from the ranks of the workers?—At present perhaps it is difficult, but the time is not far distant when it will be possible.

What do you mean by that?—You find now in most mills workers who have received a certain amount of education. In my own mill, for instance, there are workers' sons who have been to school and received education up to the 4th or 5th standard, and in a few years' time that type of man will be the man to come out as a labour leader.

Till then, do you think that there should be no attempt made for organising these workers?—I think it is better for the industry as a whole if workers are organised, but when they are organised, it is most essential that they should be properly led.

I agree with you there. You do not mean to say that until the representatives of labour come from their own ranks the work of their organisation should be definitely stopped?—It is possible to carry on the organisation now to some extent from within their own ranks.

But you will not agree to outsiders like myself being there as office-bearers of the unions?—I should strongly object to it. I think it is not conducive to the best interests of the workers at all.

Certainly you are a member of the Bombay Legislative Council, and I think you are fairly in touch with what goes on in the Legislative Assembly. You know perhaps that there is an Indian Trade Unions Act passed some years ago?—Yes.

That Act definitely provides for a certain number of outsiders being included amongst the office-bearers of these unions?—Experience has taught me these last years that it is high time the Act was amended.

You want an amendment of that Act?—Yes.

In other words, you want to stop the organisations of the workers?—Not at all. I want to see the workers far better led than they are being led to-day. That is my whole point.

In your statement No. III, you say: "I recognise that under the proposed reforms a number of operatives will be thrown out of employment but this is unavoidable." Do you not think that as we go on developing industrially, it is necessary to make provision for those people who will be displaced under the schemes of rationalisation?—Make provision in what way?

To provide for them against starvation. We are developing industrially, and as we go on developing there is bound to come the process of rationalisation. With this process of rationalisation, there is bound to be some displacement of labour. Now, do you not think that it is the duty of the State to protect those people who may be displaced under the schemes of rationalisation from starvation and misery?—Supposing they are displaced, are they threatened with starvation? Most of these people come from agricultural districts. They can go back and work on the land.

If there had been any other employment in agriculture for these people, they would not have come in such large numbers to Bombay as they do come now. You know perhaps there is a fairly large number of operatives unemployed at the present time?—Far too many.

And that they have no place here in the textile industry. If they thought that they might get some employment in their own villages, they would have gone there. But the fact that they do not go there shows that even in agriculture there is not enough scope for all these people?—Of course, they have managed to live for the last seven months, and there has been no starvation among them during that time.

Would it not be better in the interest of the operatives to provide for some such scheme as unemployment insurance, in order to protect them from misery and starvation?—Yes; I think a scheme of that sort would be a step in the right direction.

THE CHAIRMAN:—You say you pay your workers for spinning and weaving by piece-work?—Yes.

Take weaving first. On what system is your piece rate worked out?—I have got a statement here which will give you the required information. (Witness showed statement to the Chairman.)

Is this based on the system in England?—We try to work in woollens as near as possible to the woollen districts system and in worsted as near as possible to the Bradford system.

When did you introduce that system?—I should say as far back as 1914.

Before that, were they paid on time wages?—The weavers have always been on piece-work; the spinners were put on piece-work more recently, that is immediately after the hours of work were reduced from 12 to 10.

What system do you follow in working this out?—There are 2 systems, woollen and worsted; we follow the system which obtains in the woollen districts of Yorkshire for woollens and the worsted districts of Yorkshire for worsted.

That depends upon the various factors such as the number of picks, the number of shuttles and so on?—That is the point.

Did you find much trouble in introducing that system?—No, sir

You are still adjusting the rates for new sorts?—We are still doing so. When a rate is fixed for a new sort we always find that it is either low or high. If it is too high we bring down the rates. If it is too low we increase the rates.

All the rates are to be fixed by the managers?—All the rates are put before me and I fix them myself. If in actual working the weaver is not receiving adequate return his rates are increased. If I find the rates are on the high side, they are brought down.

Have you had any strike?—No. Two years ago we sought to introduce a system of one man to two narrow worsted looms. I told the weavers about my intention and asked them to think it over. They came back with an alternative suggestion that rather than throw a number of men out of employment they would accept a reduction of 15 per cent. in the rates. They did so voluntarily.

Did you accept that?—The spirit in which it was put forward I appreciated and accepted that proposal.

MR. STONES:—One man to one loom is the usual practice in the woollen trade.

MR. ADDYMAN:—It is still one man to one loom on lighter looms. Economic circumstances may compel us sooner or later to introduce the system of two looms to one man.

THE CHAIRMAN :—Will you be able to give us the statement you have prepared?—I will be very glad to do so and I shall be much pleased to explain any point that may require explanation.

It would be better if you explain certain portions of the statement so that we may be able to follow it.—For four shafts, 10 picks the minimum we pay is 5 pies. This is per lineal yard varying in accordance with the width of the loom. 10 to 16 the rate goes up by half a pie. 20 picks and above 20 the wage increases by one pie for every two picks. Then we come to the width of the looms. Here it is decrease or increase in relation to the extra width or narrow width of the loom.

MR. STONES :—There is no pick variation with the width of the loom. In the cotton trade we have to provide for many factors.

THE CHAIRMAN :—You have not got so many factors as in the cotton trade?

MR. STONES :—It is rather simpler in the worsted industry.

MR. ADDYMAN :—With regard to colours and extra shafts we pay additional rates for colours.

MR. STONES :—Their looms are drop box looms and they have only one weft. They have got very good mixing for the yarn.

MR. ADDYMAN :—For every shuttle beyond two we pay additional rates.

MR. STONES :—We pay 35 per cent. for two shuttles, 40 per cent. for three shuttles and 45 per cent. for four shuttles. They give half a pie more for colours whereas we give varying percentage.

THE CHAIRMAN :—Any other factors?—I do not think there is anything further.

About spinning?—In the woollen industry it is based on so many yards per ounce, our counts are not below 40 yards and the basis is 40 yards per so many ounces. The men are paid according to the count they are spinning.

MR. STONES :—That compares with spinning in the cotton mills. I think you may be able to give us a suitable system on ring spinning as compared with your mill.

MR. KHAREGHAT :—What is the difference between the weight of the yarn and the fineness of the yarn?

MR. STONES :—They are the same thing.

MR. KHAREGHAT :—So many yards per ounce gives the fineness. The workman would be paid according to the weight he produces.

MR. ADDYMAN :—In the worsted industry we have introduced piece-rate system. We commence from the top. This does not include carding and combing. We pay for pound of yarn spun.

MR. STONES :—How do you pay your spinners and rovers? Suppose that you have 200 spinners and 40 rovers. You divide the product of 200 by 40 and pay them in proportion?—Yes.

THE CHAIRMAN :—If this statement can be of any use you can have it.

MR. STONES :—I don't think it would be useful.

THE CHAIRMAN :—Are there any other woollen mills in Bombay?
—Outside Bombay there are three mills.

Do they all pay different rates?—I think they pay different rates.

MR. ASVALE :—What is the average wage of a weaver in your mill?
—Worsted weaver Rs. 58 and woollen weaver up to Rs. 70.

What is the average wage of a spinner?—Worsted spinner Rs. 34 and woollen spinner Rs. 46. The disparity between the two is Rs. 24 in favour of the weaver.

What do you pay your coolies?—It is between Rs. 25 and Rs. 30.

MR. BAKHALE :—What is the minimum wage you pay your sweeper?
—None below Rs. 28 so far as males are concerned.

MR. BAKHALE :—Have you got the system of handing over spoiled cloth to the weaver?—Yes; if I am satisfied. All these matters come before me. If I am satisfied that a piece of cloth has been spoiled through sheer carelessness, the weaver is made to purchase it at cost price. I give all these matters my personal attention and use my own judgment.

THE CHAIRMAN :—About standard rule 9, have you got anything to say? They have classified the operatives as probationers and permanent men and the discretion has been given to the manager to dismiss the probationer without notice.—We have no such system. If a man who is engaged is found satisfactory, he will continue in the employment.

MR. STONES :—Do you give him one month's notice?—If he continues for one month he is entitled to one month's notice.

MR. KHAREGHAT :—He is treated on the lines of the clerical staff?—It is essential that workers should give one month's notice.

MR. KAMAT :—You will not accept notice in the middle of the month?
—No.

If a man wants to leave on the 4th of a month he has to give notice on the 31st of the previous month and wait for his salary till the 30th of the next month?—Suppose a man gives notice on the 1st December, he receives his pay on the 1st January, the date on which his notice expires.

THE CHAIRMAN :—When do you make your payments?—It is usually between the 9th and 14th. Never later than the 14th and very often much earlier.

We are much obliged to you.

The Committee adjourned till 11-15 a.m. on Wednesday, 12th December 1928.

Wednesday, 12th December 1928.

Wednesday, the 12th December 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

MR. ASAVALE :—Sir, before we proceed, I wish to bring to your notice that there is a general strike of mill-hands to-day. I believe there was firing at the Parel centre. So it is better that we stop the inquiry at least for to-day.

MR. STONES :—Only Mr. Ramsingh Dongarsingh has come. He reports that there was firing in Parel. So, obviously no manager can come here, and therefore it is unlikely we will have anybody else here. Yesterday afternoon a sort of partial strike was called in the Sassoon Spinning Mill. The men of this Union (Mr. Dange's union we may call it) left the mill, and when leaving the mill they were beaten by some Talimkhanavalas. The mill-hands who came out from this mill have gone from mill to mill this morning calling on the workers to strike. Mr. Dange deprecates the action. He was down here to see me and has gone back to advise the hands to go back to work. We feel that strikes will do damage not only to the mills but also to the cause of unionism. The point now is whether we should go on with the examination of Mr. Ramsingh Dongarsingh.

THE CHAIRMAN :—What about this afternoon? Mr. Fernandez has been asked to come.

MR. ASAVALE :—I think he may be informed that he need not come.

SIR MUNMOHANDASS RAMJI :—Mr. Fernandez could not have got those trials in the mills.

MR. STONES :—Mr. Fernandez is working out only certain calculations. When he stated that the wage given should be a living wage, he had not before him the Book of Examples. He has been given certain types to work out the wages according to our list and to see if it will come to his standard of a living wage.

THE CHAIRMAN :—He has to be cross-examined?

MR. STONES :—Yes.

MR. ASAVALE :—As the mills are closed, he cannot go to the mills.

MR. STONES :—There is no need to go to the mills.

MR. BAKHALE :—Sir, I am very sorry I come late. There was shooting at Parel, and the situation is very serious.

THE CHAIRMAN :—Why have all the mill-hands struck ?

MR. STONES :—We have arranged an important meeting of the Mill-owners' Association to consider the trouble arising in mill after mill in order to make a statement of the position for your information. There is a strike to-day in all the mills. There were a certain number of men outside the gates of our mills this morning telling the men not to go in and to strike out of sympathy for the leaders. Mr. Dange says that rumours were spread that the leaders had been killed and therefore the work-people were going round to spread the strike. He has gone to tell them not to strike, but in the meantime they are going from mill to mill, and there is bound to be trouble.

MR. BAKHALE :—I came to know of the situation this morning, and I went to the Parel area and saw with my own eyes that most of the mills were closed. I was rather anxious that the mills which contribute a substantial membership to our union should be kept working, especially those in the Madanpura area. I am not in favour of these sporadic strikes. In the Indian Mill our people succeeded in keeping the mill-hands working ; even now the Indian Mill is working.

SIR MUNMOHANDASS RAMJI :—My information is that in the Hindustan Mill which is close by the workers have come out.

MR. BAKHALE :—As soon as a crowd of people came down from the Parel area, a few members of our union went to the mill management and pressed them not to close down the mill. The Mill Manager was not there, but the Weaving Master stopped the engine with the result that the people who were inside the shed came out and the whole mill was stopped. Take the Khatau Makanji Mills. My people went to the Manager and pressed him not to close down, but the Manager said that he could not but close it and he stopped the mill. As regards the Hindustan Mill, the work-people told me definitely that they were willing to work, but the Manager did not agree to keep the mill working. Whatever the position is in other mills it is not a fact that all the people were anxious to strike; the people are willing to continue, but the management have closed down the mills. The result is that these workers have swelled the ranks of the unemployed to-day.

MR. STONES :—The position is that the work-people who were in sympathy with the other strikers say : " If you do not close down the mill peacefully, we shall close you down forcefully."

MR. BAKHALE :—I can quite understand your position in the Parel area, but I am talking of the Madanpura area. When the people were willing to work, the management ought to have kept the mills working.

SIR MUNMOHANDASS RAMJI :—When I was at the Indian Mill at 8-30 a. m., a message came that the Hindustan Mill was closed and the men who had gone in were keeping inside. Now, there were outsiders causing trouble outside. The Weaving Master and the Spinning Master were afraid of their lives; they were between two fires. Outside there is a mob intimidating the workmen inside, and inside the men refuse to work. If we do not close down the mill, there might be harm done to the machinery.

THE CHAIRMAN :—The only question now before us is whether we should adjourn.

MR. STONES :—We should, Sir.

MR. BAKHALE :—What for?

MR. STONES :—We have not the Managers to examine; they cannot come.

MR. BAKHALE :—I have come.

THE CHAIRMAN :—We are quite willing to examine Mr. Ramsingh Dongarsingh.

MR. STONES :—We have no objection if Mr. Bakhale wishes to examine him to-day.

MR. BAKHALE :—I am in the hands of the Committee.

THE CHAIRMAN :—We are prepared to continue.

MR. STONES :—The question is whether the services of Mr. Asavale and Mr. Bakhale will not be better outside the Committee than inside it to-day.

MR. ASAVALE :—The lives of people are in danger. We must be out.

MR. KAMAT :—Mr. Asavale can go, but Mr. Bakhale can proceed with the examination.

MR. ASAVALE :—If the Committee wishes to take Mr. Ramsingh Dongarsingh, I have no objection.

Oral Evidence of

MR. RAMSINGH DONGARSINGH,
Manager, Morarji Goculdas Mills, Parel.

THE CHAIRMAN :—Mr. Ramsingh Dongarsingh, you are Manager of Morarji Goculdas Mills, Parel?.....Yes.

How long have you been the Manager ?.....In this mill for the last year and a half.

Before that ?.....I was Manager of the Kohinoor Mills.

How long have you been in the textile industry ?.....About 30 years.

MR. BAKHALE :—Mr. Ramsingh was also called by us to be examined on the standardisation scheme. Mr. Chairman, if you are agreeable I would like to examine him on the Standardisation Scheme, the “Seventeen Demands” and the Standing Orders for the Operatives.

THE CHAIRMAN :—All right.

MR. BAKHALE :—Mr. Ramsingh, I suppose you have studied the standardisation scheme of the Millowners’ Association both for the spinning section and the weaving section ?..... Yes.

Are you in favour of a scheme like the one prepared by the Millowners’ Association ? Do you think a standardisation scheme with standard rates for standard varieties should be introduced in all mills in the Bombay City or are you in favour of the present system where the rates vary ?.....The present system is faulty. The principle underlying the standardisation scheme is sound, but my opinion is that this scheme would not be suitable for each and every mill.

Why ?.....Because conditions vary in different mills. In certain mills the raw material used is very superior. For instance, for 30s yarn certain mills use African cotton ; others Surat and yet others Miraj. The mixing for these cottons vary and there will also be difference in production. Take then, the humidifying arrangements and ventilation. With regard to these also conditions vary. In certain mills there is plenty of air and plenty of humidity and plenty of light. I can point out certain mills in Bombay where from six in the morning till six in the evening it is necessary to have electric lighting and there is only one door for the fresh air to come in and go out. In certain mills the machinery is new, in others it is old. Another important factor is about the kind of cloth woven. Certain mills only weave plain cloth, while others weave both plain and fancy. So, the rates for mills doing only plain cloth should be different from those for a mill turning out both plain and fancy. The plain weaver will suffer if he has to attend also to a fancy loom. In the standardisation scheme as at present arranged, an attempt has been made to moderate the rates so as to suit both a plain weaving mill and a plain and fancy weaving mill.

MR. KHAREGHAT :—The present scheme is suited both for plain and fancy weaving millsNo. They have one scheme both for a mill doing only plain cloth and for a mill doing plain and fancy.

MR. ASAVALE :—You say there should be two separate rates ?.....Yes, one for plain weaving and another for plain and fancy weaving.

MR. BAKHALE :—As regards the different types of cotton used in the Bombay mills, you say that 30s yarn is spun from African, Surat and Miraj cotton, and when a bad type is used efficiency suffers ?.....It suffers to a great extent.

So, you cannot take a common efficiency for the same variety unless you take into account the kind of raw material ?.....Yes.

Would you like to standardise cotton also? Mr. Addyman in his evidence told us yesterday : “ I fail to note any reference in the statement submitted to the Strike Enquiry Committee by the Bombay Millowners’ Association to the question of the quality of cotton. It appears to me to be a matter of the greatest importance that when standardised rates of wages are sought to be established especially where piecework is concerned and of no less importance in time work the quality of cotton to be used for any given count should also be standardised as far as it is possible to do so.” Do you agree with this view ?
..... Yes.

If this point is met in the standardisation scheme, you will be agreeable to it ?.....Yes.

As regards humidifying arrangements, they also vary from mill to mill, and they have got some effect on the efficiency ?.....Yes, the greatest effect on efficiency.

Under different humidifying arrangements, you cannot take a common standard of efficiency for the same variety ?.....That is so.

Again, there is the question of old and new machinery ?.....Yes.

Can you standardise this question of old and new machinery in some suitable way ?.....I had suggested once that a committee should be appointed with one member from the Millowners’ Association, one member representing Labour and an impartial chairman, and they should settle these disputes according to the conditions. I believe Mr. Stones, if he will excuse my mentioning his name, agreed to that also.

MR. STONES :—That is provided for.

MR. BAKHALE :—Where is it ?

MR. STONES :—We have said all along that the standardisation scheme is a foot rule to measure the industry by. There may be certain mills having a margin on either side. We discussed, for example, bad spinning, and we have said that standardisation depends upon the fact that a committee must be

appointed to go into any question of any dispute that comes within the margin on either side. If a mill is within 5 per cent. either way, it could not claim any reduction or increase. So, also, if a mill is using slightly superior cotton, it could not claim a reduction. Outside those limits, there should be a committee to settle any dispute. I myself estimate that perhaps 8 mills out of the 82 do not come up to the standard. In discussing this question we had 3 mills anyhow which were so much outside that we could not standardise for them. The conditions were bad, and so bad that we could not standardise. We said they will have to pay the standard rates plus a penalty to be decided by the committee after a joint-inspection. So that the standardised system is only a foot rule to measure the industry. We say it will apply to the bulk of the mills. Out of the 82, perhaps 8 at least will have to go under the joint-committee, to determine to what extent the conditions are exceptional.

MR. BAKHALE :—Will that meet your objection, Mr. Ramsingh ?

MR. STONES :—As a matter of fact, it is one of his suggestions, and we agree to it.

MR. KAMAT :—Do you agree with Mr. Stones that there are 8 mills out of 80 to which the standardisation scheme will not apply ?

MR. STONES :—There will be variations between mill and mill, They would naturally vary within 5 per cent. either way, and for that I would not make any allowance. In Lancashire there is no allowance made for it. In Lancashire there is no allowance except for bad work. Then the Committees go round and say "You have three months in which to put it right." Here usually such a variety of stuff is made, and as the witness points out humidifying arrangements are an important factor. The manager of the Khatau Makanji mill, for instance, complained that he could not be brought under the standardisation scheme. He said "I am getting 65 per cent. efficiency on my slubbing frames. Until I have gone through the mill and re-organised it, I cannot increase the efficiency." We have got to treat it as a special case, that it is not fit for standardisation, but it would be on a definite basis in accordance with the decision of the committee. I found, in going through the statistics that there were not more than 8 mills of that kind.

MR. KAMAT :—Do you agree, Mr. Ramsingh, with the estimate given by Mr. Stones ?.....I have not seen it.

He says 8 mills out of 80 are unfitted for the standardisation scheme. Do you agree with that rough estimate ?.....At least our mill is not suited to the standardisation scheme wholesale. I cannot say anything with regard to the other mills.

MR. BAKHALE :—Let us take two mills by way of illustration, mill A and mill B. The variety is common to both ; the width of the loom, the width of the cloth, the reed, the pick, the weft and warp are all common. In one mill, where you have got old machinery the efficiency is, say, about 60, and in mill B where you have new machinery, the efficiency is, say, 75. According to the standard list the rate is common for both. It is fixed on an efficiency of, say, 70 or 75. Do you think that in actual practice, when in one mill you get an efficiency of 60 and in another 75, some allowance should be made for that mill where the efficiency is only 60 ?.....Yes, if the efficiency is due to the fact that bad yarn is used, or there is bad humidification.

Or old machinery ?.....There is not much variation on old machinery, if it is kept in perfect working order, and it gives good production. There are certain looms in the Morarji Goculdas Mill which were bought by my father, and they still give good efficiency. It entirely depends on the way the machinery is kept.

MR. STONES :—An interesting fact developed the other day. Mr. Cowasji, the manager of the Svadeshi Mills, who gave evidence the other day checked up the efficiency of the old and new machinery, and he found that it was better on the old than on the new. It is not so much the difference in machinery which counts, but how it has been looked after.

MR. BAKHALE :—Any way, in fixing the standard, you think that these three factors, humidifying arrangements, the material that is used, and the age of the machinery have to be taken into consideration ?.....At least two have to be considered.

The humidifying arrangements and the yarn ?.....Yes.

MR. KHAREGHAT :—You may say the state of the machinery, if you like. Whether it is old or new does not matter.

MR. BAKHALE :—You would like some provision for these factors to be made in the standardisation scheme ?.....Yes.

Do you know that, under the standardisation scheme, there is going to be a cut, according to the version of the Bombay Millowners' Association, to the extent of $7\frac{1}{2}$ per cent. ?.....Yes.

Do you think that that will be the maximum cut ? You are fairly familiar with Bombay conditions and you have worked in more than one mill. So you should be, I suppose, in a position to tell us whether $7\frac{1}{2}$ per cent. would be the maximum cut even on plain varieties, leaving aside the fancy cloths ?.....You are not taking into consideration the spinning section at all ?.

I am talking about weaving. Do you think that $7\frac{1}{2}$ per cent. cut will be the maximum, or will there be a large cut on a few plain varieties? Take, for example, your own mill. If the scheme is to be applied to your own mill, do you think that there will be a cut only to the extent of $7\frac{1}{2}$ per cent. in plain cloth?.....In our mill it varies. If I compare our present rates with the rates in the standard list, the difference in certain cases comes to 10 per cent., in certain cases to 15 per cent., and in certain other cases it comes to 20 per cent.

On plain varieties?.....All varieties.

Do you work more plain or more fancy?..... Almost all fancy; very little plain.

This cut will apply generally to the fancy cloth?..... Fancy and fine.

You think that 20 per cent. will be the maximum cut?..... Yes.

There will be no variety in your mill where there will be a cut of more than 20 per cent? Are you sure about it?..... I think so. If you do not mind, I should like to make one observation. When you called me here as a witness, you should have at least informed me on what points I was to be examined, and I would have brought my figures.

Your name had been put in by the Joint-Strike Committee as one of the witnesses to be examined?..... I was never informed about it. Only the other evening I got an urgent letter that I was to appear before the Committee.

I am sorry for that. You can give such answers as you possibly can.

MR. KHAREGHAT :—Have you got a list of your present rates, and what the rates would be under the standardisation scheme?..... I have, but it is prepared in a hurry.

If you could give us such a list, it would be most useful. We want such a list for some of the varieties which you most commonly work?..... I got this paper in my hand only just now.

We could have it latter on. It will be more accurate in that case?..... I think it will be better if I do that.

THE CHAIRMAN :—You can go through it, check it, and then send it in.

MR. KHAREGHAT :—What we want principally is the varieties which you ordinarily work, the rate which you are paying at present, and the rate which you will have to pay under the standardisation scheme? I have got it here in my hand, but I had no time to go through it. I see from the figures before me that in one case there is a difference of about 45 per cent.

MR. ASAVALE :—Generally, what would be the average cut in your own mill?..... In the case of weavers, about 15 per cent.

MR. BAKHALE :—Are your present rates a little higher than the average rates obtaining in Bombay, or are your rates about the average?.....I do not know what the other mills in Bombay pay.

MR. STONES :—The average taken out by the Labour Office worked out to Rs. 48/- What is your average?.....Our average comes to Rs. 46/- per weaver per month.

MR. STONES :—Then you are lower than the average for Bombay. The average for Bombay is roughly Rs. 48/- and you will make a 15 per cent. cut on Rs. 46/- according to the standardisation scheme.

MR. BAKHALE :—Do you think that, after the standardisation scheme is introduced in your mill, and when there is a reduction in wages to the extent of 15 per cent. on an average, your workers will be contented and will give you satisfaction in the work that they do?.....They will not be contented.

Do you expect to get the same efficiency with a cut of 20 per cent. as the efficiency you are getting at present?.....They will be more careless than they are to-day.

As a result of the cut?.....Yes.

You are not in favour of a cut? It is not exactly that I am not in favour of the cut. What I mean is that in certain cases the cut is necessary, because the cost of living has gone down in Bombay.

The cost of living may have gone down in Bombay in recent years, but it was very high at one time, and the workers got some high prices allowances. Do you think that the high price allowance given in 1920, say, 80 per cent., 70 per cent., and so on, was commensurate with the cost of living as it existed then?.....No. The allowance was a little less at that time.

The allowance was less when the cost of living was very high, and the allowances given were not proportionate to the cost of living?.....They were not proportionate.

Naturally, you cannot say now that as the cost of living has gone down the high prices allowance should be reduced, because when you gave it the cost of living was much higher?.....*Pro rata* it will not.

What is your wage bill for the weaving section?.....Rs. 71,000/- per month, including all preparations, winding, warping and sizing.

Are you going to make any saving in the warping and sizing departments under the standardisation scheme?.....In sizing, a little; it is not much.

In the winding?.....No.

That means you will have a saving only in the weaving department, so far as the weavers are concerned?.....Yes.

Your present wage bill is a little over Rs. 70,000/-?.....Yes, it is Rs. 71,817/-.

You will save about Rs. 10,800/- a month?.....Nearly that much. The reduction is 15 per cent. on the whole; it includes warping, winding and sizing.

MR. KHAREGHAT :—What would you have to pay under the standardisation scheme?.... I have not calculated it.

MR. BAKHALE :—It might be less?.....Yes.

Are you in favour of giving high wages to the workers and taking from them work proportionate to those wages?.....Speaking personally, I am for giving high wages and getting out the highest efficiency from the machinery. The object of high wages is to draw competent men to the mills. That applies to us particularly, because we are weaving very fine cloth, with finer reed, and a larger number of picks, and our cloth is very costly. To weave such costly cloth, efficient men are necessary, and if we have to pay a little more, it pays us to do so.

Because you get a proportionate increase in the efficiency?.....Yes, and also good work.

Is it your experience that whenever the wages of the operatives are increased, you get less efficiency, or is your experience just the contrary?..... Not less efficient.

Whenever the wage is increased, is it your experience that efficiency also increases to a certain extent?.....It should increase.

Does it increase?.....I have got no data to say whether it does or it does not; it should increase.

Taking the other fact into consideration, if you cut down wages, do you fear that efficiency will go down?.....Yes.

At the same time, you will not be able to draw the right type of people?.....Yes.

Suppose you have an average cut of 15 per cent. in your mill, there will not be much difference, so far as the wage is concerned, between your mill and the other mills, because their wages are standardised more or less?.....Yes.

In that case, the workers who are at present working in your mill will not be very particular to continue in service in your mill?.....They will go wherever they can get easy work and the same pay.

Can I take it that, taking all these factors into consideration, and the opinions that you have expressed on them that, generally, you are not in favour of a cut?.....Of a big cut.

What do you mean by a big cut?.....A cut like 15 per cent. to 20 per cent.

Fifteen per cent. in your mill?.....I am not in favour of having such a big cut.

Do you think that 7½ per cent. is a big cut?..... Yes, for a mill on our basis.

You leave aside your basis. Take the average mill in Bombay?.....I do not know the conditions in other mills, and I cannot express an opinion regarding them.

Suppose a worker gets Rs. 100/- do you think that by a reduction in his wages of Rs. 7-8-0, his efficiency will suffer?.....Efficiency will suffer; that is what I feel. There is one other thing that must be considered. If a man is getting low wages from the very beginning, and if he continues to get them, he does not feel it so much. But after getting higher wages, if on any account his income is reduced, the mode of life to which he has been accustomed is not changed, and therefore it is very hard on him.

If the standardisation scheme comes into operation with a cut, do you think that the workers will take it quietly?.....If they get a good wage, they will.

They are not going to get a good wage under the scheme, because there will be a reduction. You are in favour of the principle underlying the standardisation scheme?.....Yes.

So, it is to the interest of the industry as a whole, the millowners as well as the operatives, that there should be a standardisation scheme based on certain definite principles?.....Yes.

If such a scheme comes into operation, you will approve of it?.....Yes.

But if it comes into operation with a cut in wages, do you think that it is worth while introducing the standardisation scheme from the point of view of the industry?.....It is worth while to introduce the scheme. I am very definite on that point. But it will require adjusting. The standardisation scheme gives

the basis. Take the standard for the weavers' wages at Rs. 50/- or Rs. 45/- and then fix up the rates according to the conditions of the various mills. It is a very simple thing.

But would you not prefer to have a standardisation scheme with the existing rates standardised, to the standardisation scheme with a definite cut of $7\frac{1}{2}$ per cent. on the existing standard rates? For example, according to the Labour Office census the wage of a weaver is about Rs. 48/-.

MR. STONES :—According to the 1921 figures, it was Rs. 42-8-4 ; 1923, Rs. 44-4-6 ; 1926, Rs. 47-10-8, and the millowners' standard, December 1927 Rs. 47-12-0. So, it is roughly Rs. 48/-.

MR. BAKHALE :—For 2-loom weavers, the standard wage, average monthly earning, full time workers, is Rs. 49-9-11. That is the Labour Office figure. If you have a standardisation scheme on the existing rates or the existing wages, would you prefer that to the scheme with a definite cut of $7\frac{1}{2}$ per cent?..... What I would say is that the standard should be fixed approximately, and a 2-loom weaver should, on average efficiency, get Rs. 45/- to Rs. 43/-. On that basis the rate should be fixed for different mills.

In saying that the average wage of a weaver should be fixed at between Rs. 45/- and Rs. 46/-, have you taken into consideration the cost of living in Bombay?.....Yes. I would like to add that the increase in the cost of living does not tell upon the worker to the same extent as the rent. The rents have not been reduced, and there is a tendency for the rents to go higher in Bombay. That is an important fact to be taken into consideration both by the millowners and labour leaders.

Have you got a copy of the Book of Detailed Examples?.....I have seen it, I have studied it and discussed it.

Do you think that the efficiency taken in these examples is the efficiency that is ordinarily obtained in Bombay, namely, 80 per cent., 78 per cent., and in some cases 78 per cent. and 75 per cent?.....Yes. When I was in the Kohinoor mills, I was getting very high efficiency there; in warping and sizing.

What about weaving?.....Weaving also; it was 79 per cent. efficiency.

What about the Morarji Goculdas mills?.....At present?

MR. STONES :—All mills to-day are 10 per cent. below normal. But prior to the strike, what was your efficiency in March this year?.....It was 64.

And on that you had a tremendous number of fancies?.....Yes.

MR. KHAREGHAT :—That is loom efficiency?.....Yes.

MR. BAKHALE :—Please take page 14 where you find the shaft allowances. This standard scheme is based more or less upon the system obtaining in Lancashire. I can tell you that shaft allowances in Lancashire are higher than those given here.....It does not make much difference.

It may not make much difference to you or people like you but it matters much with people who are getting a few Rupees. These allowances are given for extra labour involved.....Yes; for the skilled labour. We cannot say extra labour.

But the skill required on four shafts is the same here as in Lancashire; or does it differ?.....The skill should not differ.

If the skill should be the same, don't you think that the allowances also should be the same?.....In Lancashire the efficiency is higher.

Lancashire efficiency has been taken into consideration when the basis rate of this scheme was fixed. In calculating the wages we have taken into consideration efficiency and some other factors also. These allowances are given for extra work involved in that particular variety. If that extra work happens to be common and the skill more or less the same, would not you provide for the same percentage both here as well as there?.....In the first place it should be less in India.

Why?.....Because the cloth that will be turned out here will not be as good as the cloth turned out by the Lancashire men. Here the cloth is full of defects. I have seen and stayed in Lancashire for a long time. I say their cloth is very perfect and so for that cloth one has to pay a little bit more and it is paying to do so. But here however-careful you may be they have got the habit of turning out bad cloth. I have got samples here.

(The Witness showed the Committee some samples where there were cracks.)

MR. BAKHALE :—Is that due to bad raw material?.....It is very sad to know that labour leaders should not be able to know that it could not be due to bad raw materials.

SIR MUNMOHANDASS RAMJI :—If the weaver had taken care then and there he would have been able to set it right. The best cloth produced here will not be passed as perfect in Lancashire.

MR. RAMSINGH :—Would any one of us including Mr. Bakhale purchase this cloth?

MR. BAKHALE :—I would if it is cheap. They have to be educated.

SIR MUNMOHANDASS RAMJI :—Do they care to be educated?

MR. BAKHALE :—Then on page 16 of the same book you will find the scale of width allowances given. There they have taken the width standard from 35 to 65 inches. Don't you think that it is a little too wide?.....From 35 to 65 no allowances have been provided. I think some allowances should be given there.

You will have to keep some standard and then provide allowances for higher and lower widths.....35 to 50 should be the standard. I am expressing my opinion.

You agree that this standard is a little too wide?... ..Yes.

On page 15 you will find in the last column under universal additions there are a few deductions of one per cent., two per cent., three per cent. and so on for re-wound weft.....I think it is all right.

Why should there be a deduction? Do you know that there are no deductions in Lancashire?... ..Is there no deduction?

MR. STONES :—Mr. Green and Mr. Gardener have admitted that they had 15 per cent. deductions on universal weft.

MR. BAKHALE :—When I was in Lancashire this question had come to the fore. The weavers amalgamation has not yet agreed to a deduction like this on re-wound weft.

MR. STONES :—I quite agree with Mr. Bakhale. But by mutual agreement, though not officially, they have accepted the deduction.

MR. RAMSINGH :—We have to pay for the universal pirn and they get a better production.

MR. BAKHALE :—You get a better price.....We get a better production on which they earn. As you have made an allowance for coarse counts, it is quite natural that there should be a cut on the finer counts.

In re-wound weft you get a finer production and therefore you get better prices. Don't you get better prices?.....No.

MR. STONES :—We pay at least 6 pies per lb. of weft.

MR. BAKHALE :—Are you not compensated?

MR. STONES :—Our only compensation is by deduction in weavers' wages.

MR. BAKHALE :—You will find that on page 18 in columns 3 and 4 the scale for dhoti and sari allowances is given. Certain allowances are made for the same spun from Indian yarn and so on. Don't you think that it will lead to

some confusion in calculating the wages?.....One mill does not spin 30s out of two cottons at a time. I do not think that there will be any difficulty with regard to calculation.

Suppose I bring in three pieces of cloth one made out of Uganda cotton, one made out of Indian cotton and the other made out of American cotton. I place them before a worker and ask him to distinguish the different kinds of cotton used. Will he be able to say from which cotton the cloth was produced?The weaving master will be able to say.

Worker?.....How can he?

Then the worker will have to depend on the management for calculating the wages?.....The weaver can very well recognise the yarn.

So, this will not lead to any confusion?.....No.

Suppose it is a mixture of Uganda and Indian cotton?...There cannot be a mixture of Uganda and Indian cotton.

Suppose it is a mixture of Indian and American cotton.....There is a mixture like that but it is taken as Indian.

Now coming to spinning section, would you require to retrench any men under the standardisation scheme?.....No.

You will have to keep the same number of employees as you have now?Yes.

Will there be any increase in wages?.....In certain cases it will be an increase and in other cases there will be a decrease. On the whole it will make a difference of Rs. 50/- or Rs. 60/-.

MR. STONES :—You said that different mills were using different kinds of yarn and that it would affect the men in the spinning section. If at all, the only people that will be affected are the pieceworkers.....Yes.

The pieceworkers are employed for speed frames and drawing frames. If you turn to page 5 of the standard list you will find that we have arranged the scale firstly according to the length of the frame, secondly according to the hank working and thirdly according to the efficiency. Don't you think that the rates provided there are sufficient?.....Yes; they are sufficient.

You then made a very interesting statement. You thought that the rates for a plain weaving mill should be different from the rates for a plain and fancy mill combined. Your idea is that a weaver having fancy dobby in one loom and plain on the other will lose a little on the plain. The same holds good in Lancashire. There too two factors are taken into consideration in compen-

sating him. One is the extra amount of work he has to put in and the other is the decrease in efficiency on fancy doobby. Do you think that the scale of fancy allowances is not big enough?.....The fancy allowances are big enough; but if you give more allowances on fancy, the weavers will divert their attention solely to fancy to the entire neglect of plain.

Don't you think that the better solution will be to confine plain cloths to one mill absolutely and running nothing else and giving more looms to a weaver in preference to mix them up with fancy cloths?.....I quite agree.

You also mentioned that the average cut in your mill would be 15 per cent. and that your present efficiency was 64. Don't you think that the application of the standard list will compel your management to improve things, so that they will not be penalised in a case like this. That is to say, the tendency of the standard list will be for the good of the industry.....Yes; but in the standard list you have not taken into consideration the pick allowances. In Lancashire the system is that if more picks are put they give some allowance.

That is only in extraordinary cases. There is a low pick allowance and a high pick allowance. In the meantime there is a very broad range on which picks are allowed. It is a very important point and I am glad that it has been raised. Clause 8, page 16 of the 1924 issue gives the rates. There are two special allowances for picks. The first one is:—

“(a) Low picks in plain cloths woven in reeds 72 and below—

Below 13 down to and including 12, 1 per cent.

” 12	”	”	11, 2	”
” 11	”	”	10, 3	”
” 10	”	”	9, 4	”
” 9	”	”	8, 5	”

and so on adding one per cent. for each pick or fraction thereof.

Note.—This clause only applies to plain cloths woven in reeds 72 and below. In the case of plain cloths woven in reeds over 72 and all other cloths woven in any reed (including those the basis of which is stated to be ‘plain cloth as per uniform list’—such as plain dhoties, doobby dhoties etc., etc., the following rates shall apply:—

(b) Low picks in plain cloths woven in reeds over 72 and in all other cloths woven in any reed (including those where the basis is stated to be ‘plain cloth’ as per uniform list.)

An addition of 1 per cent. shall be made for each pick or fraction of a pick below 11, thus:—

Below 11 down to and including 10, 1 per cent.

" 10	" "	9, 2	"
" 9	" "	8, 3	"
" 8	" "	7, 4	"

and so on, adding 1 per cent. for each of fraction thereof."

The theory of this is where you have a very low pick cloth you finish the beam much quicker. Because there is time lost for getting the new beam he is given compensation. This is the rate on very low picks in places like Lancashire, but we do not have such low picks here in Bombay. Then the high pick allowance is given in the list:—

'An addition of 1 per cent. per pick shall be made whenever they exceed the following, if using.—

Weft below 28's when picks exceed 16	
" " 26's to 39's inclusive	18
" " 40's and above	20

In making additions for high picks any fraction of a pick less than the half shall not have any allowance; exactly the half shall have $\frac{1}{2}$ per cent. added; Any fraction over the half shall have the full one per cent. added." If the weft is below 28's and pick exceeds 16 there is allowance provided. In fact I know of no such cloths in Bombay. Then there is allowance provided for 28's to 39's inclusive exceeding 18 picks. I know of no cloth with extra high pick in Bombay. The reason why no allowance has been provided for very low picks and very high picks is that no cloths in Bombay come under that category. If it is necessary provision will have to be made.....That is the Lancashire standard. The Lancashire standard cannot be suitable to India owing to climatic conditions. The climate in India is very dry and it takes more time for putting these picks. You know that in any mill the change of shuttle does not take much time; but the time is taken up in taking and re-taking the ends.

MR. STONES:—In one case there is loss of time due to shuttling and in another case there is loss of time due to breakages. I see your point. This question was before the sub-committee of the Millowners' Association. As I told you before, as there are neither too low picks nor too high picks within the range of counts in Bombay they have not provided any allowance. We did consider that point. On page 13 you will find that allowances are provided from 30 picks per inch to 70 picks per inch in direct arithmetical progression. The weaver with the high pick is compensated for the loss of time in changing the beam and the weaver with a low pick is compensated by reed allowance, as you will see on page 14.

MR. RAMSINGH :—It is reed allowance and not weft allowance. We have high reeds and high picks.

MR. STONES :—Have you got any cloth which goes above 80 picks?...
Yes.

Then we will have to consider the possibility of putting a high pick allowance.

THE CHAIRMAN :—Does Mr. Ramsingh want to add rates for higher pick in this list?.....Yes. Sir, for higher pick.

MR. STONES :—As it is provided here on page 17 of the Lancashire list.

MR. STONES :—So we provide for higher picks?.....Yes.

MR. STONES :—You put this point before the Millowners' Association, and it was considered by them and allowance has been given for the extra strain involved in high picks.

MR. KAMAT :—By high pick you mean 70?.....High pick depends on the count of weft. It is easier to weave 52 picks of 10s weft.

MR. STONES :—I think you will agree with me that it is easier to weave 80 picks of 60s than 52 picks of 10s?.....Yes.

I think you will agree that the allowances given should be in proportion to the work done. If you put your suggestions before the Association we will meet again and consider it.

SIR MUNMOHANDASS RAMJI :—We will discuss the possibility of accepting the suggestion.

MR. STONES :—If all other mills start doing like you, would you be able to maintain your selective measure?.....Your line of working is different to our line.

Let us take the Kohinoor Mills, which is working very much on your lines?.....Not Kohinoor. We have 50s warp, 40s weft, 96 reed and 80' looms. Such is our cloth. I think very few mills in Bombay take that line. There may be only one or two.

Khatau?.....I think Madhavji Dharamsey goes in for it.

I had no idea that you were going in for 96 picks with 50s. If so, you should have a high pick allowance.....I will send you samples.

If we were to have higher rates elsewhere, your men would be drawn from you; and then the competition would go in, and the net result would be a state of chaos. Whereas by standardising the rates you pay the same wages as

others, and you will have to draw good labour by giving them good work. It will be better for the industry....One thing should not be forgotten, namely, that better skill should be paid better wages.

I will just come to that question. If you will take the Book of Examples, you will find that we have provided for plain cloth in a 40" loom Rs. 43-14-0 whereas at page 4, for a check loom 40" we have provided Rs. 63-14-0. So we do compensate better skill. Similarly you take art silk dobbies; instead of Rs. 43-14-0 we propose to give Rs. 57-10-0....Where I differ is, instead of paying compensation on one single loom, you should pay compensation on both the looms.

I quite admit your point that it will be difficult for the weaver if he has to attend to a plain loom and a dobbie loom. But my object is to specialise..... Our mill cannot compete with any other mill in grey cloth at all.

It is not right too?.....What to-day?

Put a dobbie on either loom?.....The weavers cannot manage it. You are wanting to introduce the reform after 50 years.

MR. KHAREGHAT :—You cannot compete in greys?.....We cannot.

SIR MUNMOHANDASS RAMJI :—When you said that 30s yarn was being woven from different cottons, did you mean warp and weft or only warp?..... 30s warp; warp only.

You said that there is difference in the amount of light in different mills, and that in certain mills lighting arrangements had to be made during the whole day. Did you mean the whole mill or only certain departments?.....We were talking about the weaving shed. What I meant was that in certain mills the whole of the weaving shed was in darkness.

The whole shed containing 700 or 1,000 looms?.....Yes.

Are there many mills like that?.....I have seen two or three mills; I was myself astonished to see such a mill.

What is the number of looms in your mills?.....1,680.

You have to pay very high wages on account of your low efficiency?..... Naturally.

As you are paying very high wages on account of low efficiency you think that the standard rate should be raised in cases like yours. That is a special case; is it not?.....Yes.

Therefore, you do not mean that the rates in the scheme should be higher?..... In the Millowners' Association the Calcutta dhoties were not taken into consideration at first, but later on certain millowners represented to them and only then consideration was given to them.

But it is there now?.....Yes.

The Millowners have taken every precaution to try and meet each and every contingency that might arise.

MR. ASVALE:—You stated in reply to Mr. Bakhale that your old machines were working better than the new ones?.....I did not say better, but just as well as the new. Please do not confuse other machinery with weaving machinery. We are speaking here of weaving machinery. If the looms are looked after properly and the parts renewed in time, they will run as well as the new looms.

Is it not a fact that machines of different makes run at different speeds?Not looms of different makes.

Is it not a fact that there is a difference in speed?.....We have some machinery with $2\frac{1}{2}$ " cranks instead of $2\frac{3}{4}$ " : they might run a few picks slower, but the speed can be regulated.

Is there no difference in speed between machines made by different makers?No.

Then, how is it that your old machines are still working as well as the new ones, whereas in other mills they do not?.....Because in the other mills they may not have been properly looked after. That is only my inference: I have not seen their machinery.

Do you think the efficiency of your old machine is just as good as that of the new ones?.....I have said "yes" and I do repeat that answer.

How many spindles have you in your Universal Frame?.....Ten.

Why do you not increase the number to 15?.....It will be rather difficult to manage.

You are not in favour of increasing the spindles in the department?.....I am not at all.

MR. BAKHALE:—Now, we come to the "Seventeen Demands." Our first demand is:—

"The present practices resorted to by some millowners which result in the reduction of wages shall be stopped, and reductions and altered conditions already effected since 1925 shall be restored."

What we say in this demand is that the conditions which existed in 1925 should continue. We have got some mills where reductions in rates have taken place and we want those reductions to be abolished. Are you in favour of that; do you admit that our demand is reasonable?.....I do not know of any instance; I have not gone into the matter; how can I say, then, whether it is reasonable or unreasonable? There is only one basis to go on, and that is to see whether your workers get a standard wage or not. That is the basis, and not whether it is the wage paid in 1925, 1924 or 1928.

This demand was drafted when the strike was on. Now that we have got the standardisation scheme under consideration, you think that this should not be pressed?.....This point should not be pressed.

Our second demand is :—

“ That where the daily hours of work of any class of workers are at present less than 10, the hours shall not be raised to 10, without the consent of the workers concerned expressed through their organisations. When the hours are thus increased, the workmen should be paid for the same at the usual overtime rates.”

I think this concerns the mechanics and the folding workers in the mills?..... Yes. At present $8\frac{1}{2}$ hours a day is for mechanics, folding department men, sizers and also universal winders. In my opinion, I think there is no reason why all these men should not work for 10 hours. Most of the people in the folding department have to work less hard than the weavers or spinners. The only question is of the mechanics. I do not remember exactly when, but between 1885 and 1895 there was a big strike in Bombay of these workers, and it was then decided that 8 hours a day should be fixed for mechanics. It was due to the fact perhaps that at that time there were many Anglo-Indian fitters and they had to take their breakfast. When they came to the workshop they did not loiter about but did hard work. They have to do not only hard work but intelligent work. Therefore less hours were allowed for them. I think that for mechanics $8\frac{1}{2}$ hours a day will not be unreasonable. But others should be made to work 10 hours like the rest.

The mechanics were given $8\frac{1}{2}$ hours when the hours of work for others were 12?.....Yes.

When the hours of work for the rest were reduced to 10, then the mechanics' hours were left as it was?.....Yes.

By the mechanics working $8\frac{1}{2}$ hours only, did the other departments suffer?..... I do not think so.

The intelligence and the skill required is just the same now as it was before—say in 1895?.....Yes.

So, you have no objection to keeping these people only for $8\frac{1}{2}$ hours instead of 10 hours. Do you think discipline will suffer in any way?.....I do not think so.

MR. STONES :—There are fitters in the department and fitters in the machine room. When you say that mechanics need work only $8\frac{1}{2}$ hours, do you include the fitters in the department?.....No.

Only the men of the power house ; fitters in the mechanical workshop ?.....Yes.

MR. BAKHALE :—I could not follow the distinction. Who are the fitters in the department?.....They are not in fact fitters, they may be called tacklers.

Are they working to-day $8\frac{1}{2}$ hours only?.....Yes.

MR. STONES :—It varies from mill to mill ; there is no uniformity.

The ten hours day came into operation in 1920, immediately after the strike?..... I do not exactly remember.

The Factories Act was amended in 1922, and it fixed 11 hours a day and 60 hours a week. Why were you allowing these people in the sizing and other departments to work only $8\frac{1}{2}$ hours so long?.....Practice, that is all. There is no special reason for it. In Sholapur, where I was working, they were coming exactly at 7 and working as long as the other mill hands.

But here you have allowed these people to work only for $8\frac{1}{2}$ hours, in spite of the fact that the working hours were reduced from 12 to 10 hours? It has become a kind of convention?..... Yes.

That convention has got some force behind it?.....It can be changed by mutual understanding.

Even the laws of Government can be changed, but people look up to practice and convention and think that as far as possible they should continue?.....Yes.

Now, after having worked this practice for so many years, do you think it is advisable now to change it and ask the people to work 10 hours instead of $8\frac{1}{2}$ hours?.....It is quite advisable and possible.

Why do you want them to work?.....Because the other departments suffer. Whenever these people see that there is shortage of beams in another department, they work slowly during their hours of work so that they may be kept for overtime work in the evening.

That may happen even in the future?.....But if they are kept for ten hours, then the work they do will be quite sufficient.

So, you want to break this practice and bring these people into line with the other workers?.....It can be very easily broken; it is not a difficult thing.

MR. AŞVALE :—But is it necessary?.....Yes, it is.

MR. BAKHALE :—Is it necessary in the interest of discipline?.....In the interest of supply of material to the other workers.

Do you get shortage?.....Yes.

Our demand No. 3 is :—

“ That the millowners shall not vary any of the present conditions to the disadvantage of the workers before securing the approval of the workers through their organisations.”

In the first place; where is the organisation?.....Secondly, are the workers able to understand things?

I will first put my question, and you may give your answer then. Do you approve of the idea that in a factory where you engage a large number of people the workers should generally be consulted in matters in which they are vitally affected?.....Certainly, if they are reasonable.

Who are reasonable?.....If the workers are reasonable. If they can reason out things certainly there is no harm in consulting them.

Do you think the workers are unreasonable to-day?.....It has been my sad experience.

Who is responsible for it?.....

MR. KAMAT :—I think Mr. Dange on behalf of the Strike Committee has admitted that the word “ approval ” should be “ consultation ”; and as far as consultation goes, the other side (millowners) have accepted it.

MR. STONES :—We object to the word “ approval. ” We have agreed to consult.

MR. BAKHALE :—So far as the Millowners' Association is concerned, they are willing to consult the workers; are you in favour of that?Yes.

Their own organisation?.....They have no organisation.

Whatever organisation exists at present?.. ...Yes.

You are in favour of that?.....Yes. In this connection I want to give one instance. There was a dispute in our mill, and we asked the workers to go and tell Mr. Joshi, but they said "Our leaders are so and so." We said "All right; you can get so and so." We can consult their organisations, but there are half a dozen of them.

You know in Lancashire there are no less than five organisations in each and every textile factory?.....But the union is one.

The union is different?.....

MR. STONES :—If you are dealing with the spinning section, you have only one organisation for it.

MR. BAKHALE :—Do you get complaints from several organisations?.....Yes.

I quite see: that goes on everywhere in the world now. Coming to our demand No. 7, it is:—

"The system by which each worker is required to look after 3 looms or the whole frame (2 sides) should not be introduced or continued without the consultation and free consent of the workers expressed through their organisations."

.....As regards three-loom I have my doubts about their success. As regards two sides it is quite possible. The Morarji Mills has been working it for the last 14 years.

How many spindles have you in one frame?.....344.

MR. KHAREGHAT :—Between the two sides?

MR. STONES :—Yes, between the two sides.

MR. BAKHALE :—Do you give your worker two sides when you are working on coarser counts?.....No; we give him help up to 10s. This system was introduced in 1914. We give two sides up to 344 spindles, above that we give one side.

SIR MUNMOHANDASS RAMJI :—That is ring frame?.....Yes. Up to 10s we give help. For 4s we give two helpers; for 6s and 10s only one helper.

SIR MUNMOHANDASS RAMJI :—On both sides?.....Yes.

MR. BAKHALE :—Do you think that the system of giving two sides to a piecer can be introduced in most of the Bombay mills?.....Yes.

Without any change in the machinery, or without any improvements?.....Yes.

It can be done ?..... Yes.

What are your objections to the three loom system ?..... There will be one loom in one place and two looms in another place. So, the man will have to walk more to reach those two other looms ; he will have to walk up and down many times. Besides this, there are so many breakages that I do not think a weaver can attend to three looms.

Breakages are due more or less to bad raw materials ?..... It is not defective raw material only ; it is defective humidification also. In Bombay I think there are only two or three mills which have been fitted up with up-to-date humidifying arrangements.

You have seen the Lancashire mills ?..... Yes.

And have you seen the lay out of the looms there in the weaving shed ?..... Yes.

Does it differ very much from the lay out of the looms in the Bombay mills ?..... It does not.

There a weaver works 4 looms ?..... It is easy to work 4 looms. There is another thing, that the warp works very well there, and they work with fine weft, and so it requires less shuttling ; also the humidifying arrangement is very nice in Lancashire.

MR. STONES :—As a matter of fact, there are very few mills in Lancashire with humidifiers. Most of them have no humidifiers.

MR. BAKHALE :—Perhaps, they may not be necessary.

MR. STONES :—Yes, the climate itself is such.

MR. BAKHALE :—Your opinion, Mr. Ramsingh, is that the three-loom system is not feasible ?..... Yes.

But the double frame system is possible ?..... Yes, quite possible.

Do you not think that if the double-frame system is adopted in the Bombay mills, there will be some displacement of labour ?..... Yes.

At present most of the Bombay mills are giving one side to a piecer. If that practice is changed, and if a piecer gets two sides, there will be a reduction in the number of operatives ?..... Yes.

On a fairly large scale ?..... Yes.

Do you not think that it is necessary that we should make some provision for these unemployed people ?..... Yes, it is necessary.

Are you in favour of unemployment insurance?.....They should be sent to Ahmedabad or to places where new mills are being erected; they can be sent there.

But even for that you will have to set up some agency? A Labour Exchange or something like that will be necessary?.....It is necessary. Or they may themselves go to places where they can get work.

All cannot, and if they cannot get employment, do you think it is the business of the State to protect them against misery and starvation?.....If at all it is necessary. But is there less misery and starvation in India to-day.

You can refer for that to the statistics of the Government of India. Supposing there is unemployment as a result of the introduction of the double frame system, is it your opinion that these people should be provided either with work, if that is possible, either in Bombay or outside Bombay, or with some provision for their maintenance?.....Yes.

It should be done?.....Yes.

Do you think also that it is possible to absorb these displaced labourers in the Bombay industry itself?.....I do not think so.

Coming to our Demand No. 8, it says: "The wages of those workers whose average monthly wage is less than Rs. 30/- shall be raised substantially." It is really a demand for minimum wage. Are you in favour of a minimum wage system?.....You say that the wages of those getting less than Rs. 30/- shall be raised substantially.

We can leave aside the actual wording in this demand. It is a demand for a minimum wage. We say each worker or operative engaged in any industry is entitled to get a minimum wage. Do you agree?.....I should like to have a specific question. Do you mean to say an operative engaged on working the machinery, or a worker as such in the mills?

Let us take an operative engaged on machinery?.....Where skill is necessary, nearly Rs. 30/-, it is not a bad wage.

That is not the point. The point is the wage of a man according to the cost of living?.....Man or woman.

Say an operative. Do you think that a sweeper, for example, who is not a skilled worker and who gets only Rs. 13/-, can maintain himself within Rs. 13/- in Bombay?.....Only Rs. 13/-, and no allowance?

Say Rs. 22/-?.....But she is not alone. She has got her husband, or brother, or son, or some relatives who are also earning.

You are taking into account family circumstances. Do you think that the wage should be based on family circumstances?.....Not family circumstances; but when you asked whether she can maintain herself I replied that she can maintain herself, because she receives help from her relatives.

Suppose she has no relatives. You are giving your answer hypothetically. You are taking it for granted that the woman has got relatives and she can maintain herself within Rs. 20/- or so. It is rather difficult for anybody to see at the present time whether the operatives have got relatives and whether those relatives are earning members of the family. That is so difficult for anybody to say. Generally the wage is fixed with due regard to the efficiency and the skill required, and also to the cost of living. Would you like the cost of living to be taken into consideration in deciding the minimum wage?.....Yes. As regards sweepers' wages, after such wages are increased in the mills, there will be any amount of other increases there. There will be no difference in the wage of the skilled and the unskilled worker.

Skilled labour will have to be paid increased wages. What that minimum wage should be is a different question altogether?.....What is the meaning of minimum wage?

A living wage?.....It depends on other circumstances also. You must take into consideration what a policeman gets, what a cartman gets, and what a municipal worker gets.

You would like to have all these factors taken into consideration?.....Yes, and you should also consider whether that particular person has to work hard, or has to do skilful work. On the basis of that the wages are fixed.

But you will take these factors into consideration?.....On those factors, I say the wages of the sweeper are quite sufficient.

The next demand is about forfeiture of wages. We shall come to that, when we come to the Standing Orders?.....As regards forfeiture of wages, we do not forfeit any wages.

Suppose a man leaves your mill without notice?.....Even after three years we pay. That is the rule in our mills.

THE CHAIRMAN :—Supposing he leaves without notice?.....Even then we pay him.

MR. BAKHALE :—You are not in favour of forfeiture?.....We do not do it.

Demand No. 11. Are you in favour of the ticket system for the weavers?.....Yes.

Have you got the system in your mills?.....No. I had introduced it in the Kohinoor mills. It is very good.

MR. KHAREGHÁT :—Is it for the spinners?.....I should like to modify my last answer. For fixed wage earners we have got tickets, and for pieceworkers we have not got tickets.

MR. BAKHALE :—Have you got it for pieceworkers in the spinning section?.....No.

You are in favour of the ticket system?.....Yes, because it is very clear to the workers themselves when they were present, when they were absent, how much salary they get, and what are the deductions on account of fines or absenteeism.

MR. STONES :—That is another thing altogether. Mr. Bakhale is referring to the time-keeper's ticket.

MR. BAKHALE :—Have you got the tickets for the weavers?.....Yes; while I was in the Kohinoor mills, I had introduced the big tickets, and they used to put them back in the morning, and get it marked in the evening.

MR. STONES :—You had in use the ticket, on which you entered up the wages and so on?.....Yes.

MR. BAKHALE :—I am referring to the small ticket that the worker gets when he enters the mills. Does that obtain the Morarji Goculdas mills?.....Yes.

Even to-day?.....Yes.

Even for the weaver?.....Yes.

Are you in favour of giving notice before the termination of service? Do you think that the employer should give one month's notice to the operative and the operative should give a month's notice to the employer before he leaves service?.....If they do not require a man, certainly he should be given proper notice.

You are in favour of it?.....Yes.

Do you not think one month is rather a long period? Would you cut it down to one week?.....One week is too short notice. Supposing one has to arrange for the work, a week's notice is not sufficient.

Do you not get a large number of unemployed at your gates every morning?.....We might get them.

But they are not the right type of people?.....They are not.

In Lancashire, they have got a system of a week's notice ?.....Lancashire people, and Lancashire conditions are quite different from Bombay people, and Bombay conditions.

The other conditions may differ ?.....If you want the Lancashire system, there are many practices of Lancashire which should be introduced in the Bombay industry.

I should like the good systems to be introduced, not the bad systems ?..... In Lancashire there are bad systems : is that what you mean ?

The system of giving a week's notice : is it a good one or bad one ?..... I think one month's notice system is good, and I prefer it.

You prefer one month's system, and at the same time you do not.....

THE CHAIRMAN :—Is it a point worth while arguing ?

MR. BAKHALE :—You say you do not forfeit the wages of the workers if they leave your service without notice ?.....Yes. We do not wish to create any unnecessary trouble, and therefore we pay it off.

Have you got any system of leave ?.....Yes, for those people who have got fixed wages, and those who do not earn overtime, say, clerks, sepoys and such people who do not demand more for working overtime. They get one month's leave with full pay.

Suppose a weaver gets ill, or some family member of his falls ill, and he wants two days' leave, whom does he generally approach ?.....He approaches the Jobber. He brings a substitute, keeps him and goes away.

It is the Jobber who does it, not the departmental head ?... ..The Jobber or the head Jobber.

Suppose a worker wants to go home for a month or a fortnight, then he approaches the head Jobber or Jobber ?.....Yes.

My own experience in this matter is that leave once given is afterwards denied by the Jobber or the head Jobber. When the worker approaches the Jobber or the head Jobber for leave, that leave is generally granted orally ; there is no written evidence of it. What is the practice with you ?.....We have a written record of it.

Then the man is required to make a written application ?.....He goes to the Jobber, and the Jobber writes it down there. All the men in the department know about it. He goes away with the chit, and he gets a *havala* to receive his pay.

Have you got any register or some small book in which the Jobber writes down the particulars about the man's leave?.....We have got it.

You keep a regular register?.....Yes.

MR. KAMAT :—Is the worker given something like a leave book to keep in his possession?.....He gets a pass.

MR. BAKHALE :—And he presents it after he comes back?.....Yes.

Do you generally give him the same looms?.....It is our practice to give him the same looms.

MR. ASAVALE :—With regard to the first demand, this demand was made on account of some indirect deductions in some mills. Have you heard up to now that there are some indirect reductions in some mills in the wages?.....What is the meaning of indirect reductions.

Whenever the sorts were changed, the rates fixed were not the same which brought the average wage to the level of the average which he used to get on the same loom. Have you heard about it?.....I have not heard about it. Our standard is, for narrow looms, 8 annas per day per loom, plus 80 per cent. allowance. That should be his earnings, and whenever a new beam comes on, we know what cloth he will be able to manufacture; or else, we allow the worker to weave for one week; we then make a calculation and fix the rate on that.

Was there any reduction in your mill since 1925, in the wages?.....I have no knowledge of it.

Then why should you object to this Demand No. 1?

THE CHAIRMAN :—This will be met by the standardisation scheme.

MR. ASAVALE :—If there has been no reduction in your mill, why should you object to the first demand? You have no objection to keep the same rates and wages, and you say that a cut in wages is not necessary at present?.....When the standardisation scheme comes into force, this goes away altogether.

But at present you are not for the standardisation scheme as it is?.....I am for the standardisation scheme.

There will be 15 per cent. reduction of wages in your mill?.....That will have to be adjusted. That is what I say.

You say that you accept the standardisation scheme prepared by the Millowners' Association?.....I do not say I accept it; I say that the scheme will be accepted with certain modifications.

That is your idea?.....Yes.

Sr MUMMOHANDASS RAMJI :—You said that you give two sides of a ring frame to one workman since a long time ?.....Yes.

Is it a voluntary system, or is it compulsory ?.....It is voluntary, and it is going on since 1914.

Can any worker say that he will not work two sides, and he should be given one side ?.....No; he has to work on two sides.

You insist upon two sides ?.....Yes.

And you have found no difficulty ?.....No difficulty whatsoever.

How much does your spinner get there ?.....For 312 to 344 spindles we pay Rs. 21/- plus 70 per cent. For a single side we pay Rs. 17/- plus 70 per cent. But for a single side we have more than 344 spindles.

MR. STONES :—You could not operate the three-loom system in your mills ?..... No.

Why ?.....It is not possible. I do not think it will work efficiently.

The reason being that you are more on fancy work ?.....We are on fancy work.

Let us assume that you put in very good cotton, that you give a low reed, and that you put in a universal pirn with 3 to 4 times the amount of weft that you are on now, and give them good yarn ?.....Good yarn and fine yarn.

Fine yarn in very fine reed would be equally difficult. Suppose you give 20s yarn on 40 reed ?.....And good humidification arrangement and good tacklers, if there are any in Bombay.

What difference does it make to the three-loom weaver if the tackler minds 3 looms ?.....The looms work properly.

Yes. And suppose the weaver, instead of bringing his weft from the loom to the warehouse, has not got to do that; and suppose the weaver has only one count of weft in all his looms and has only one pick in all his looms, and it is the same cloth year in and year out, and all the weft is delivered to the loom to him, do you not think it is possible for him to mind even more than 3 looms ?.....Yes. If the conditions were ideal, as you mention them then I think the weaver can work 3 looms.

Would you tell the Committee whether you have seen the 4-loom being worked by one man, and whether it is possible ?.....Under the circumstances that you mention, I think it is quite possible. When you give ideal yarn and ideal humidifying arrangements, and universal pirns, with no change in the picks, the reed or the counts of warp or weft, then I think it is possible.

In addition we provide a helper to the men?.....Then it is possible. I would do it if I got those conditions.

MR. BAKHALE :—If a worker weaves the same kind of cloth year in and year out, do you not think the question of monotony will come in?.....No. He will specialise himself for that, and that is required.

MR. ASAVALE :—As regards 2 frames, you have stated that the man is working on 344 spindles. Do you think a man can work on more than 344 spindles?.....We do not allow them to do that.

Would he be able to work if he is given 500 spindles?.....No.

MR. KHAREGHAT :—Are they ring frames or roving frames?.....Ring frames.

What is the practice in roving frames?.....There is only one man to one side.

SIR MUNMOHANDASS RAMJI :—Sir, at 2-30 p. m. to-day, we have a meeting to consider the situation created by the closure of mills.

THE CHAIRMAN :—You want to adjourn?

MR. STONES :—We can finish with Mr. Ramsingh, and then adjourn.

THE CHAIRMAN :—I agree.

MR. BAKHALE :—Then Rule No. 3 states :—

“ The decision of the manager upon any question arising out of, in connection with, or incidental to these order shall be final, subject however to appeal to the managing agents.”

Suppose on some question the manager gives a verdict which according to the worker is wrong and under the law of the land he can go to a court of law. If you make a rule like this ‘ that the decision of the manager shall be final ’ do you think that the man can go to a law court and sue him?

THE CHAIRMAN :—You may ask his opinion on the rule itself.

MR. KHAREGHAT :—He is not a lawyer.

MR. BAKHALE :—Are you in favour of the working periods fixed by the millowners with two recess periods?.....No. While I was in Sholapur I tried this two recesses system. There were various objections. In the first place, in the morning between 9-30 and 10 if all the workers come out for dining at a time there is not enough room in the mill where all the workers in the mill can take their food. Then the food does not come at the regular appointed hours, because most of the workers take their food in hotels. That hotel-keeper cannot

attend 5 or 6 mills at the same time. Another thing is that the work is done in one swing. After he comes in the morning he takes 10 or 15 minutes to adjust himself and then goes on with the work. If a second recess is given that swing will be broken. After this experience I had to abolish this system in Sholapur. My opinion is that one recess of one hour would do.

What about morning?... They take their food in the mills and their neighbours will mind the looms. Loitering is not due to taking meals.

Do you think that loitering is due to the inside arrangement in the mills? Yes.

You are in favour of *status quo* with regard to recess periods? Yes.

Suppose in spite of your opinion these rules come into operation with two recesses, do you think that it would be fair that an operative taking food beyond the fixed recess time should be dismissed? Don't you think that the penalty is too severe? It may be; but then we have to follow the rules of the association.

They are only being discussed. Would you prefer to give a mild punishment? If the worker does not get his food in time and gets an hour or so late we should not be so severe in our punishment. But if he persistently does so in order to defy the authority.....

That is a different matter altogether. You would modify this rule inflicting the penalty of dismissal for taking food outside the stated hours? Yes.

Then there is another rule :—

“ Operatives attending late are liable to be shut out and treated as absent, but may be admitted on payment of a fine.”

..... This is discipline; otherwise discipline cannot be enforced. People then will come at any time as they like.

There are disciplinary methods and disciplinary methods. They vary. Take for example Mr. Addyman's mill. There the workers are asked to attend at 6-30. If a worker comes at 6-40 he is admitted into the mill. If a worker comes after 6-40 he is shut out till the first recess in the morning and then he is admitted for work. In that case his wages will be three-fourth. Would you prefer this system of Mr. Addyman? Mr. Addyman has got a woollen mill. There are very few men.

He has got about 800 men... All the 800 are not weavers.

The rule is applicable to all the 800 men. Would you like to have a similar system? If a man comes late by one hour in our mills we cut one-fourth wages.

Do you fine the man?.....We do not generally fine. If the millowners pass this rule then we have to obey. I am only expressing my opinion.

MR. KHAREGHAT :—If he comes an hour late you cut out one-fourth of the wage?... Yes.

MR. BAKHALE :—Then there is another rule :—

“ Operatives will be classed as (1) Probationary and (2) permanent. A probationary operative is one who is provisionally engaged for the first time on a particular post for a period of two months during which he may be dismissed at any time without notice. At the end of two months if not dismissed a probationary operative becomes permanent.”

.....Two months period is too small. Suppose I take a substitute.....

MR. STONES :—It is engaging men and not engaging substitutes.

MR. BAKHALE :—Do you approve of this rule?.....I approve of it.

Incidentally how do you recruit your labour? Through jobbers and head jobbers?.....Through jobbers and head jobbers.

Rule No. 11 says :—

“ All male operatives on leaving the mill premises to be searched by the gateman and all female operatives are liable to be detained by the gateman for search by the female searcher? Are you in favour of this rule?...I am very sorry to say that I do not like this. But I have to be in favour of this rule, because there are so many thefts taking place. I found during the strike 30 thefts.

During the strike conditions were extraordinary.....Even before the strike there were many thefts and even after the strike there are many.

How many workers have you got?.....In all 4,000.

How many robberies were detected in one month?.....I have not kept any record but we detect one or two.

There may be some cases which may go undetected.....Yes ; we know that thefts are being committed but very few cases come to our notice.

You can easily detect them?.....In the morning the weaver goes in and finds that somebody has cut out the cloth from his loom. Then it comes to our notice.

Is it very common in the weaving section?...The majority is from the folding department.

Fifty per cent. of the folding department are thieves?.....The majority of the thefts occur in the folding department.

SIR MUNMOHANDASS RAMJI :—All the loiterers who come in the morning offering to work as substitutes have access to any department. Early in the morning they have got an opportunity to take away something.

MR. BAKHALE :—Why should you not shut them out ?

SIR MUNMOHANDASS RAMJI :—You object to giving *chapas* to weavers.

MR. BAKHALE :—Suppose you insist on that, it will become into a practice ?..... I stopped one man who said that he had brought *khana* and the workmen at once came to me and represented to me that the men bringing *khana* should be allowed and they kicked up a row over it.

So, you are in favour of this rule ?..... Yes.

Don't you think that excessive power is given to the gateman by this rule ?.....How ?

You give him power to search the men ?.....There are half a dozen men to search.

They can detain any man they like.....Yes ; if they suspect.

What is your opinion with regard to 'play off' ? The rule says :—

“ The Company may at any time or times and for any period or periods at their discretion in the event of a strike, fire, catastrophe, emergency or epidemic, or when it is necessary to do so because of the state of the trade stop any machine or machines, department or departments. The operatives employed on those machines or in those departments will be 'played off' *i. e.*, temporarily stopped without notice and without compensation in lieu of notice. The employees so 'played off' are not to be considered as dismissed from service, but are temporarily unemployed and will not be entitled to wages during such unemployment. Such employees will be given the first chance of work again on the resumption of work on such machines or departments.”

Are you in favour of this ?.....Yes ; I will just tell you. As a result of stoppage the mill loses profit on that loom and the overhead charges are increased. So, it is the mills that have to lose much. So far as possible, the mills never keep either their machinery or loom idle. If the mills are not profiting by stopping the looms, the workmen would not be justified in asking compensation. On the other hand the mill loses.

These are emergency cases. Suppose an emergency occurs in the case of a worker. Say he falls ill or there is sickness in his family. He wants to go to his place.....We allow him to go.

Some mills may.... I think as a rule Bombay mills are very sympathetic towards their workmen.

I know that to my cost, Mr. Ramsingh. Don't you think that if we were to provide for emergency on the part of the millowners we should provide for emergency also in the case of workers?.....I am in favour of that.

MR. STONES :—There is again trouble in the mills. We have got a meeting at 2-30 which will occupy us at least till 3-30. I think it would be better if we adjourn now and meet to-morrow.

The Committee adjourned till 11-15 A. M. on Thursday the 13th December 1928.

Thursday, 13th December 1928.

Thursday, the 13th December 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

MR. SAKLATVALA :—Mr. Chairman, we have got a very important meeting this afternoon. You are well aware how the situation has developed. Yesterday we had a meeting, and we have a very important meeting at 2-30 P. M. to-day. Therefore, we should like to be excused. There is no chance of the meeting terminating before 4 O'clock, and as the question is important I am afraid we cannot be present this afternoon. If we are not able to finish the witnesses by to-morrow, if necessary, I am quite prepared to carry on on Saturday; we can sit for an hour or two after 11 on Saturday.

THE CHAIRMAN :—The witness who has been called for this afternoon can be examined by the labour representatives and you can get a copy of the notes, and then he can be re-called on Saturday.

MR. SAKLATVALA :—Yes.

SIR MUNMOHANDASS RAMJI :—Sir, as regards Mr. Bakhale's statement yesterday that the mill Manager did not keep the mill working although the workers requested him to do so, I made enquiries at the mill. About 2,000 people had collected at the gates and were throwing stones into the weaving shed itself. In our weaving shed 40 per cent. of the labourers are Hindus and 60 per cent. are Mahomedans. The Mahomedans who belong to Mr. Bakhale's union did not want to stop, but the 40 per cent. Hindus requested the Manager to close down the motor for fifteen minutes so that the crowd outside may disperse and they might then resume work. On that understanding the motor was closed down. In the meanwhile, while they were discussing the question the spinners came out and the whole lot of them went out. When the spinning section had gone out the weaving section also had to be closed. As soon as the motor of the weaving section was stopped, Mr. Bakhale's union men phoned to Mr. Bakhale to go to them to give instructions, but Mr. Bakhale said that he could not go. These people although one fifty in number with stones in their hands were prepared to fight the mob outside numbering about 2,000. The Manager would not allow them to do so and risk the mill property.

Mr. Bakhale is coming only just now, and I am sorry I had to make the statement in Mr. Bakhale's absence.

THE CHAIRMAN :—I do not think we need discuss this matter.

MR. KAMAT :—The management know the situation best.

Oral Evidence of

MR. ERNEST GORDEN CAMERON, M.L.M.E., M.R.S.I.,

Mechanical Engineer, Bombay Municipality.

THE CHAIRMAN :—Mr. Cameron, what department are you in charge of?
.....Mechanical Engineering of the Bombay Municipality.

How long have you been in charge?.....Ten years.

MR. ASAVALA :—What are the hours of work in your department?.....
In addition to my department, I have got also the figures for the Road Department and the Drainage Department. I will give the figures for all these departments if you want them.

MR. ASAVALA :—Both for the labourers and for the artisans also.....In the Municipal Workshops we have 48 hours per week and the hours of labour are from 8 to 12-30 and 1-30 to 5-30. In the Road Department the hours are from 6 A. M. to 11 A. M. and from 1 P. M. to 5 P. M. In the Drainage Department they are 7 A. M. to 11 A. M. and 1 P. M. to 5 P. M. There is a difference of one hour between these two departments.

What are the minimum and maximum wages you pay these labourers in the departments?.....The minimum wage for labourers in the Municipal Workshops is Re. 1/- per day inclusive of the war allowances. We take apprentices, which of course hardly counts, and they get 8 annas per day and get promotion according to ability.

What is the maximum wage paid to any artisan in the Workshop?.....
The maximum wage paid to any artisan in the Workshop is Rs. 4/-.

Labourers?.....Rs. 1-10-0.

Artisans?.....Artisans rise to Rs. 4/-, inclusive of allowances.

Are there any agreements as regards the employment of these labourers?.....The only condition that they accept is the standing rules of the Municipality. In the Road Department they get 14 annas a day for coolies, 11 annas a day for women and 9 annas a day for boy. I have a full list of the wages prevailing in the Road Department. If you desire to have a copy I can give you a copy.

You may read them out here :—

Mistries	...	...	Rs. 1-5-0 to Rs. 2-8-0 per day.
Mukkadum	...	...	„ 27-0-0 to Rs. 29-0-0 per month.
Coolies	...	...	„ 0-14-0 to 0-15-0 (one anna more in A to D Wards, because in the southern portion of the city accommodation is more costly) per day.
Women	...	...	„ 0-11-0 per day.
Boys	...	...	„ 0-9-0 „
Malis	...	...	„ 28/- per month.
Masons	...	...	„ 1-8-0 to Rs. 2-4-0 per day.
Carpenters	...	...	„ 2-0-0 to Rs. 2-8-0 per day.
Havildars	...	...	„ 35/- per month.
Painters	...	...	„ 1-4-0 to Rs. 1-12-0 per day.

In the Asphalt Plant :—

Fitters	...	...	Rs. 3-8-0 per day.
Operators	...	...	„ 2-0-0 to Rs. 3-8-0 per day (according to length of service).
Drivers	...	...	„ 3-0-0 per day. (Drivers must be men possessing Government Certificates.)
Firemen	...	...	„ 2-0-0 per day.
Mukkadums	...	...	„ 1-6-0 to Rs. 1-8-0 per day.

What do you pay to the fitters in the workshop?.....The average wage of fitter is Rs. 2/- to Rs. 2-4-0.

Carpenters?.....They are paid about 4 annas less per day, as they are less skilled.

Do you inflict fines on them?.....The total fines for the year 1927 was Rs. 37/-.

For how many workers?.....350. And the monthly wage bill is Rs. 20,000/- to Rs. 25,000/-.

Do you ever forfeit the wages of these labourers?.....I have never known of such a case in my department.

Have you got any ticket system or the giving of any number of badges?.....Every man is given his number and they have specially shaped tickets, for example the fitter has got a triangular ticket, and that is to make

them more easily indentified. When he enters he takes his ticket and drops it into the box. The tickets are checked and also the vacant places in the board and his absence of attendance is understood from that and put down in the time book. In the course of the day the time-keeper goes round and checks the result of attendance on the board by actual presence in the workshop.

MR. KHAREGHAT :—Do they return the ticket to the man?.....When the man goes in he takes his ticket and drops it into the box. The time-keeper enters his absence or presence in the book, and then goes round and checks the entries by noting the actual attendance.

What happens to the ticket after it is dropped into the box?.....It is replaced on the board.

They do not take it with them?.....No; they do not. They are all kept on the board.

Since when have you consolidated the high prices allowance?.....Within the last 12 months.

Before that you were paying separately?.....Yes. For all new comers we do not give the combined high prices allowance; that is given only to the old employees. The new employees are paid the old rate of wages without the high cost of living allowance.

You pay them less than the old men?.....We start them on less pay.

What is the reason?.....The high cost of living allowance is 4 annas per rupee and 8 annas for two rupees, and that has been consolidated for old hands, and the new comers are not paid that.

MR. KHAREGHAT :—Are the rates given by you for the old employees or for the new employees?.....The list I read out was introduced within the last 12 months; it is for new employees.

What do the old employees get?.....They get roughly 25 per cent. above it.

MR. ASAVALE :—Do you give notice for the termination of service?.....We have different rules. In my department the men are paid monthly, and under ordinary circumstances every man is given a month's notice. On the other hand, it is not usual for them to give notice before they terminate their services. Their wages are paid within a day or two of their leaving service. We do not usually enforce the giving of notice except in particular instances, for example in the pumping station, where public safety may be endangered, if we think it necessary we insist on notice being given.

With the general labourers you never insist on notice?.....By the general labouring class it is never given and never asked for.

In the Road Department and the Drainage Department all the labour is temporary and no notice is given and no notice is insisted on; they are paid on a daily wage.

I was talking about permanent labourers. What is the leave system?.....At the Pumping Station every man gets 20 days leave on full pay.

It is casual leave?.....It is not really considered as leave; it is considered as a sort of sanctioned absence. They cannot claim it as a right; they cannot say "I am going to take 20 days' leave and I am going to take it at a stretch." So it is not leave in the ordinary sense of the word.

But you do allow it?.....We do allow it, but it must be taken at our convenience. We can not allow 30 per cent. of them to be on leave or any one to take leave at a stretch. It must be divided throughout the 12 months equally.

MR. KHAREGHAT :—He gets pay for that?.....Yes. I have a list of the leave granted in various departments. It is not a standard, because the conditions of work vary. Duties out-door are considered to be more arduous than in the shop. Water attendants get 12 days; motor drivers and cleaners get 15 days; marking hamals 12 days; electric light attendants 15 days; maistries 12 days; lascars 20 days; watchmen 12 days; lascars in the Water Works 20 days and the other men (Chawiwalas, fitters, turners, painters, etc.) get 12 days; motor chaffeurs and cleaners in the Health Department 15 days; and all the rest is 12 days, with the exception of the workshop where we give 15 days and to lascars 20 days. That is used up very often. A man takes a holiday on Good Friday or Christmas and asks that it may be treated as casual leave and we mark him present for that day.

He does not get any other holiday?.....No legitimate holidays. He probably takes his causal leave for any holidays he wants.

No Sundays?.....In the Road Department and the Drainage Department, the men work on Sundays; in the Pumping Station and in the Workshop where we have machinery, generally they do not work. We have, however, noticed that the man takes the causal leave in addition to the ordinary leave.

MR. ASVALE :—With regard to food arrangements, where do they take their food?.....They have their own arrangements, and they take their food during the meal time recess.

Have you got any rule as regards discipline?.....We have no printed rules; it is left to the discretion of the head of the department. Every man from the most humble labourer has access to the head of the department and

also to the Municipal Commissioner, and I may say that they have taken advantage of it very considerably.

Have you got the 'play off' when there is any defect in the machinery? Do you ask the people to go away temporarily when there is any defect in the machinery?.....Yes, that is done. In the Road Department and in the Drainage Department, the amount of work which they have fluctuates with the orders from the various departments. For instance, if I have certain sewers which I want excavated or repaired, I send an order to the Drainage Department to carry it out. When there is a great deal of work to do they employ a considerable number of temporary men; these men stay on for the work and when the work is finished they are paid off. If there is work two days afterwards, we take new hands.

When you ask them to go away for a day do you pay them wages for that day?.....Well, that does not happen.

Suppose a machine stops after they have started work, and you ask them to go away for the day; do you pay them that day's wages?.....If the machine stops before meal time the men will be given a half holiday. In the case of the Transport Department, which is practically closed down during the monsoon, the men are engaged as temporary daily hands for 8 months of the year; if we find that we have not sufficient work in hand for the day, the men are not employed for that day and they are told to go back.

Is it casual leave?.....No; no. We are talking about the terms of employment. In the Road Department, for transport and quarry work we engage temporary hands on daily wages. If we have no work in hand, they are liable to be told in the morning when they turn up for work or probably on the preceding evening that there will be no work for them for that day or for two or three days.

What is the procedure in your workshop?.....It has been necessary when we find we have little work, to give the men a week's leave or a fortnight's leave. To prevent that as far as possible, we keep a permanent staff and we have an extra grant, which is termed extra or overtime additional grant, especially for employing casual labour. We employ men to do a particular job and as soon as they finish it they go. But to the minimum staff which we retain as far as possible we give constant employment.

Who engages these labourers?.....They are engaged by the shop foreman on the recommendation of the mukkadam.

MR. BAKHALE :—How many employees have you got in your workshop?.....Roughly 400.

Are they all skilled labourers?.....Out of 400, 60 are absolutely unskilled.

And the rest are more or less skilled in varying degrees?.....Yes.

What is the minimum wage of these unskilled people?.....Re. 1/- per day. I may say that in engaging these men we usually select men with good physique; we try to get our money's worth.

In the Roads Department how many people have you got?.....About 2,000.

Are they all unskilled or skilled?.....They are all unskilled practically.

In the Drainage Department, how many people have you got?.....Probably about 200.

Are they all sweepers?.....No. They are usually men who keep the sewers free from choking and obstructions.

What is the minimum wage they get?... - Twelve to fourteen annas.

I suppose you have got the figures for the Municipal sweepers also?.....They come under the Health Officer; he will give that in his evidence.

You said just now that you recruit your labour through the foremen. What is a foreman; is he an overseer?.....He is a man on a salary of about Rs. 500/- a month.

What are his educational qualifications generally?.....He is usually a highly qualified man. He is a man who has risen from the ranks, from the bottom, and worked himself up both by educational qualifications and practical ability.

Have you ever heard any complaints about corruption at the time of recruiting labour in your department?.....I have many.

Do you ever deal with that kind of corruption?.....Yes. We investigate every case.

You said that you had standing rules which lay down the conditions of employment.....That is regarding rules as to hours of work and leave rules, provident fund, etc.

Could you give a copy of those rules for the Committee?.....I have more or less got them here; I could get copies of them and let you have them.

I suppose you have read the rules of the Bombay Millowners' Association for the cotton textile industry?.....I have read them, but I have not studied them.

How do they compare with your own rules?.....If you put any specific questions I will answer them to the best of my ability.

Take, for example, No. 3 of the Standing Orders of the Bombay Mill-owners' Association. It says: "The decision of the Manager upon any question arising out of, in connection with, or incidental to these Orders shall be final, subject however to appeal to the managing Agents." Have you got any such rule like that?.....No, but that fairly represents what is done in the case of the municipality; putting myself in the position of the Manager and the Commissioner in the position of the Managing Agents.

Do your workers ever approach the Corporation over the head of the Commissioner?.....It has been done, but it is usually referred by the Corporation to the Commissioner. In all matters of discipline the Commissioner is the person who is responsible under the Act; the Corporation are not responsible for discipline at all.

About working hours, you said in the municipal workshops they work only 48 hours a week?.....Yes.

Are your workshops governed by the Indian Factories Act?.....They are.

You know the Indian Factories Act lays down a maximum period of 11 hours a day and 60 hours a week?.....Yes. we have fixed our hours more or less in agreement with the Port Trust and the Railways. We try to keep our hours of work and conditions of employment very similar right throughout. We have no definite agreement, but we try to keep the conditions similar in all these places.

All the same, it is true that although the Factories Act lays down that the factories and establishments which are governed by the Act can work 11 hours a day and 60 hours a week yet you work your workshops for 48 hours a week?.....Yes, but when the Railways and the Port Trust work 48 hours a week, we could never get a man to work more; it would be impossible for us to do so. I think the Railways introduced 48 hours a week before we did.

I suppose the Railway workshops are also governed by the Factories Act?.....They are.

How long have you been in Bombay?.....Ten years; 17 years in India.

I suppose you are fairly familiar with the climatic conditions of the city?.....Yes.

Do you think it is possible for a worker in a textile factory to work 60 hours a week, or 10 hours a day, for 26 days in a month and 12 months in a year?.....

THE CHAIRMAN :—I do not think we need go into it. It has been done.

MR. BAKHALE :—It has been done to the detriment of the operatives' health?.....I think that is a question for the health officer.

You have got only one recess period, which varies in different departments?.....One hour in the workshops.

Suppose a man comes late to your workshop, what do you generally do?.....He is allowed 10 minutes' grace. The attendance of the men who come late is marked in red ink in the book. If a man is a habitual late attender, we see from the book that his attendance is marked in red, and he is warned.

MR. KHAREGHAT :—What happens if he comes after the 10 minutes' grace?.....After 10 minutes, we do not allow it, unless he has legitimate excuse. A good number of them have to come from Kurla and places like that, and we sometimes have a batch of 10 coming late, with the excuse that the train has been delayed. Then we admit them; otherwise we do not.

They are marked absent for the day?Yes.

MR. BAKHALE :—You take him the next day?.....He can start after the recess hour, and we pay him for half the day's work.

But you do not fine him?.....No.

When did you begin to give war allowance to the operatives?... I cannot tell you off-hand. I think it was somewhere about 1918-20.

Was it 4 annas a rupee?.....Roughly, it was graded according to the scale of pay, and the man who drew Re. 1/- got 4 annas.

Why did you consolidate the high prices allowance during the course of the last 12 months?..... One thing was that the question of book-keeping was very very complicated, and it simplified matters very considerably. Also, I think the Commissioner was of the opinion that it would be very difficult to reduce this allowance once it was granted; and the best way was to let those who were already in employment have the benefit of that and have it consolidated with the pay, and the new comers would take up service knowing well the new conditions.

THE CHAIRMAN :—You have had no trouble on account of that?..... Not the least.

MR. BAKHALE :— You consolidated the allowance as it stood then?..... Yes.

You know the cost of living has recently gone down, and yet you consolidated the amount as it was given in the year 1920, when the cost of living

was high, much higher than it is to-day?... . Yes, I think the municipality and Government, in many things are a little more generous than a private employer is likely to be.

Is that due to the pressure of a democratic body on the top, namely, the Corporation?.....

THE CHAIRMAN :—I think you had better leave it at that.....I think it was more or less discretionary and within the powers of the Commissioner.

MR. BAKHALE :—Have you got any such system as probationary operatives and permanent operatives, as under No. 9 of the Standing Orders of the Millowners' Association, either in your workshops or in any other department?We do not trust to the testimonials of every man we engage being *bona fide*. We put him on probation for 7 days, 10 days, or 14 days. We tell him what his rate of pay will probably be according to his qualifications, and to see that his testimonials are *bona fide*, we put him on an actual test, and then we see whether they are genuine and whether his ability is as represented. If he does not come up to expectations, he is told what he would be paid if there is a suitable vacancy, or else his services are terminated without notice.

In your workshops or any other department, have you got such material as is very costly and valuable?.....We have.

Did you hear any complaints that the material was stolen by some operatives?.....Yes, it has been stolen.

What do you do with those cases?.....We do our best to follow it up. If I may give an instance, we had a radiator which was very big, costing about Rs. 500/- to Rs. 600/-. A certain man had an eye on it, and he had been seen hanging about for an opportunity to move it. One day the radiator was not to be seen, and we found it off the side of a wall. The operator was also seen in the vicinity and we informed the police about it. They sent three plain clothes men to watch the radiator, but the following morning the radiator was gone, and so also the operator was gone; only the police were there, and they could not trace it.

MR. ASAVALE :—Have you got a system of searching?.....Only if a man goes out with anything bulky about his person, or if anything is suspected. He is not searched in the ordinary course. We have a watchman at the gate.

MR. BAKHALE :—In your standard municipal rules, have you got any rule about searching?.....No.

I suppose you have read Standing Order No. 11 of the Millowners Association. Would you like to have it here?.....I think we have the same rule with us. We have a watchman.

THE CHAIRMEN :—Have you got any rules under which it is to be done ?
..... We have no rules ; it is understood.

You have rules about meal hours and recess hours ?..... The hours of working are stuck up on the board ; we must do it under the Factories Act.

MR. BAKHALE :—If you can detect offences in your own workshop, do you not think that the millowners also can do the same thing, even if there is no definite rule like this in their Standing Orders ?..... I cannot exactly express an opinion. The conditions are probably different. I do not know whether it is easier to smuggle cloth out. The stuff we have is usually very heavy, iron and brass things. In spite of that a certain amount is pilfered, and we endeavour occasionally to trace it.

MR. ASAVALE :—You have no small articles like screws ?..... We have, and they do disappear, and they are never traced. We can only endeavour to keep the amount of pilfering at a minimum.

MR. BAKHALE :—You stated that last year your fines amounted to Rs. 37/- for 350 workers, with a wage bill of about Rs. 25,000/- ?..... Yes.

What are the offences for which you generally fine your workers ?..... Misconduct, wilful disobedience of orders. We have a good deal of outside work. If a man who is sent out on a job does not go straight to his job, but wastes his time, he is fined.

Have you got any maximum limit ?..... We have no limits.

Suppose a man draws Rs. 30/- a month, how much will you fine him, if he commits mistakes ?..... There is a standing order that the fines must never exceed one month's pay in a year. I have never known anything like that happening.

You never forfeit wages ?..... I do not know of any case where it has been done.

Suppose you have got a permanent employee, and he leaves service without notice, do you forfeit his pay ?..... In the case of the pumping station, where it is of vital importance that notice should be given, it might be done, but I do not know of any such cases that have arisen.

You generally pay him ?..... Yes.

In your case, is it necessary for a workman to send in an application for leave ?..... They have to make a special application, and that is checked against the book, as to whether it is due to him or not. We have a book with a page for each man, and the amount of leave he takes. Each separate

application is entered in this Book. He makes an application on a printed slip that he wants to go on leave. If he remains absent through sickness, and sends in a medical certificate, we treat it as casual leave.

Who sanctions the leave?.....The foreman.

Suppose a workman remains absent for a day owing to sickness or some other cause, how do you fill up his post for the day?.....We cannot fill it up. If it is possible, we put another man on the work, if it is important. If it is not important, it waits until the man returns. We usually provide for about 15 per cent. absenteeism.

Still you can get on with your work with 15 per cent. absenteeism?..... It means that we have to engage 15 per cent. more men to make up for the absentees.

You pay these substitutes?.....They are not engaged for the day. It means we have a permanent staff 15 per cent. greater than what is necessary.

You have got an extra staff of 15 per cent?.....Yes. In the police, I believe that 25 per cent. is allowed for casualties and absentees.

Do you not think that 15 per cent. absenteeism is a little too much?..... If you look in the Labour Gazette, I think you will find that the Port Trust, the Railways and such like concerns, have 10 per cent. to 15 per cent. absenteeism. There are special branches where the percentage is greater than that.

What is it due to? Could you tell me the reason why there is so much absenteeism?.....To take the special case of the Kathiawari motor drivers and motor cleaners, they probably have their wives also working. I am not stating it as a fact, but I am informed that the man is quite happy to work for half the month, and would like his wife and daughters to work and help to keep him for the other half of the month. That is only hearsay, but that particular case has recently come and been investigated.

Suppose your engine stops, is it the practice to ask the people to go away, or do you ask those people to stay and give them some other work?.....Take a quarry as an example. You would have only probably two or three skilled men who will be engaged on repairing the engine, if it stops. For the rest of the casual labour, there is always any amount of work to do. Instead of carrying stone up to the machine, they would probably spend the remainder of the day or two days, or whatever period it is, in carrying the stone away from the machine.

How does the system of playing off come into operation in your work-shops?.....When we have scarcity of orders. For instance we had about

3 months ago certain large development works, which were stopped through retrenchment; we had also the Tansa pipe line, which was a very large job; that also stopped. We suddenly found that we had a large excess of work-people in the shops. I thought it better to keep the whole lot in the service, in the hope that we would get more work to do eventually, and therefore made them take a month's leave in turn. We, however, finally realised that matters were not going to improve; so we paid off the latest joined operators.

Has the municipality got the houses for its workshop-people?Not for the workshop-people; it is only for the labour staff, the scavengers.

THE CHAIRMAN :—I do not think the question of housing comes in.

MR. BAKHALE :—You stated that the minimum wage in the railway work-shops is Re. 1/- ?.....Not in the railway workshops.

Municipal workshops ?..... Yes.

Are you in favour of fixing a minimum wage for other operatives in other industries also ?.....

THE CHAIRMAN :—I do not think they are concerned with that.

MR. BAKHALE :—I am dealing with the Seventeen Demands of the workers. We have Demand No. 8, which is about minimum wage. I am just asking him whether he is in favour of that demand.

THE CHAIRMAN :—If you like it.

MR. KHAREGHAT :—He speaks of wages at Re. 0-14-0 and Re. 0-10-0 a day also. There are all sorts of wages according to the kind of work.

THE CHAIRMAN :—I do not know whether it is worth while asking the witness whether he would like to have a minimum wage. Almost every one would, but there are various other considerations.

MR. BAKHALE :—He can certainly express an opinion. Are you in favour of a minimum wage, Mr. Cameron ?.....I am in favour of it. But I know where it has been introduced the employers have been very strict in engaging the men; they see that they give a fair return on that minimum wage, and as a result a very considerable number of men who were not qualified to obtain that minimum have been discarded and have had to look for other avenues of employment.

MR. SAKLATVALA :—Altogether, you say, in your department you employ in the workshop about 400 men ?.....Yes.

And in the road department about 2,000 ?.....Yes.

In the road department it is more or less casual labour ?.....It is all temporary labour.

The permanent labour that you employ in the workshop is 400, and a few men in the drainage department?.....Yes.

Altogether, you have really a few men to handle?.....Yes.

Supposing you had to deal, as the mill industry has got to deal, with 150,000 people, you would form some kind of disciplinary rules?...Yes. The occasion has not arisen for us to do that yet.

You think it is quite necessary that in a large industry the standing orders must be definite, if discipline is to be maintained?.....I think so. As a matter of fact, you will realise that, when you get to probably large employers of labour like Government, where every detail is laid down.

We cannot leave everything to the discretion of the manager, or simply leave everything to the workers? We must have some definite rules?.....That is so.

As regards notice, you say that you do give a month's notice?.....Yes.

But the men do not give you a month's notice on their side?.....No.

Do you not think it is unfair?.....It is, but we do not insist, because we know that perhaps in 10 per cent. or 15 per cent. of the cases they would run us into court, and we wish to avoid legal proceedings of any kind. We have never fought out any case in a court.

You have not been asked by any of the men's unions to have a definite system of notice on either side?.....No.

You will notice that in the demands made to the Millowners' Association, one of the demands of labour is "One month's notice must be given by either side before terminating the contract of service"?.....Yes; everybody knows where you are, but you do not know where the employee is; you can never find him, if you want him.

You also give tickets to your men?.....Yes, to check their attendance.

Even to the fitters?.....Yes, and the coolies.

You give tickets even to your fitters?.....Yes. If you go to the General Motors Company's workshop at Sewri, you will find that they clock on all of their employees, even men getting Rs. 1,500/- a month.

As regards wages, of course the only comparison we can make with your department is about fitters and carpenters. We allow a fitter, for instance in the spinning department, Rs. 50/- plus 75 per cent. allowance, that means about Rs. 85/- for 26 days. Do you think this is a fair wage?.....I should say that is 30 per cent. to 40 per cent. higher than what we pay.

At any rate, you would call it a fair wage? It is not unfair?.....Our men have more or less continuity of employment, and they get such benefits as the provident fund, which is equal to a month's pay in one year, and they get casual leave.

The provident fund is compulsory in your case?.....It is not compulsory, but it is taken up practically by every man.

THE CHAIRMAN :—Who contributes to it?.....The man gives a month's pay in a year, and the municipality adds a month's pay to it.

MR. SAKLATVALA :—In our mills we have the provident fund in most mills; still the men do not take full advantage of it?.....In the municipality also a great number of people do not join the provident fund.

What do you pay your carpenters?.....The average man probably Rs. 1-12-0; that is carpenters as distinct from cabinet makers.

That means for 26 days, you pay Rs. 45/- to Rs. 46/-?.....Yes.

And we pay them Rs. 35/- plus 70 per cent., that is Rs. 59/-. Do you think it is a fair wage to pay?.....It is just about the same wage we pay, considering the extra hours they work.

You think if they had to work for 10 hours, this wage is quite adequate, compared to yours?.....It is just about the same as what our men would draw in 2 hours' over-time a day.

As regards fines, of course you also have a system of fining?.....We have a system of fining.

You said, in one year it was only Rs. 37/-. Can you tell us what was the maximum fine inflicted in any particular case?.....Probably Rs. 3/-.

Rs. 3/- is the maximum?.....Yes.

What would be the man's wages?.....Rs. 50/-.

That means 6 per cent.?.....Yes.

We have provided in our rules that no man should be fined more than 2 per cent. of his earnings. Do you think it is a fair rule?.....It is not very much. In the case of superior staff in the municipality there are cases where men's promotions have been stopped, which probably amounts to a considerable sum in the course of a year.

As regards war allowance, you said that the Government departments are generally more generous than individual employers. Still, the war allowance

given in your case is 25 per cent; that was the maximum?....It was 4 annas in the rupee. I cannot say if it was 25 per cent., because it was graded according to the man's wages. I have not got the figures by me to say whether it was 8 annas for Rs. 2/-; perhaps it was 6 annas for Rs. 2/-.

The maximum is 25 per cent. ?.....Yes.

You know that in 1918 and 1919 the cost of living did increase as compared with 1914; it had gone up by about 50 per cent. ?.....Yes.

And still the allowance that you gave was only 25 per cent.Yes.

Whereas the allowance we gave was 70 per cent. in the case of fixed wage workers and 80 per cent. in the case of pieceworkers?.....Yes.

Therefore you cannot maintain that individuals did not give higher allowance than some Government departments?.....No. But they have come down to 48 hours per week for labour, and they have the provident fund, which is common to the Railways and the Port Trust and other public bodies.

Forty-eight hours' work was also carried on before?.....Since 1912.

You have not reduced the hours since 1919?.....No.

You have had the present practice since 1912?.....Yes.

It is not that you have actually made a reduction in the number of working hours?.....No.

In 1919 you were working the same hours as you are working now?.....Yes.

In our case it is the opposite. In 1912, it was 13 hours. In 1913, under the Factory Act it came to 12 hours a day, and now we are working for 10 hours. So we had actually reduced the hours of work. But as regards war allowance, I wanted to point out to you that we had been giving increases far in excess of those paid by the municipality or other public bodies. Is not that so?.....Yes.

THE CHAIRMAN :—What is the war allowance in the Port Trust?.....It is common between the Railways, the Port Trust and the Municipality.

MR. BAKHALE :—In deciding whether the high prices allowance of the Bombay Millowners' Association and that of the municipality is higher or lower, will you not take into consideration the basic rate?.....There is one thing to be noted. The basic rate was raised in many cases during certain years. For instance, if a cooly was getting 5 annas a day, his basic pay was increased in 1920,

and the allowance was on the top of that. The basic pay has risen in that period.

MR. SAKLATVALA :—In our case also the basic pay has been considerably increased over and above the war allowance. In our case also the basic pay between 1912 and 1920 was increased?.....I know in the case of coolies it went up 300 per cent.

For instance in 1912 on longcloth a weaver was getting 5 pies. Now, it is 7 pies in some cases and $6\frac{1}{2}$ pies in other cases with the result that the basic rate has gone up in our case also. In the case of spinners it has gone up from Rs. 12/- to Rs. 17/- and the war allowance.

MR. ASAVALE :—It is a point for argument.

MR. SAKLATVALA :—We have stated it in our written statement.

SIR, MUNMOHANDASS RAMJI :—Since the consolidation of these allowances with the pay, do you find any difficulty in recruiting labour on the original basic rate?.....No; take a specific case of the motor drivers. We used to engage motor drivers on Rs. 70/-. Now, we are able to get motor drivers for Rs. 50/-. There are as many people as we want who will come for that pay. The old motor drivers are on the old scale of Rs. 70/- and the rates have not been reduced. We pay the new people from Rs. 50/-.

The same answer applies to labourers also.....Yes; no difficulty whatever.

MR. ASAVALE :—In the road department the labourers are generally temporary but still the same men are working.....Yes; but they have put in 25 years of service.

THE CHAIRMAN :—Have you a pension system?.....We have the system of provident fund. Before the system of provident fund was introduced, any man who had put in 25 years' service was entitled to a gratuity of 18 months' pay. That was discretionary.

MR. KAMAT :—Supposing that some unskilled labourers are thrown out of employment in the mill industry, will your road department be able to absorb the men so thrown out?..... We cannot have a lakh and a half men. During the strike period a number of new works were undertaken on which extra labour was required and we were able to get a great number of extra men who were unemployed owing to the strike.

What about carpenters and fitters? Is there room in your department?.....No, no. We are reducing.

Oral Evidence of

DR. SANDILANDS,
Health Officer, Bombay Municipality.

MR. ASAVALE :—How many labourers are working in your department?.....Five thousand.—sweepers and scavengers. The condition of their work and employment have very little relation to the condition of work and employment that obtain in the mills. Under these circumstances it may not be necessary to enquire into it any further and I explain this beforehand.

Out of these 5,000 how many are males and how many are females?..... About half and half roughly.

What are their hours of work?.....There are two classes : sweepers and scavengers. The sweepers who sweep the streets work for 8 hours. The scavengers who remove the nightsoil work for 5½ hours.

What are the wages of those who work for 8 hours and the wages of those who work for 5½ hours?.....The wages of those who work for 8 hours are Rs. 23/- a month.

THE CHAIRMAN :—No allowances?.....No. That is flat rate. The lower class of workers work for less time and get 8 as. more, for they have to do the arduous work of carrying baskets a long distance. They get Rs. 23-8-0.

Males and females get the same wage?.....No, no. Women sweepers are paid Rs. 19/-. The women scavengers who carry baskets like men are paid the same rate of Rs. 23-8-0.

Have you got any condition regarding recruitment?.....Nothing is laid down in print.

In case these people commit mistakes do you fine them?.....The power of fining is in the hands of the head supervisor. He is employed on Rs. 400/-, Rs. 500/- a month. He can inflict fines on these sweepers for irregularities and the only rule that exists is that the fine should not exceed one month's pay in a year. As a matter of fact no man is fined more than anything between 4 as. and one rupee in a month. That is the maximum that he would be fined. If he is constantly fined, he is then dismissed as he is of no use.

Are they fined, if they remain absent?.....No; if they are absent they lose their day's pay. If they are absent for half a day, they lose their half a day's pay. They are fined only if they come late. If they come late they are warned four times and on the fifth time they are fined 4 as.

Do you ever forfeit their wages?.....No.

Have you got any ticket system among the scavengers?.....No.

About sweepers?.....They are to carry their number for identification.

Do you require notice if a man wants leave?.....If a man goes on leave without notice, he loses his pay for the day.

During the eight hours' work they do there is no system of allowing them to go for food?.....No; they do not require it.

Are there any disciplinary rules?.....Nothing on print.

Are the scavengers as well as sweepers employed by mukkadums or by the overseer or directly employed by you?.....They are engaged by the assistant supervisors, whose pay is Rs. 200/- to Rs. 250/- a month. None else has got the power but the assistant supervisor to engage or dismiss a sweeper or scavenger. Formerly it was used to be done by the head clerk and that has been stopped. Now, it is done directly by the assistant supervisor.

Are these people allowed privilege or casual leave?.....Yes. Men are allowed 12 days' leave in the year, and women get 42 days on full pay for confinement.....

Maternity benefit?.....Yes.

You have introduced provident fund system?.....Yes; one months' pay every year.

MR. SAKLATVALA :—Do you believe that the scavenger's work is very difficult as compared with the work of the sweepers in the mills? Their chief work is to sweep the departments off and on....In the case of scavengers they have to walk long distance carrying 40 pounds on their heads. We cannot make them work for 8 hours.

You pay Rs. 23-8-0 to your scavengers. In the mills we pay the sweepers Rs. 13-8-0 plus 70 per cent, which comes to Rs. 22-8-0. Considering the work they have to do don't you think it is a fair wage for a sweeper?.....It is a fair wage for a sweeper.

MR. ASAVALI :—Do you provide housing accommodation to your scavengers and sweepers?.....Yes; they occupy the chawls built for them by the municipality and hired for them. The man pays 8 as. a month and the woman pays 5 as. a month. A married couple can get their accommodation for 13 as. a month.

MR. ASAVALI :—Mr. Saklatvala put to you a question whether sweepers in your department were not doing harder work than the sweepers in mills. Do you know that there is hard work in the mills for sweepers because very few sweepers have to look after so many latrines.

MR. SAKLATVALA :—We are not talking of latrines. That work is done by the municipality for which we pay a Halalkhore-tax.

THE CHAIRMAN :—Thank you.

Further Oral Evidence of
MR. V. A. FERNANDEZ.

MR. FERNANDEZ :—I was asked the other day to see whether the rates put down in the standard list on page 16 of the book of examples tallied for the following cloth :—

		Ins.	Yds.	lbs.
Longcloth.	...	37	$37\frac{1}{2}$	$7\frac{1}{2}$
"	...	39	$37\frac{1}{2}$	$7\frac{5}{8}$
"	...	41	$37\frac{1}{2}$	$7\frac{7}{8}$
"	...	40	$37\frac{1}{2}$	10
Leopard Cloth.	...	39	38	$10\frac{1}{2}$

I calculated the wages and I found them correct. A weaver gets Rs. 44/- per pair of looms per month. On enquiry I found that on a 46 inch loom he gets about Rs. 50/-. So, he will get 12 per cent. less under the scheme than what he gets at present. He will get under the standardisation scheme Rs. 44/-. I have suggested an increase of about 7 per cent.

MR. KHAREGHAT :—According to the standard list the weaver will get Rs. 44/- per pair of looms.

MR. FERNANDEZ :—For the sorts on which I was asked to calculate the wages according to the standard list, the wages for a weaver on one loom come to Rs. 22/-. On two looms he will get Rs. 44/-.

MR. KHAREGHAT :—You suggest Rs. 50/-.

MR. FERNANDEZ :—On enquiry I found that they are paying the weaver on two 46 inch looms Rs. 50/-.

MR. SAKLATVALA :—In which mill?.....I cannot give the name.

I can mention certain mills who pay Rs. 33/-. Did the weaving master tell you? ...I went and made enquiries at the mills.

MR. KHAREGHAT :—The result of your enquiry is that the weaver gets Rs. 50/- and you consider that under the standard scheme he should get about the same wage?.....I have suggested an increase of 7 per cent. on this cloth.

THE CHAIRMAN :—What about the other cloth?.....The same principle.

MR. SAKLATVALA :—You mean that when you compared the standard rates with one particular mill you found that there was a cut of 12 per cent, and in order to bring up the standard rates to the level of that mill the standard rate should be raised by 7 per cent. That means that the cut in one particular mill comes to 7 per cent....The cut came altogether to 12 per cent. I have taken two mills for comparison.

MR. SAKLATVALA :—Now, I follow.

THE CHAIRMAN :—That was the only point left over except the experiment..... Yes ; on universal winders. In one mill there was a cut of 23·2 per cent, and in another mill a cut of 43 per cent.

MR. SAKLATVALA :—When you talk of universal winding department, is it for one particular count ? On page 5 you will find it stated :—

“ Winding from twist or weft bobbins to universal winding No. 90 pirn winding machine .”

I do not know how you arrived at 23 per cent, in one mill and 43 per cent, in another mill. What does the winder get on the average in the mill on that particular count ?..... I could not say that. I have only to see whether what the A mill pays is in favour or against.

We know some mills pay more and some mills less. A mill might be paying more for certain reasons—it may be casual labour, as they have only a few spindles to give. Unless we know what the average wage is we cannot make a fair comparison..... I give you the reason for it. The actual rate will come to to 11 as. plus 70 per cent.

That is the actual earning ?..... For 25 days she gets Rs. 18-7-10.

We propose to give on the average Rs. 13/- plus 70 per cent. That gives Rs. 22/- . So how can you make out that there is a cut in the Universal Winding Department of 20 per cent..... From the figures given to me I worked out the wages for the mills A and B.

After giving them these rates, you say the average earning of the winder comes to Rs. 18/- per month ?..... Rs. 18-7-10. I have written out my reason. I suggest 10 spindles because in most of the mills each one is minding 10 spindles, and these numbers increase for finer counts. The bobbins of the yarns of 36s and 40s will be longer. On a Universal winder a woman can wind 20s yarn from 30 to 40 lbs. per day, and at the rate of 210 pies for 100 lbs. she will be able to earn 7 annas plus 70 per cent., *i. e.*, Re. 0-11-10.

Our standard scheme says that a woman need not be given only 10 spindles. It is unfair to give her 10 spindles as she can easily manage

more spindles, and by managing more spindles she can easily earn Rs. 22/- or Rs. 23/- ?..... In the colour winding department they are getting much more.

Let us go from department to department. Let us deal with the Universal Winding machine.....

MR. KHAREGHAT :—You say that a woman can only wind 30 or 40 lbs. ? Yes.

And under the standardisation scheme she can only earn about 11 as 10 pies and your wages for 25 days comes to Rs. 18-7-10..... Yes.

MR. SAKLATVALA :—I say that under the standardisation scheme she could easily earn Rs. 22/- per month. You saw in a particular mill that she wound only 3 to 4 lbs. per hour. Do you think it is fair to draw a general conclusion from that ?..... I was told by Mr. Stones to go to some other mills. I have not yet gone to take a test.

Would you be surprised if I told you that a winder on a Universal pirn can turn out 50 lbs. and sometimes 60. We took several tests; a winder was able to turn out 50 lbs. on an average, and some could turn out 60 lbs.

You might have had extraordinary yarn ?..... Not extraordinary yarn, but ordinary yarn. In the particular mill in which you took a test the yarn might have been bad, because in spite of the high rates they give the average earning is very low. Looking to the earning in grey winding, do you not think that this earning is very low? There must be something wrong with the yarn, or the winder might not be efficient, or she might not have been given sufficient spindles. So, in the usual course she ought to get Rs. 22/-..... Unless I take a test, how can I say?

THE CHAIRMAN :—I want to make just one point clear. You have very often made the remark that in winding the average is low. In the case of the Winding Department all these averages are put here merely as a sort of guarantee which we gave to the other side that the rates would work out to the minimum specified there. We maintain that the rates will give much more than the averages mentioned. This department is not on the same basis as the Weaving Department with regard to which we make a definite statement that $7\frac{1}{2}$ per cent. reduction will be brought about and if the cut is more or less we shall adjust the rates. Here in the case of this department (Winding Department) we do not propose to bring down the rate to the average mentioned. If the average is more—and we maintain that it will be more—we will keep the same rates. As the other side said that they had no basis to go on, we gave a sort of indication that no woman will get less than a particular average and that average was given as a sort of guarantee, but in actual practice these rates will work out

higher than the average given. You must have noticed from the evidence also that although the average mentioned here is Rs. 22/-, a Mill Manager—I forget which he was—said that in his mill he was giving Rs. 25/-, and still he maintained that under the standardisation scheme the winders will be earning more. I want to make that clear. If they earn more we do not propose to cut down the rates; the rates will remain.

MR. ASAVALE :—As far as your information goes, in Universal Winding there is a cut of from 16 to 25 per cent.....Yes.

MR. KHAREGHAT :—In the figures you have given with regard to the B Mill, there is some wrong percentage. The figures you give for 20s is 200 and 300; therefore, the percentage should be 33, and not 43 as you have given..... Yes.

MR. ASAVALE :—You say that it will be very hard work to mind 15 spindles in Universal winding?.....I cannot say it will be very hard work; they may manage it if they want more wages. But generally in the mills I visited they were giving 10 spindles. Unless I go and see things in other mills, I cannot say.

But in your opinion 10 will do and 15 will be too many?.... I think so, but I cannot say unless I go and see.

You say that the standardisation of wages will be very good if properly adjusted. How is the adjustment to be made?.... I was speaking of the spinning section, when I said that they should be properly adjusted. By adjustment is meant the type of cotton used. You have to see whether the type is suitable for the counts to be spun. Suppose we take the speed frames. We pay there by hanks. First of all you have to make up your mind whether you are going to spin 4-hank roving, and from that you will have to calculate the number of turns per inch and the revolution of the front roller. Now, suppose you have an inferior cotton you will have to change your twist wheel to reduce the speed of your front roller, and thus your production will suffer.

MR. SAKLATVALA :—We have provided for that in our standardisation scheme. There is nothing to be adjusted so far as the speed frames are concerned. If the cotton requires a few more twists, and if production is less, then automatically the rate for hanks will go higher.

THE CHAIRMAN :—That has been pointed out to the witness by Mr. Stones. But it is not clearly stated in the scheme; that ought to have been clearly brought out.

MR. SAKLATVALA :—Sir, we did not intend it for a layman; it is quite clear to us.

WITNESS :—You must admit that the turns per inch count. You will be surprised if I tell you that although the average you have put for hanks in the roving frame is 6·72, in a mill to which I went only a few days ago they could not spin more than 5·75 hanks on the average.

MR. SAKLATVALA :—Still they will have to pay their roving man Rs. 38/-; therefore, the man is not going to lose. The standardisation scheme will therefore encourage the mills to increase their efficiency.....You have not specified that there.

THE CHAIRMAN :—It ought to be made clear.

MR. ASAVALE :—In any case some allowance should be given in cases where old machinery is used?.....Mr. Saklatvala says that if production is reduced, they will pay all the same.

MR. BAKHALE :—You say in your statement : “As regards the spinning department, in my opinion, there is very little comment upon the standardised list of wages. The wages have not been reduced, but the number of men has been reduced and this is compensated for by the increase in pay offered to almost all workmen.” Do you think, after having studied the standardisation scheme, that the increase in wages is proportion to the increase in work?.....I think in the spinning department one man can easily mind two frames, granted of course that the right quality of cotton is used.

Please open page 1 of the Spinning Section of the Standardised Rates or wages. Under “Mixing” you have got the head “Lattice feeders,” and against that it is stated in Column 3 : “One man should look after 2-lattice feeders or hopper feeders.” Could you tell me whether the lattice feeders and hopper feeders have got the same speed to cope with?.....Lattice feeders and hopper feeders are the same.

Have they got the same speed?.....Speed may vary but the duty is the same.

MR. BAKHALE :—Then again, take the Blow Room. There the duties of “Exhaust and Breaker Scutcher men” and of “intermediate and Finisher Scutcher men” are given in Column 3. You will find that the Intermediate and finisher scutcher men have, in addition to the duties of the exhaust and breaker scutcher men, also to “carry to scale and weight,” and yet they are both paid the same rate—Rs. 21/-.....Their duties are almost the same.

But they have additional duties to perform?.....The scale is just near their machine; as soon as the laps are full, the finisher scutcher puts it in the scale and weighs it.

MR. SAKLATVALA:—Do you not know that the exhaust and breaker scutcher have got two laps to attend to, whereas in the case of the intermediate and finisher scutchers there is only one lap, so that the finisher scutcher can attend to one lap and then carry it to the scale and weigh it by the time the other man has to attend to the other lap?.....Yes.

In your statement you have taken two mills as an example and given us the cuts that will be made for weaving under the standardisation scheme. Do you think that a standardisation scheme with a cut in the wages will be accepted by the workers as satisfactory?.....You mean in grey winding?

No; taking the department as a whole. You have pointed out that in most of the departments the standardisation scheme provides for a cut. Do you think the cut is necessary at present?.....I think so; they were paying too high rates.

What do you think should be paid to a weaver?.....I think Rs. 50/- is a living wage.

For working on plain varieties?.....Yes; I am speaking of two looms.

I have got the report of the Labour Office on the wage census taken in 1926, and at page 20 of that report (Part II) I find the average wages of a two loom worker is given as Rs. 49-9-11 or about Rs. 50/-. Rs. 50/- according to you would be a fair wage for a two loom weaver?.....Yes.

Now, the Bombay Millowners' Association have admitted that their standardisation scheme will bring about a cut of $7\frac{1}{2}$ per cent, although we contend that the cut will be much bigger. Even according to you the wages in weaving will go down according to the standardisation scheme. Do you think that it is wise to effect a cut in the interest of efficiency?.....I think a cut is necessary.

You said that a two-loom weaver should get Rs. 50/-?.....Yes.

As I have shown, he is not going to get Rs. 50/- under the standardisation scheme. Do you still maintain that a cut is necessary. If the existing wage were more than Rs. 50/- and the standardisation scheme is going to bring it down to only Rs. 50/-, then I can understand your answer. But you yourself state that a 2-loom worker should get Rs. 50/-, and the standardisation scheme is going to reduce it by $7\frac{1}{2}$ per cent. from Rs. 50/-?.....Of course the man will resent it.

Of course he will. But the question is whether you think that it should be cut down? Do you think that the standardisation scheme should give the two-loom weaver less than Rs. 50/-?.....I do not think so.

Under the standardisation scheme some people in the spinning section will go out of employment, and if the three-loom system introduced in mills, then there will be some displacement of labour also in the weaving section. Do you think that some provision should be made for these people in the way of employment insurance?I do not know about it.

You admit that the workers will go out of employment. Do you think it is possible for the mill industry to absorb these people?.....I do not think so.

Then, what do you think that these people should do?.....It is for them to find other jobs; they must try and find some other work if the mill industry cannot absorb them.

In highly industrialised countries such as England, where there is constant unemployment, the State generally provides for what they call an unemployment insurance fund, to which the State, the employers and the employees contribute in certain proportions. Do you not think, if we develop industrially, as there is bound to be unemployment, some provision should be made in our country in order to protect these unemployed people from starvation and misery?.....Yes, you can do it.

MR. SAKLATVALA :—You think those weavers who are getting Rs. 50/- should not be cut. That is your statement, that those who are earning Rs. 50/- have a fair wage, and it should not be cut?.....Yes.

You know there are some weavers who get Rs. 60/-, Rs. 70/-, Rs. 80/-, and even Rs. 90/-. In their case, would you prefer a cut? Do you think, if there was a cut in the case of weavers who are getting between Rs. 60/- and Rs. 80/- of $7\frac{1}{2}$ per cent., that is a reduction of Rs. 4/- to Rs. 4-3-0, that would be quite justified?.....That could be justified in the case of those who are getting more than Rs. 50/-.

Your idea is that a weaver, generally speaking, should not get more than Rs. 50/-.....For plain looms.

THE CHAIRMAN :—He means that the weaver on plain looms should get Rs. 50/-.

MR. SAKLATVALA :—In your opinion, a worker working on plain looms only ought to get Rs. 50/-?.....Yes, on 2 plain looms.

On which width of loom?.....Say, 46 inches loom.

On 46" loom, you would give him Rs. 50/-?.....Yes.

You say that in your opinion a weaver working on 2-plain looms should earn Rs. 50/-. In the same way, if a weaver is working on 2-drop box looms, what should his earnings be in your opinion?.....You have standardised that in your scheme.

I am not talking of standardisation at all?.....You have put in colours in your scheme. There are colours in a drop box loom, and you have to change your shuttles. Naturally, the man must earn something more.

What is that something, in your opinion?.....I am not a weaver; I cannot say.

Then what makes you say that a weaver on 2 plain looms ought to get Rs. 50/-? Why are you prepared to make that statement?.....When Mr. Stones asked me to look at the examples, on plain cloths, I saw they were earning Rs. 44/-. I made enquiries what they were earning in the mill on that kind of cloth, and the gentleman told me they were earning Rs. 50/-.

Now you say it is a fair wage, and it should not be reducedRs. 50/- should stand.

In case a weaver works on 2-drop box looms, how much more should he get?.....I cannot say that.

Then you are not in a position to say what the average wage of a Bombay weaver should beOn plain varieties?

Average means, there are 35,000 weavers in Bombay; some are working on plains, some on fancies, and some on drop box, and on varying widths of looms. Therefore, you are not in a position to say what the average wage of a weaver should be?..... I cannot say that. I say that for 2 looms, on plain cloth, it should be Rs. 50/-.

THE CHAIRMAN :—You have just enquired in two mills with regard to the weavers?.....Yes, and I got these rates. I am not a weaver. I went personally to the mills and got the information. I made calculations from those figures, and I came to the conclusion that there were cuts.

(The Witness withdrew.)

Oral Evidence of

MR. ARDESHIR ADARJINA,

Manager, and Weaving Master of the Simplex Mills.

THE CHAIRMAN :—How long have you been manager? ...Seven years. Before that I was weaving master. I have been in the Simplex mills for 10 years, and I have been in the line for 26 years.

MR. ASAVALE:—What is your opinion about the standardisation scheme, which has been prepared by the Millowners' Association, as regards the spinning as well as weaving?.....Except weaving, I am in favour of it.

As regards weaving, what are your objections?.....The objection is that the Bombay mills are manufacturing a lot of varieties of cloths, and the efficiency should depend on good yarn, good beam and good technical men and the rate based on this efficiency. As far as my knowledge goes, on that basis the fancy weaver will get less.

How much will a fancy weaver get according to the standardisation scheme?.....I have not gone actually through these figures, but I can prove by working on fancy cloth and plain cloth, on that efficiency they will get 10 per cent. to 15 per cent. less. I have just heard Mr. Fernandez say that on plain looms the weaver should earn Rs. 50/-. It is impossible for plain looms. No weaver is getting Rs. 50/- for two plain looms. But I am in favour of good fancy workers being paid well. Even a cooly can run a plain loom; there is, nothing important in weaving dhoti and longcloth.

Any cooly can do it?.....In 24 hours he can learn how to run the loom. In 20 per cent. of cases, if you ask the man where he has worked before, he will, tell you he learnt weaving in the same mill.

Have you not compared the standard rates with the existing rates in your mill?.....I have compared them, and I find that the fancy weaver will get less than what he is getting at present.

How much less?.....Your called me to discuss the Seventeen Demands and therefore I cannot give the figures. I can give you an example. In fancy experience is necessary. It is difficult work. You may make a calculation that you will get so many yards of cloth per day for a particular variety. But in certain other fancy cloths it is impossible to get so much efficiency. Therefore we sometimes give them a higher rate, according to our opinion. It is practical knowledge. In plain cloth, if you go on the basis of the standardised rates, there is no difficulty. But in the case of fancy cloth, the production depends on good yarn, good beams and good technical men. In some cases, if the weavers complain, we pay more. By standardisation, our rates will be fixed.

MR. KHAREGHAT:—For plain cloth, you are prepared to accept the standardised rates?.....Yes.

You consider, it should be more for fancies?.....You cannot fix what the standardised rates should be for fancy cloth; it is difficult cloth. It all depends on good yarn, good beams and good technical staff.

MR. ASVALE :—Your opinion is that you cannot standardise the rates for fancy cloth ?.....You cannot ; it is impossible.

You are not in favour of standardised rates for fancy cloth ?.....I am in favour, but it will have to be changed. The rate can never be fixed for fancy cloth. I know owing to standardisation, the spinning and other departments will get an advantage.

Even in plain cloth, you have to take into consideration the yarn, the cotton used, and the machinery also ?.....Yes. But the variation between a good and a bad mill will hardly come to 5 per cent. Say, my mill, on grey, will give a production of 12 lbs., and a mill with good machinery may give 13 lbs. ; there is not much difference there. But in fancy cloth you will find the difference is 3 lbs. to 4 lbs.

Even for plain grey cloth, you will have to make provision for different sorts ?... ..They have to think over it for the rates for fancy weaving.

And as regards plain ?.....I do not think so.

When there is difference in machinery ?.....I have explained that the difference will be very little.

But that must be provided for ; otherwise, the weaver will get less, and in some mills he would get less according to the standardised rates ?..... Exactly.

There must be made some change in that too ?.....That change is impossible. At present in one mill the rate may be 76 pies, in another 75 pies, and in still another 62 pies. Naturally one will get Rs. 45/- and the other Rs. 40/-. That difference will be there.

As regards spinning, you have stated there is not much difference ?..... Yes.

At present you know there is a great reduction in men ?... ..Yes.

Do you think by reducing so many men, the remaining men would be able to work properly, even in your own mill ?.....Yes.

Do you think the men will work, if they are given more work ?.....Of course they will work, and they will improve their ability, intelligence and everything.

In your own mills, for universal winding, how many spindles do you give ?... ..Ten.

If 15 spindles are allotted, do you think the man will work?.....Yes. Are you talking of from hank or from bobbin? It is easy from bobbin and difficult from hank.

There is a difference?.....Yes, a difference in speed and a difference in everything.

In the case of hanks, how many spindles do you give?.....10 spindles.

Not more than 10?.....No.

What is it in the case of bobbins?.....They can mind 20 spindles.

Are you in favour of giving two sides to a spinner?.....I am in favour of two sides in spinning, because it is a very easy job. What else does he do except piece the ends? Even if he goes out and passes his time there, he gets his production, because the machine goes on running. Of course, there may be a little wastage.

What about the wastage?.....The supervisor will look after it; he will not allow the man to go out. They know very well that even when they go out, they can keep the frames running.

A frame consisting of how many spindles?.....340 warp and 400 weft.

How many spindles are managed at present in your mill?.....For one side it is 200.

How many are there at present?.....One boy.

Suppose you give him two sides to-morrow, he will have to work harder?.....No. Under the double *budli* system, they are working it very nicely now.

They do not get double pay?.....No, a little less; instead of 12 annas, he may get 10 annas, and he manages it nicely now. We have had the double *budli* system for a long time.

The double *budli* may be for a day or two. But he will under the standardisation scheme have to mind the two sides for years?.....He can do it; it is a very easy job. Nothing is important for spinning.

Then why should they grudge?.....They do not want to work. It is human nature. Suppose a man has an easy job, and he is asked to do a little extra work, he will grudge it.

How much is the man looking after two sides paid?.....I could not tell you exactly; it will be a little less than the fixed man who regularly does it.

How much less?.....It may be 4 annas. Suppose a piecer gets a rupee, the double substitute might get 12 annas.

In your mill is there the ticket system at present?.....Yes.

But not for the weavers?.....No. It is not necessary for the weavers.

What is the average wage of a weaver in your mill?.....Rs. 45/- to Rs. 50/-.

If the standardised system is introduced, what would be his pay?.....In certain cases, it will be the same. But in fancy cloth there will be a difference. If a good weaver, working on artificial silk is now getting Rs. 60/-, he will not be able to earn the same amount by the standardised rate.

Have you got the same type of machinery in your mill?.....I have got 800 new looms and 400 old looms.

Is the production on the old looms the same as on the new looms?.....I do not run fancy cloth on old looms; old looms are used for plain cloth only.

You are not in a position to run fancy cloth on old machinery?.....No.

If you start fancy cloth weaving on old machinery and old looms, do you think you can carry out the work?.....It will affect production, it will affect wastage, it will affect the rates, and we will not be able to run it.

Do you not think that some provision should be made in the standardisation scheme that no fancy cloth should be woven on old machinery?.....They themselves are thinking of it; they will not allow us to do it; they have got experience.

But how is it possible for the workers to know that when the scheme is put into force?.....If we try to do that, the weaving master will complain. They will not press anything on us; they will give us all the facilities.

Who employs the workers in your mill?.....The jobbers engage the weavers; the head jobber and other men are engaged by myself.

Is there any system of making fines in your mill?.....After so many years' experience, my opinion is that fining is not a good system in the Bombay mill industry. For the last two years I have got my own system. As soon as the cloth comes out from the weaving department, I get the technical men; they examine the faults, and say which department is responsible for it. They will keep the pieces on the table, and they will send for the man responsible and fine him.

It is not the weaver alone who is responsible for spoiled cloth?.....Not a bit. The weaver is not liable to spoil any cloth. He is responsible for broken threads; otherwise he is not responsible; the jobber is responsible. It has to go through so many processes that you will find mistakes in any department. The weaver is not entirely to blame.

Sometimes, the warpers and sizers might be at fault?.....Yes, and they get a fine. All who are at fault should get a fine. In the beginning, the weaver was fined; in the old days he had to suffer.

Without proper enquiry, a man is never fined: that is your system?Yes.

That is a good system?.....Yes. The technical man finds out from which department the fault originated. Before that, the weaver used to suffer.

That was the old system, and you have changed it?.....Yes.

Have you ever forfeited the wages of your workers in your mill?.....If he comes and demands the whole pay, and we are given reasons, we pay it.

You are not in favour of forfeiture of wages?.....We must keep a limit. A weaver may leave with certain things unattended to; we must see in which condition he has left his work.

At present you are allowing dear food allowance of 70 per cent, and 80 per cent. Do you not think if this allowance is consolidated with the pay, it would be easier to the departments?.....Suppose good times come, and everything will be as it was in the pre-war days, then how will you adjust the allowance?

Are you in favour of it, or are you not?.....I am not in favour of it. Suppose a man gets a bonus; if he comes and asks that it should be added to his pay, can it be done?

Are you in favour of a month's notice on either side, before termination of service?.....I am in favour of it, but who is going to observe it? I can give you a concrete case. A weaver left work and he demanded his pay. He was told that it was forfeited, because he had spoiled the cloth. He went to court, I had to appear in the witness box, and I was told that as he was an illiterate man and the money should be paid to him.

Even if you pass this rule, it will have a good effect?.....We have got the rule; it is not a new one.

Have you got any disciplinary rules at present in your mills?.....They are printed and kept in the department; but nobody is putting them into force. It is very difficult. The mill agents are lenient to the workers always; they do not take notice from the manager even.

If your engine stops, what do you do in that case?.....What can we do?

Do you allow your people to go home, and do you pay them?.....Why should we pay them.

You never pay them?...No. It is a natural accident. Suppose a man gets sick, he does not demand his wage. So also, the machinery will get sick. We have taken into consideration every bad habit of the Indian workers, and after that they are getting this amount.

Have you given any powers to your head jobbers?...I am deadly against it : they are the tools of the workers. They do not understand why they are kept in the mills ; so the difficulty starts from them. The manager goes at 8 O'clock ; the weaving master at 7 or 7-30 ; it depends on the jobber to replace the loom. I go inside, and say that the particular man is not fit. If I try to put him out, he will come to me next day and say " I am not responsible for the production you can bring your own man and run the looms."

MR. ASAVALE :—Do your mechanics attend the mill at the same time as the other operatives?...Yes ; they must. There are other people who are working very hard. Why should these mechanics alone leave at 5-30 p.m.? A fitter is as much responsible as a fancy Jobber. If any mistake happens in the fancy loom after the fitter has left, the weaver will have to suffer in efficiency until the fitter comes at 8 O'clock the following day and sets right the loom. The fitter gets the same allowance as the weaver. Why should he alone leave at 5-30 p. m. ?

How many hours do they work at present?...At present they work 8 hours. From 8 to 5-30.

Do they not get over time allowance?...They are already highly paid at present. The weaver plays a more important part in the mill industry and these people are paid high wages for nothing. Here you can reduce the rates.

Why do you keep them?...It is the system. The union people grumble if we turn out any of them.

MR. BAKHALE :—How many looms have you got in your mill?...1,340.

How many spindles?...37,000.

How many workers do you engage in all the departments?...2,400.

You are the manager for a mill engaging 2,400 people?...I do not engage actually the operatives.

You are also the weaving master of the mill, which has got 1,300 looms ?
.....Yes.

MR. KHARFGHAT :—You are both?...Yes.

MR. BAKHALE :—Is it your experience that you can do the work of the manager and the work of a weaving master for a big mill like this?...You will get the proof. Ask any question and I will answer it.

Can you tell me where you received your technical education?.....In the mill

How long have you been connected with the mill industry?.....Since 1904.

Have you studied the standardisation scheme of the millowners'?.....
Just studied a little bit of it.

At least you have seen it. You have found it possible to work the scheme so far as the spinning section and plain cloth are concerned. But you find it difficult with regard to fancy.....Yes.

What is the total wage bill to your weavers?.....It is roughly about Rs. 28,000/- with a difference of one thousand here or there.

Suppose the standardisation scheme comes into operation to-morrow, have you considered what the average wage bill for the weavers will be under the standardisation scheme?.....It depends upon production. The wages under the standardisation scheme may vary according to the abilities of the weavers.

Take the present production and calculate the wages as you pay at present and as you will have to pay under the standardisation scheme. Have you compared that?.....I have made such comparison with regard to two or three qualities.

Do you think that there will be a cut under the standardisation scheme?.....Yes; under fancy.

How much will it be?.....I cannot tell you exactly.

Can you supply us figures of the cut under fancy?.....I can supply for 10 or 20 varieties.

Can you also supply information about cut on plain cloth?.....I do not think there will be a cut on plain cloth. They will give more work and increased efficiency.

What is the present wage of an ordinary weaver on plain cloth?.....May be Rs. 35/-

Under the standardisation scheme the wage of a plain weaver will come to Rs. 44-8-0.....It depends upon the production. You cannot compare with the standard wages until you see the production after putting the scheme into operation. We have had here some managers from some of the mills. They did compare the present wages obtaining in their mills with the wages they have to give under the standardisation scheme. We came to know what will be

the cut in the different departments. If those managers could give us figures even under existing conditions, you can also supply us figures just as they have done ?.....Yes.

Will you undertake to supply us figures on plain as well as fancy and drop box ?.....Shall I take the present production ?

Yes. Give your present average wage and the average wage under the standard scheme. It will be useful to the committee.

MR. SAKLATVALA :—All your important varieties ?.....Yes.

MR. BAKHALE :—How many varieties have you got ?.....200.

Who selects the samples ?.....We are taking out our own designs.

Will you supply the figures for all the varieties ?.....It is impossible.

Suppose that I give you a few varieties from the book of examples prepared by the Millowners' Association, you will be able to give the figures for them ?.....Yes.

MR. SAKLATVALA :—We have got some representative varieties for all the mills in Bombay and he will calculate the average wages on them ?.....Yes.

Mr. Manager, you said that as regards fancy cloths the standardisation scheme cannot be put into force as it is. By this you meant that adjustment would be necessary later on. Supposing that in particular varieties we find that the cut is too much or in particular varieties the cut is not sufficient adjustment will have to be made between different classes of sorts. That is all you intended to say ?.....Yes.

In your opinion as regards plain cloths the standardisation scheme will work well. As regards fancy perhaps injustice may have been done to some class of weavers and adjustments will have to be made. You know that the whole standardisation scheme is based on that fact that after a trial adjustments will have to be made. We have promised that. Merely on that count it is not your opinion that the scheme as a whole is unfair ?.....No.

The Committee adjourned for Lunch.

(After lunch.)

Oral Evidence of

MR. A. E. WILLIAMS, Chief Mechanical Engineer,

G. I. P. Railway.

MR. BAKHALE :—Are you connected with the G. I. P. Ry. workshop at Matunga ?.....Yes.

How many workers do you engage in the workshops?.....About 5,000.

How many of them are skilled workers and how many unskilled?.....I cannot answer that question. I did not have any previous notice of it.

Total Strength of Workshops including unskilled staff :—

Parel Shops — 4,167 including 331 temporary.
Matunga „ — 5,284 „ 419 „

Unskilled Staff :—

Parel — 971 permanent.
240 temporary.
Matunga — 828 permanent.
230 temporary.

But surely you have got skilled and unskilled workers in your workshops? We have got a large number of unskilled workers.

Can you tell us how you recruit your labour?..... We recruit labour at the workshop gate.

Who does that work?..... Foremen usually select the men. They see the men waiting outside the gate and select and appoint men if there are vacancies. A foreman of one shop may require a number of coolies. He has to look round, see whether the man is physically fit and give the particulars to the time office.

Have you got any rules regulating the condition of employment in these workshops?..... Yes; in the Parel workshops we have got a lot of rules printed on a big sheet, which is put up in the various shops and at the time office. At Matunga we have issued the rules in a pamphlet form. The rules contained in this sheet and in this pamphlet are more or less the same.

Can you supply that copy to the committee?..... Yes.

I think your workshops are governed by the Indian Factories Act?.. ... Yes.

How many hours a day they work?..... From 8 to 12 in the morning and from 1-30 to 5-30 in the evening on every day from Monday to Friday inclusive. On Saturday they work from 8 to 1-30. That is it comes to 8 hours a day or 6 days in the week, or 48 hours a week. We really do not work so much on the week as on the month—for one month of 203 hours, i. e., 26 days a month—8 hours a day.

The Factories Act provides for 60 hours a week and you are working 48 hours?..... Yes.

Could you give us some idea about the wages that your skilled workers draw?... With regard to our skilled workers their wages vary in accordance with the trade. I presume that you are chiefly interested in carpenters. In the carriage and waggon shop at Matunga carpenters draw Rs. 60/- on what we call ordinary grade and Rs. 74/- on the superior grade. But I may say that we have also a grade of assistant workmen who start on Rs. 32/- a month and rise to Rs. 41/-. As vacancies occur in what we call the ordinary grade we promote assistant workmen to ordinary grade. In all these trades you have assistant workmen with wages varying from Rs. 32 to Rs. 41/-. Then you come to ordinary grade with wages varying from Rs. 42/- to Rs. 60/-. Then you get the superior grade from the ordinary grade the minimum for which is Rs. 74/- per month. We also have what we call special grade. If we have any workers with very long service who are exceptionally good at their trade we promote a few of them, namely 6 per cent. of the whole staff to the special grade and the maximum rate for the special grade is Rs. 112/-. As I said this is a very limited grade. That is for carpenters. Fitters are higher paid. The minimum of the ordinary grade is Rs. 74/- for a fitter and the minimum of the superior grade is Rs. 86/-. But the assistant workmen remain on the same pay both for the fitter trade and also for the carpenter trade. The maximum of the assistant workmen in all trades is Rs. 41/- and the minimum Rs. 32/-. The number of workmen in the ordinary grades and superior grades is fixed by percentages. The number of superior and special workmen added together must not exceed 33 per cent. of the total number of the whole workmen : 27 per cent. for the superior grade and 6 per cent. for the special grade.

Rs. 32/- is the minimum wage?...Yes.

What are the wages of unskilled workers?...From Rs. 23/- to Rs. 31/-.

The minimum is Rs. 23/-?...But I may say this. To the men of these grades we pay grain compensation allowance. That grain compensation of course depends upon the price of grain in the particular area where the men are working. It is now being paid for the last 10 years and we have no intention of stopping this. It is not ordinary wages.

Is it over and above the wages of Rs. 23/-?...Yes.

What does it come to?...Men drawing upto Rs. 16/- draw Rs. 1-8-0.

MR. KHAREGHAT :—Have you got men on Rs. 16/-?...I am reading the Government rates. Men from Rs. 16/- to Rs. 30/- draw Rs. 3/- and men drawing Rs. 31/- draw Rs. 2/- and men drawing Rs. 32/- draw Rs. 1/-.

How long has this allowance been in existence?My knowledge extends back over 10 years and the grain compensation has always been paid both in Parel and in Matunga.

There is no intention of cutting it down?.....No.

Have you got any system of fines in your workshop?Yes.

What are the offences for which fines are imposed?.....For disobeying the orders, for spoiling the work and of course for any breach of the rules. When I said disobeying orders it means breach of rules. Fines are usually very small and they are intended only to be entered in the man's record sheet. When the time come for increase of pay, if the man is fined once or twice, or perhaps a greater number of times, we then seriously consider whether he will have the increase for which he is eligible.

Have you fixed a maximum for fines?.....There is a rule that no man should be fined more than one-eighth of his monthly pay.

Are all your operatives permanent or some of them temporary?.....Practically all of them are permanent but we have a certain percentage varying with special jobs—special capital works—a very small percentage of temporary men.

The permanent operatives are on a monthly basis?.....Whether temporary or permanent they are paid on monthly basis.

Is it necessary to give the operative one month's notice if you want to dismiss him?... We usually give him a month's notice but if a man absents himself for 15 days we then have to engage somebody else in his place in order to carry on the work. In that case we regard the man as having automatically discharged himself, if he absents himself for 15 days without the production of a medical certificate or something of that nature.

You expect notice to be given by the operative when he wants to leave?of course. But he never does.

In that case do you forfeit his wages?.....No; the rule is there, but we never enforce it.

Do you get many cases in a year of operatives leaving service without notice?.....Yes; I should say that we do—not in the skilled trade, but in the coolies.

Have you got any system of leave for your operatives?..... Yes; they all get 15 days' leave.

Who gives this leave; does the foreman give it or some superior officer?.....It is nominally the Works Manager. I find no note with me as to

who exactly grants the leave, but the Chief Mechanical Engineer has given that power to the works managers and I presume that the works managers have given that power to their foremen, otherwise it would mean far too much work for the works manager to sanction all the applications. But all the registers of leave are kept in the office of the works manager, and if the works manager wants to see who has taken leave, he can always send for the history sheet.

Suppose a man wants to absent himself; do you engage a substitute for him yourself, or do you ask him to get a substitute?..... We simply grant the leave. The numbers of our permanent staff are so arranged that we can always spare a percentage of men.

That means that you keep some extra workers?..... Yes; we have got to have extra workers in order to carry on the work when men go on leave.

What is the percentage of this extra staff?..... Well that settles itself. Taking 15 days leave a year for one man and 300 working days in the year—that is our average—we get the percentage as 15 multiplied by 100 divided by 300, or 5 per cent.

Have you got any holidays for your operatives in addition to the usual Sundays?..... Yes. We have reduced our holidays quite recently in discussion with the Union to 15 days in the year, when the men are not paid. We also have two days with full pay in the year in addition, and that is the King's Birthday and Empire Day. The reason for reducing the number of holidays to 15 days is that if a man wants to work every day in the year he can do so, because he can employ his fifteen days' leave with pay to compensate him for the loss of pay on these enforced holidays.

I suppose you have read the Standard Rules for Operatives of the Bombay Millowners' Association?..... Yes, I have read them.

What do you think of those rules?..... I have not read through them with the idea of submitting any remarks, but if you would like to have some remarks I can submit them.

It will be very kind of you to do it..... But any remarks I might make would not be in accordance with their practice; I can only go by conditions obtaining in my workshop. Therefore, perhaps it would not be much use my submitting any remarks.

THE CHAIRMAN :—You can ask the witness about any particular point.

MR. BAKHALE :—Would you refer to Rule 13? It reads :—

“The Company may at any time or times and for any period or periods at their discretion in the event of a strike, fire, catastrophe, emergency or

epidemic, or when it is necessary to do so because of the state of the trade stop any machine or machines, department or departments. The operatives employed on those machines or in those departments will be "played off," *i.e.*, temporarily stopped without notice and without compensation in lieu of notice. The employees so "played off" are not to be considered as dismissed from service, but are temporarily unemployed and will not be entitled to wages during such unemployment. Such employees will be given the first chance of work again on the resumption of work on such machines or departments."

Have you got any such rule like this in your own workshop?.....No; we have no such rule as that. If, for instance, our workshop is so flooded—as it is in the monsoon—that we cannot work, we send the men home, because it would be no use stopping them as there is no work to do. But if we thought that we had more men than we required, we should give them a month's notice and retrench them, and in that case we should give them full benefits with their bonus, provident fund, gratuity and anything to which the employees are entitled. They would have also the first chance of resumption of work in our department; he might also stand a chance of employment in similar trade in another department of the railway. We always endeavour, as far as possible, to avoid retrenchment, and if we are bound to retrench we then endeavour to find them work in the other departments of the railway. But of course in a mill you could not do that. You would have to do something of the kind referred to in the rule, because you could not pay men for doing no work at all.

MR. ASVALE :—You engage the men for 8 hours a day, but if they work more than 8 hours, would you pay extra?.....Yes, we pay extra for extra hours, but, as I said, we do not regard it as a day or a week, we regard it as one month of 208 hours. If a man works more than 208 hours a month—as he very often does—then he is paid for the extra time.

You have got permanent as well as temporary workers?.....Yes.

Do you know whether among the temporary workers the same people who are discharged return to work when you resume taking temporary men?.....I should say that it is very rarely that we ever take back the same men on again.

Do you also allow grain allowances to these temporary men?.....Yes.

Is there any provision of provident fund or gratuity to these workers?.....We pay provident fund and gratuity to our permanent staff but not the temporary staff.

Can you tell us whether you forfeit their wages when they break your rules and leave service without notice?.....No; we do not forfeit their wages.

Will you kindly give us your reasons for not forfeiting their wages?
When a man leaves without notice, he has usually taken all the wages due to him. He so times it that when he leaves us he has got practically no wages due.

Even the permanent workers?.....Yes.

When do they get their pay?.....They get their pay on 8th day of the month.

There must be at least the wages of 8 days unpaid?.....No. If a man intends to leave, he will perhaps work for one day or two days and then leave and put in his appearance on the pay day. If a man leaves without notice, I do not think he will come for his unpaid wages; in that case it would be regarded as unpaid wages, and he can always make a claim for it at any time, and if it is shown that the money is due to him he will be always paid it.

If the workers work for an hour or two and your workshop is stopped on account of some accident, what do you do; do you pay them their wages for the day?.....It never arises; we never work under those principles. The workshop is either open or not open.

THE CHAIRMAN :—Suppose there is an accident?.....I do not recollect anything of that nature having occurred.

MR. ASVALE :—If it occurs?.....In that case we stop the machinery. In the monsoons we sometimes get our workshops flooded, and in that case we have to shut the workshop and ask the men to go home.

But the workers have worked for an hour or more already?.....They will be paid for all the time they are in the workshop; if they do not pass through the time office on the way out, they will not be paid.

Do you also provide them with quarters?.....No; the only men in our department whom we provide with quarters are the fire brigade men. We require the fire brigade men in case of fire, and so we give them quarters.

Out of the whole lot of 5,000 workers how many are coolies?.....That is what I am afraid I cannot tell you off-hand; I have not got that information with me. I will let you have that to-morrow, as you wish me to come here to-morrow.

MR. BAKHALE :—Can you let us have the wages for different workers?..... Yes. You have not asked anything about Parel; I do not know whether you want particulars about Parel. Those that I have given are the Matunga rates of pay.

THE CHAIRMAN :—Are the Matunga rates different ?.....More or less the same.

You have got valuable property in your workshops, and occasionally it may be stolen by the workers. Do you take any precaution as regards that ?Yes ; we have a sergeant in charge of the ward and watch, and he stands at the gate, and if he finds that any workers have anything on their person he stops them and searches them. But the occasions on which they do catch them coming out with anything are very rare.

You say you have a ticket system. How is it worked ?.....The man takes his ticket as he passes through the time office ; he then hangs it to a board placed at the site of his work.

The ticket absent from the time office board shows that the man is at work, and afterwards we send the timekeeper round who sees that the ticket is in the box, and then he further goes and finds the man and sees whether he is working on the particular job that he is supposed to be working on.

Has any difficulty arisen about the men taking out their tickets and putting them back ?.....Very rarely. We sometimes have cases of a worker slipping off over the fence, and asking a fellow worker to put in his ticket as he goes out of the time office.

There is no objection on the part of the men to having the tickets ?.....No. We have had it in use ever since the workshops started there.

Might I have a copy of the other rules ?.....Yes. I hand it in. I am sorry I have not anything else to give you ; that is the only spare copy that we have ; that is for the Parel workshops. I will send you the figures about the number of coolies in each place.

You have sweepers ?.....Not in our department, but there are sweepers in the medical department.

You have no sweepers for sweeping the workshop ?.....No. The coolies do any sweeping that there is to do.

They do it in addition to their work ?.....That is their work ; keeping the yard clean. The men have to clean their own machines ; the skilled workmen have to clean their own machines.

They do not get assistance for that ?.....No, except perhaps in cases where the work has to be lifted and put in ; in that case he will have a cooly, and the cooly will have to clean up the machine. Any good workman takes a pride in his machine, and he is very glad to see it in a clean state. We always know our good workmen, because they have their machines clean. I suppose that is the case in the mill industry too.

MR. BAKHALE :—Have you got any system, or any practice of searching the operatives ?.....

THE CHAIRMAN :—Yes. He has told us.

MR. BAKHALE :—You have not got a definite rule like that ?.....I do not know whether we have ; I do not think there is any rule about it. In fact if you saw a man going away with something that belonged to you, you would not stop to consider whether there was any rule to do so before you searched him.

MR. KAMAT :—Do you insist on your operatives taking their food only during the recess hour ?.....Yes, we do.

Five thousand men can manage to have their food within one hour, between 12 and 1 ?.....Yes.

There is no difficulty ?.....No difficulty at all.

MR. BAKHALE :—If an operative takes his food outside the recess period, what do you do with him? Do you fine him, or dismiss him ?.....We should not dismiss him for a fault like that. He would probably be cautioned the first time, and if he still continued to have his food at other times, and not between the proper hours, he would be fined.

The millowners have got a rule which says " Operatives shall only take their food at the recess times. Any break of this order will incur dismissal." Do you think this punishment is rather too hard ?.....It depends on how often he does it. If a man is fined in our shop for taking his food within working hours, say 3 or 4 times in a year, he would not get his increase.

You would give him some other punishment than dismissal ?.....Yes. We should endeavour to correct the error of his ways.

MR. SAKLATVALA :—You are working your carpenters and fitters for 48 hours only during the weekThat is all.

Are you also under the Factories Act ?.....Yes.

You know that under the Factories Act you can work for longer hours ?.....Yes.

But you do not choose to do it ?.....No.

Are there any special reasons for that ?.....No, it is the custom, which has had its origin in the workshops in England.

In 1912 what were their hours ?.....I cannot tell you.

Before the 1913 Act came into force, whereby the hours of work were limited to 12, at that time were you working them 10 hours?.....I am afraid I cannot say. My knowledge does not extend as far back as that.

Then how far?.....Although I came out here in 1907, I cannot remember whether they used to come 8 or 7 in the morning, but I believe that the Bombay hours have always been 8 O'clock, and I believe that we have always had 48 hours a week.

Even when the men were permitted to work for 12 hours a day?.....We have always had a 208 hour month ; that is 26 days of 8 hours.

Yes. But in England they may be working less hours, but they are not working less hours compared with other trades. It is not that the mechanic shops and fitters have any special privileges in England. They are working 48 hours and the others are also working 48 hours. Here, the other workers were working 12 hours a day, and even then your fitters and other people in the mechanic shop were working 48 hours?.....I believe so. I will, however, look it up and let you know.

I would like to know how they worked in 1912, and how they worked since 1923, when the new Act came into force?.....Yes.

May I know what you pay to your carpenters and fitters?.....We have assistant workmen as well as full workmen. The assistant workmen are paid from Rs. 32/- to 41/-. When they come on to what we call the ordinary grade, they then work up to a maximum of Rs. 60/-.

Is that your carpenters or fitters?.....Carpenters. They are paid from Rs. 42/- to Rs. 60/- ordinary grade. In the superior grade, they go on to a maximum of Rs. 74/-, but the number of superior and ordinary workmen is fixed at a certain percentage of the workshop. The number of superior and special workmen added together must not exceed 33 per cent. of the total number of full workmen, 27 per cent. being a superior grade, and 6 per cent. special grade. In the special grade they can go up to Rs. 112/- per month, but it is only for those with very long service.

Do they do any special work like cabinet making?.....They would be the best men that we have.

To our carpenters we pay Rs. 35/- plus 70 per cent., that mean Rs. 59-8-0 ; that is for all carpenters. Where we have special carpenters in the weaving shed, where they have more skilled work, which is more or less special work, we give them Rs. 45/- plus 70 per cent., which means about Rs. 76/-. Do you think our carpenters are getting a fair wage, on the whole?.....I do.

What do your fitters get?.....Rs. 74/-, ordinary grade; and Rs. 86/- superior grade. These are the maximum rates of pay.

We pay all our fitters Rs. 85/-, that is Rs. 50 plus 70/- per cent. Do you think our ordinary fitters are getting enough when we pay them Rs. 85/-. You pay them a maximum of Rs. 86/-, and that is our general average?..... Yes.

MR. ASAVALE :—You also give grain allowance?.....The grain allowance is only paid to the menial staff.

Do you pay any other bonus to your staff?.....One month's pay in the year on the provident fund.

Every year?.....Yes.

MR. KHAREGHAT :—For the provident fund?.....Yes, that is the provident fund contribution.

MR. SAKLATVALA :—The provident fund is compulsory?.....It is compulsory for all staff getting over Rs. 30/- per month. We also pay a gratuity after 15 years' continuous, faithful and efficient service.

Who is the judge of the faithfulness of the service?.....The officers under whom the man works. Of course some are more efficient than others, but they all get it.

Have you any printed rules in your department?.....I have handed in a copy to the Secretary of the Committee.

Do you also inflict fines for any offences?.....Yes.

MR. ASAVALE :—You have stated that one-eighth of the monthly pay is taken as a fine, if at all it is taken, during one year?.....No. no. That is for every month. The man might be fined twice in a month; if so, the aggregate of those two fines must not exceed one-eighth of his pay.

(The witness withdrew.)

Further Oral Evidence of

MR. ARDESHIR, Manager of the Simplex Mills.

MR. BAKHALE :—Have you made any cut in your wages during the last three years, 1926, 1927 or 1928?.....Yes, I think three years back.

That is in 1926?.....I think 1925.

But there was a strike by the end of 1925?.....I cannot remember the exact date, but for certain sorts the rate was reduced.

Could you tell us the percentage? Was it on fancy?.....It was on both plain and fancy.

What was the percentage on plain and what was the percentage on fancy?.....I cannot give you the exact percentage. Where I was paying 8 pies per lb., I reduced it to 7 pies.

Did you do it actually?.....Yes.

Whether it was one pie or more, you do not remember exactly?.....No.

You also do not remember exactly the year in which you made the cut?I think in 1926.

Did you reduce the wages of the jobbers also?.....No. But certain jobbers used to draw more wages than others; so for equalising the wages, I had to reduce it in some cases.

Is it not a fact that the jobbers get their wages on the production of the weavers under them?.....Exactly. But suppose one jobber gets all the heavy beams, and another gets all the finer beams, in the one case the production will be more and in the other case it will be less, which means that one is paid more and the other less, for no fault of his. Do you mean to say I should allow this system.

Does it not exist in other Bombay mills?.....It may, and their experience of it may be good; my experience is different. Why should an experienced jobber suffer, and why should a booby draw more than the experienced man? Where is the justice of it. When you are not in a position to run cloth on all looms equally, then what will you do? It may be a difference of Rs. 10/- or Rs. 15/-. One jobber will get Rs. 115/- and another will get Rs. 90/-. From Rs. 90/- I will increase it to Rs. 100/-, and from Rs. 115/- I will reduce it.

Do you think it is a very good system of making payments to the operatives?.....What other remedy is there for it?

The remedy is to pay the jobber or the operative according to the rates fixed?.....The rate is fixed per lb. Suppose one jobber gets all the heavy beams and another gets all the light beams, then there will be difference in payment.

You can change?.....How can I do it? I cannot. It will depend on the facility of the mill. Suppose I have an order for 100 bales of khadi, I will run first on khadi. If I have nothing else on hand, I cannot stop the looms for two or three days, and naturally I fill up the looms by khadi.

Since when have you introduced the practice of equalising the wages of the jobbers?.....For the last three years.

Can you supply us the names of the jobbers, the pay they would have drawn and the pay they got?.....I will give the original list.

Have you done it in the case of weavers?.....No.

You were giving according to production?.....The jobber has got the system of getting the rate as per pound of cloth. The same rate irrespective of the fact whether it is fancy or grey. On grey there will be more production and the jobber will get as per pound his wages which may run upto Rs. 150/- a month. On the other hand the jobber on fancy will get about Rs. 90/- or so, because the production will be less. While the jobber on grey gets good wages for nothing, the jobber on fancy gets small wages for hard work. This is a very bad practice.

I suppose you had a strike over that?.....It is my look out strike or no-strike. If you have got any questions, ask me. You can leave that question to my agents. You may put me any reasonable question.

You may say that you cannot answer that question; but there is the chairman to decide whether the question is reasonable or not.....I want to avoid any awkward question that may be put by you.

THE CHAIRMAN :—You continue your questions.

MR. BAKHALE :—Is it a fact that you reduced the wages of head jobbers also?.....I have reduced.

By how much per cent.?.....I have not reduced the wage actually. They were also getting their rates as per pound irrespective of the fact whether the cloth is heavy or light. Head jobber is not an important man.

THE CHAIRMAN :—We are not to go into the fact whether he was right or wrong in cutting down the wages.

MR. BAKHALE :—That is the first demand of the Joint-Strike Committee.

Did you reduce the wage of the head jobbers?.....They are only a few.

How many are there at present?.....There are three at present and there were seven before.

Now three are doing the work of seven.....They are practically doing nothing in the mill. I can keep my department going without a head jobber.

Have you got any apprentices in your mill?.....Yes. I have got 5 or 6 apprentices and they do more work than the head jobbers but get a pay of Rs. 60/- only a month. They look to broken threads and other portions of the work which a head jobber cannot do.

You have got 5 apprentices for 1,300 looms. Do you think that the three-loom system is possible in your mill?.....Impossible.

Why?.....If you run any finer cloth in grey a weaver can run three looms. But it is impossible for drop box and dobbies.

If you work on plain cloth?.....A man can run three looms easily.

You have got some plain looms?.....Yes.

You can introduce three loom system in your mills?..... Yes. It depends upon the condition of the looms.

Is it usual in your mill to give one month's notice to the operative before he is discharged? Do you dismiss a man after giving one month's notice? Yes. But they do not give us notice.

Suppose a weaver leaves on the first of January his wages for December has not been paid. If he leaves on the first of January without notice, do you forfeit his wages?.....I always pay him his wages.

You do not dismiss a man without notice?.....The weavers come and go as they like. The question of notice does not arise at all.

THE CHAIRMAN :—Suppose that you want to get rid of a man, do you ask him to go away without notice?.....This is orally done by the jobber. There are no permanent men on the looms. Sometimes they work on one loom and sometimes on another loom. They always change.

MR. BAKHALE :—Why do they change looms?.....If a man works on fancy for one or two years he changes for some other variety. They are always changing.

So you do not insist upon their giving you one month's notice?.....It is the jobbers that do it. We never dismiss either weavers or spinners.

Are you in favour of two recesses one between 9-30 and 10 and another in the afternoon?.....I am not in favour of the recess between 9-30 and 10, the reason being that instead of half an hour the mill lose 15 minutes more. It is impossible to see that all workers resume work exactly at 10.

You are not in favour of two recesses?.....The present system is suitable to India.

Are you in favour of reducing the working hours from 10 to 9 or 9½ hours?.....No.

You don't think that by reducing the working hours your efficiency will be increased?.....It depends upon the work people. I cannot tell you exactly.

Have you got at present the rule by which the gateman has the right to search any operative on suspicion?... Yes. They not only search the workmen but the manager and agents also.

Do you think that the Bombay Millowners' Association should add after the word 'operatives', 'millowners and agents' also?.....Any rule must apply from the agent to the cooly.

MR. SAKLATVALA :—You said that you have a system of equalising the wages. If one jobber gets Rs. 150/- and another jobber gets Rs. 90/-, you try to give something to the man who gets less. Do you distribute the whole amount or keep back something?.....I distribute all the amount.

We have provided in the standard scheme that the line jobber is to be paid one half?.....I like it very much. It is fair. I am giving example of one variety of cloth. According to the standard wages it will come to 65·88. The description of the cloth is drill. The particulars are 27 inches, 40 yards and 12 pounds on 32 inch loom. The rates are 7 pies per pound. The total cost per piece is $87\frac{1}{2}$ pies. The wages according to the standard scheme is 1·77 pies per square yard. This comes to 30 square yards. The total will come to 53·10 pies. We have an allowance of $12\frac{1}{2}$ per cent. and a weft allowance of 6 per cent. (Page 16) 27" cloth $12\frac{1}{2}$ per cent; weft allowance is 6 per cent.

MR. KHAREGHAT :—That is in the ring frame?.....Yes. 52 reed, 3 per cent.; and for drill 15 per cent. Altogether $36\frac{1}{2}$ per cent. This is for 100. That should be added to 53·10. That gives 53·10 plus 19·34, or a total of 72·44, as against $87\frac{1}{2}$.

You were going to work out some others like this?.. ...I will give you for certain other qualities.

The witness withdrew.

The Committee adjourned till 11-15 A. M. on Friday, the 14th December 1928.

EXHIBIT NO. 1.—(13-12-28.)

G. I. P. RAILWAY, MATUNGA.

MECHANICAL DEPARTMENT (Carriage & Wagon.)

CIRCULAR No. 1.

Matunga, 24th February 1921.

Revised Rates of Pay and Increases for Workmen employed in the Matunga Shops and the Island of Bombay.

This Supersedes Circular No. 54 of 1st August, 1917 and takes effect from 1st April, 1919.

1. Revised rates of pay for full workmen.

Table 3. Revised maxima rates of pay for full workmen shown in detail.

Class A.	Class B.	Class C.	Trade Designation.	Ordinary.	Superior.	Trade Designation.	Ordinary.	Superior.
Rs.	Rs.	Rs.		Rs.	Rs.		Rs.	Rs.
115	95	75	Boilermakers	74	87	Rivet Boys	21	...
			Brass Finishers	69	86	Smith	74	93
130	105	85	Bricklayers	50	60	Sawyers	50	60
			Boiler Attendants	24	39	Steam Hammer Drivers	39	47
145	120	95	Carpenters Carriage	60	74	Strikers	28	...
			" Wagon	60	...	Stationary E. Drivers	39	47
160	135	105	Carriage Builders	60	86	Shunting E. Drivers	47	60
			" Finishers	60	86	Steam or Electric Crane Drivers	39	58
175	160	120	Couplingmen	26	...	Electric Truck Drivers	35	...
			Coolies	23	28	Sweeper Muccadum	30	...
190	175	180	Electro-Platers	63	75	Sweeper	25	...
			Fitters	74	86	Sweeper Woman	23	...
200	185	140	Fireman (Augwalla)	25	42	Turners	69	86

Table 2. Revised rates of Pay for Chargemen.

Covenanted	Class A.	Class B.	Class C.
Rs.	Rs.	Rs.	Rs.
360	265	200	140
335	235	215	155
410	300	235	170
425	325	255	180
...	340	275	190
...	360	...	...

Table 3. Revised Maxima Rates of Pay for full Workmen shown in detail.—(Contd.)

Trade Designation.				Ordinary.	Superior.	Trade Designation.				Ordinary.	Superior.	
				Rs.	Rs.					Rs.	Rs.	
Fettlers ...	...	...	...	28	...	Timber Measurers ...	...	...	...	60	86
Furnacemen ...	...	...	...	28	39	Trimmers ...	...	...	...	60	69
Lifters (Coolies) ...	...	...	...	25	28	Tool-makers ...	...	...	...	74	86
Muccadums ..	...	...	...	39	47	Waterman ...	...	...	...	23	...
Machinemen ...	...	...	...	60	86	Wiremen, Electric ...	...	...	...	63	75
Moulders ...	...	...	...	69	86	Watchmen. {	Havaldar ...	...	...	37	...
Motor Drivers	52	106		Naik	29	...
Painters	60	74		Watchman	25	...
Polishers ...	...	...	...	60	74	Yard Shunters ...	...	...	...	60	101
Pointsman ...	...	...	...	26	...						
Pattern-makers ...	...	...	...	69	86						
Riveters ...	...	...	...	63	...						

Table 4. Revised Maxima Rates of Pay for Maistries.

Class A.	Class B.	Class C.
Rs.	Rs.	Rs.
140	125	100

- REMARKS.—1. The revised maximum rate for special grade workman is Rs. 112/- while that for Electrician of superior ability is Rs. 100/-.
2. The revised maximum rates for Asstt. Workman is Rs. 41/- . An Asstt. Workman may be either an Appr. promoted a cooly or other smart menial promoted, or an inferior Workman who is not worth a full Workman's Rate.

1205

EXHIBIT NO. 2-A—(13-12-28).

G. I. P. RAILWAY.
(INCORPORATED IN ENGLAND.)

**CARRIAGE & WAGON
DEPARTMENT.**

**WORKSHOP RULES AND
REGULATIONS.**

1916.

BOMBED.

**PRINTED AT
THE BRITISH INDIA PRESS, MAZGAON.**

1916.

Ticket No. _____

Name _____

Signature or Mark _____

1206

**G. I. P. RAILWAY,
CARRIAGE & WAGON DEPARTMENT.**

**WORKSHOP RULES AND REGULATIONS.
1916.**

Rule I.—Terms of Engagement.

A workman on engagement will be required to strictly observe the rules exhibited in these Shops, English and Vernacular Copies of which can be obtained free of charge from the Head Time-keeper. Applicants for employment are required to produce a satisfactory certificate as to character from last employer where possible.

Rule II.—Workmen not to Trade.

Workmen are not allowed to trade either directly or indirectly for themselves or others, but must devote themselves exclusively to the Company's service.

Rule III.—Place of Entrance.

Any workman entering or leaving the premises by any other way than through the gates at the Time-keeper's office, will render himself liable to dismissal.

Rule IV.—Tickets.

Every workman is required to receive each time he enters the Shops, a ticket bearing his number, and to deposit it in the presence of the person in charge, each time he leaves. The ticket is to be hung on a board provided in each shop for its reception, and is not to be taken from it until the bell rings. No workman shall under any circumstances whatever, receive or deposit another workman's ticket. Any workman neglecting to take his ticket on entering the Shops, or to deposit it on leaving, will lose the time such ticket should cover. Any man losing or defacing his ticket will have to pay four annas for another. All time put in by Foreman and Chargeman must be recorded on the Automatic Time Recorders.

Rule V.—Working Hours.

The ordinary hours of work will be as under :—

Monday to	}	8 to 12 O'clock and from 13 to 17-30 O'clock. to be paid for as 8½ hours per day.
Friday		
inclusive.		

Saturday.....8 to 13-30 O'clock. To be paid for as 5½ hours per day.

The bells will ring a quarter of an hour before and again at the appointed time when workmen are expected to be within the shops.

The Time-keeper has instructions to close the gates as the bell ceases.

At five minutes past the appointed hour the gates will be again thrown open for five minutes, and any workmen outside will be admitted and the gates re-closed. Fifteen minutes will be deducted from the time of such workmen as they enter.

It should be understood that workmen who are habitual offenders in this respect will be discharged.

Overtime will be paid at the same rate as ordinary time. Overtime must be worked by all men when ordered to do so by their Foremen.

Sunday time will be paid for at the same rate as ordinary time.

Rule VI.—Losing Time.

Any workman absenting himself from work without permission will render himself liable to be discharged. When unavoidably absent he must notify his Foreman, and state the cause.

Rule VII.—Absence from Pay-Table.

Workmen unable to attend at the Pay-Table must use the printed form, countersigned by the Foreman, authorising some one to receive their money.

Rule VIII.—Attention to Duties.

- (1) Workmen are cautioned against playing or idling during working hours or washing before the bell rings. Workmen are forbidden, in any circumstances, to wash their hands in oil.
- (2) No workman is allowed to go into a shop in which he is not usually employed, except by order of his Foreman.
- (3) Any workman quarrelling, using improper language, or otherwise misconducting himself, and not cheerfully and carefully carrying out instructions, will render himself liable to be discharged.

Rule IX.—Personal Tools.

Every workman must provide himself with such personal tools as are usual in his trade. Tool chest will be examined by the Foreman before they are allowed to be taken out of the Works, but on no account may private tools be made in the Shops either during working or meal hours.

Rule X.—Shop Tools.

Every workman will be required to see that each of his shop tool bears the initials of the Company, and any workman borrowing tools from another must be careful to return them immediately they are done with. A list of each workman's tools will be kept. When any workman requires a new tool, he must apply to his Foreman, who, if necessary, will supply it. All new tools must be obtained at the Shop Stores on Foreman's request, and the old tools given up at the same time.

Rule XI.—General Shop Tools.

Any workman using taps, dies, reamers, gauges, or templates must see that when done with, they are immediately returned in good condition to the person appointed to take charge of them. If attention is not called to any defects or damage at the time they are taken out of the store, it will be considered proof that they were then in good order, and if any of them be lost or damaged, the man by whom they were taken out will be held responsible. Private tools are not allowed to be made in the Shops under penalty of instant dismissal.

Rule XII.—Locks.

A lock and key will be supplied in the first instance to each workman's tool box, drawer or cup-board, and he must see that they are kept in proper repair. Any workman breaking open another's lock will render himself liable to dismissal.

Rule XIII.—Caution as to Use of Material :

Any workman making use of material which is imperfect or unfit for the intended purpose, or putting upon the scrap heap material which is otherwise useful, or carelessly wasting material in any way, will be dealt with as the case may deserve.

Rule XIV.—Caution against using material.

Any workman losing or not taking care of copper brass or other material which has been put under his charge will be dealt with as the case requires.

Rule XV. Material not to be taken away.

No material, however old or apparently worthless, must in any circumstances, be taken off the premises.

Rule XVI.—Use of Soft Soap, &c.

For turning and machinery work, soft soap and water only are to be used, except in cases where oil is specially allowed by the Foreman.

Great care must be taken that no dirty or greasy waste is left lying about or allowed to accumulate; all such material must be placed in the bin allotted for it.

Rule XVII.—Use of Templets and Drawings.

Any workman making articles of wrong dimensions, or finishing work in an inferior or unworkmanlike manner, will be dealt with as the case may deserve. In no case must drawings or templets be altered without the sanction of the Works Manager.

Rule XVIII.—Time-keeping.

It is the duty of the Time-keeper to appropriate the time made by Chargemen, and Maistries as well as to take an account of it; Chargemen and Maistries are therefore required to give him correct and sufficient information. Any Chargeman or Maistry giving incorrect or insufficient information will render himself liable to dismissal.

Rule XIX.—Precautions against Fire.

Every workman using a fire is required to see that it is left safe at the meal hour, and put out when he is leaving work for the day; where blast is used it must be shut off on each occasion.

Great care must be taken by all workmen to avoid any and every possible risk of fire.

Rule XX.—Extinguishing Lights.

Every workman must extinguish the lights he has been using, before going to meals or leaving off work.

Rule XXI.—Intoxicating Liquors prohibited.

Any person bringing intoxicating liquors into the Works will be dealt with as the case may deserve.

Rule XXII.—Introduction of Strangers.

Any workman bringing a stranger on to the premises without the sanction of his foreman will render himself liable to dismissal.

Rule XXIII.—Smoking prohibited.

Smoking is strictly prohibited either in or about the Workshops or Company's premises and any workman found smoking will be liable to dismissal.

Rule XXIV.—Damage to Machines.

Any workman injuring a machine or other articles through carelessness or neglect or leaving anything foul of Shop Roads will be dealt with as the case may deserve.

Rule XXV.—Leaving the Works.

No workman will be allowed to pass out of the works during working hours without a printed pass signed by his Foreman, nor will anyone be allowed at any time to take out of the Works any tool or material, unless specified by his Foreman upon a pass and the number of pieces stated. All passes must be left with the Time-keeper, who is required to take an account of material of any kind passing from the Works through his gate.

Rule XXVI.—Accidents.

Any workman meeting with an accident must at once report the occurrence to his Foreman. Pay will be allowed to men absent through the result of accident sustained while in the performance of duty (if not caused by his own fault) provided the absence is covered by a Medical Certificate signed by the Company's Superintending Surgeon or his representative.

Rule XXVII.—Infectious Diseases.

Company's employees in whose family the following infectious Diseases, Small-pox, Cholera, Diphtheria, Bubonic-plague or Typhus-fever prevail must report the same to the nearest Company's Doctor who will supply him with a Quarantine Certificate, and an employee thus put off duty, will not resume until a fit certificate is produced nor leave the station or mingle with other employees.

All employees kept away from work under certificate from the Company's Medical Officers on account of Infectious Diseases in their families will be allowed full pay, but in case of Small-pox when it is found that Vaccination has not been taken advantage of, will not be allowed the privilege of being granted pay.

Rule XXVIII.—Striking Work.

Persons striking work or intimidating or conspiring with other persons employed in these workshops to strike work, will be liable to be summarily dismissed, and forfeit all wages and Provident Fund, Bonus and interest thereon due to them.

Rule XXIX.—Seeking Employment.

No workman employed in these Works will be allowed to obtain outside employment without obtaining the permission of the Works Manager.

Rule XXX.—Provident Fund.

All workmen in receipt of Rs. 30/- and upwards per month are compelled to be members of the Provident Fund Institution.

Rule XXXI.—Increments.

Increases will be granted on good conduct and merit only, and are not to be regarded as a right.

Rule XXXII.—Passes and P. T. Order.

Any workman travelling with a pass or privilege ticket and neglecting to give up the same to the Station Master or Ticket Collector at the end of each journey, or when otherwise required, will be dealt with as the case may deserve.

Misuse of a pass or privilege ticket will render the offender liable to dismissal.

Rule XXXIII.—Leaving the Company's Service.

Any workman desiring to leave the Company's service must submit 15 day's notice and give up all articles of the Company in his possession. If this is not done he will forfeit all pay due up to the date of leaving. The Company reserve to themselves the right of dismissing any workman at any time without notice in case of misconduct or incapacity.

A. M. BELL,

Carriage & Wagon Superintendent.

Matunga, 1st July 1916.

The Great Indian Peninsula Railway Company.

(INCORPORATED IN ENGLAND.)

LOCOMOTIVE DEPARTMENT.

WORKSHOP RULES.

Rule I.—Observance of Rules.

- (a) Workmen are required to make themselves thoroughly acquainted with and to strictly obey and observe the rules for the time being in force and exhibited in these Shops.
- (b) The acceptance of employment will be considered to be satisfactory evidence that the employee is acquainted with the rules and that he will abide by them.

Rule II.—Engagement.

Engagement is for a period of three months on probation, subject to the right of the Works Manager to dispense with a workman's service at any time by summary dismissal and without compensation at any time during the said period of three months on the ground that satisfaction has not been given or the workman is not competent to perform his duties, and thereafter his engagement shall be temporary and be terminable at any time on one calendar month's notice on either side or by summary dismissal under these rules. The Works Manager may in his discretion accept a less period than one month's notice from an employee.

Rule III.—Service Agreements.

All workman (other than menials) whose rate of pay is Rs. 15/- and over must on accepting service, sign a stamped agreement on the Company's form. The value of the stamp will be paid by the employee.

Rule IV.—Place of Entrance.

No workman shall enter or leave the Company's premises by any other way than through the gates at the Time-keeper's Office.

Rule V.—When Whistle to sound.

A quarter of an hour before work commences the workshop whistle will be sounded and the gates and ticket Offices will be opened for the issue of tickets. Half a minute before starting time the whistle will again be sounded and immediately it stops the gates will be closed.

Rule VI.—Gates to be re-opened to admit Workmen who are late.

In the morning the gates will be re-opened 5 minutes later, for an interval of 10 minutes only, and any workman outside will be admitted, after which the gates will be closed. Workmen so admitted will have 15 minutes deducted from their time.

In the afternoon workmen will not be permitted to enter after the sounding of the second whistle.

Rule VII.—Working Hours.

The ordinary hours of work will be :—

Monday	}	8 hours to 12 hours and 13 hours to 17-30 hours to be paid at the rate of $8\frac{1}{2}$ hours per day.
to		
Friday.		

Saturday.—8 hours to 13-30 hours to be paid at the rate of $5\frac{1}{2}$ hours per day.

208 working hours will constitute a month.

Rule VIII.—Correct information to be given to Time-keeper.

It is the duty of the Time-keeper to register the time made by Chargemen or Maistries as well as to take an account of it: Chargemen and Maistries are therefore required to give him correct and complete information. Any Charge-man or Maistry giving incorrect or incomplete information will render himself liable to summary dismissal under Rule XLV.

Rule IX.—Each workman to have a Ticket.

- (a) A numbered metal ticket will be allotted to each workman, European, Anglo-Indian or Indian, employed in the Shops. The Time Office Supervisor will maintain a register in which will be entered the name of the employee, his ticket number, date of engagement, rate of pay, and a correct record of all promotions and punishment, &c.
- (b) The value of any ticket lost or defaced by workman will be deducted from his pay.

Rule X.—Workmen to take Tickets when going on Duty.

Every workman will take his ticket as he enters the Time Office from the person appointed to issue it, and will return it when leaving the shops. Any neglect to do so will involve his being marked absent and deduction from pay.

Rule XI.—Only one Ticket to be taken or deposited.

Each workman may only receive or deposit his own ticket, and he must not receive or deposit any other workman's ticket in addition to his own.

Rule XII.—Tickets to be placed on the Shop Ticket Boards.

Before commencing work, every workman must hang his ticket in his Shop ticket case, and he must not remove it therefrom until the whistle sounds at the appointed times except in accordance with the rules.

Rule XIII.—Leaving Shop during Working Hours.

If a workman wishes to leave the Shop during working hours, he must produce a pass signed by the Foreman permitting him to go out and give up his ticket to the Time Office Supervisor.

Rule XIV.—Passing out of Shops on Duty.

Any workman leaving the Shop on duty will leave his ticket in the Shop ticket case and present a pass out order, Form L. 10-B, to the Time Office Supervisor signed by his Foreman on which must be clearly stated the Particular Duty for which the workman is leaving the shop.

Rule XV.—Workmen habitually late for Duty or irregular in Attendance.

Workmen who are habitually late for duty or are irregular in their attendance will be discharged. When unavoidably absent the Foreman must be informed, and the cause of absence must be stated.

Rule XVI.—Absence without leave.

Any workman who absents himself without leave or without producing the requisite medical certificate or ticket under these rules will be liable to dismissal under Rule XLV.

Rule XVII.—Authority to issue Tickets after a Workman has been absent without leave.

The undermentioned have power to issue tickets to men who have been absent without leave provided a satisfactory explanation has been given for their absence.

Time Office Supervisor.—Up to 3 days if the employee's excuse for absence is sickness.

Foremen.—Up to six working days.

For any period of absence beyond six days, the Works Manager's permission must be obtained before the ticket is issued.

Rule XVIII.—Authority to grant Leave without Pay.

Foremen may grant leave without pay for any period not exceeding one month.

Rule XIX.—Authority to grant Leave with pay.

The Works Manager, only, is empowered to grant leave with pay.

Rule XX.—Leave with pay to Workshop Staff.

Fifteen days' leave, every year, without deduction of pay, will be granted to all Workshop Staff. The leave will be allowed to those who have completed one year's service but cannot be accumulated, and cannot be claimed as a right.

Rule XXI.—Overtime.

- (a) Overtime and time worked on Sunday will be paid for at the same rate as ordinary time.
- (b) Overtime must be worked by employees when they are ordered to do so by their Foremen.

Rule XXII.—Chargemen and Maistries on consolidated pay working on Holidays.

Chargemen and Maistries on consolidated rates of pay will be paid overtime at ordinary rates when called to duty on the following days :—

Sundays.

Christmas Day.

New Year's Day.

Good Friday and King's Brithday.

Rule XXIII.—Introduction of Strangers.

No workman shall bring a stranger on to the premises without the written permission of the Locomotive Superintendent or of the Works Manager. If the previous written sanction of the Locomotive Superintendent or the Works Manager has been obtained, visitors may be allowed to inspect the Works on presenting the authority at the Time Office.

Rule XXIV.—Authority to draw Pay in absence of Employees.

- (a) Workmen unable to attend the Pay-Table at the appointed time, must send a stamped pay authority on the form provided for the purpose with the person whom they authorize to draw the wages due.
- (b) The stamped pay authority form must be signed by the Shop Foreman and countersigned by the Works Manager.

Rule XXV.—Leaving Company's Service.

Workmen desirous of leaving Company's service must give a month's notice otherwise they will forfeit all pay due up to the date of leaving. They must also give up all Company's property in their possession otherwise its value will be deducted from whatever monies are due to them.

Rule XXVI.—Obtaining other Employment.

Workmen who desire to obtain other employment must obtain permission in writing from the Works Manager before they apply for it.

Rule XXVII.—Passing out of Material or Tools.

No material or tools are to be removed from the Works except on the authority of a pass to be signed by the Foreman; and the pass must enumerate whatever is to be removed, so that the Time Office Supervisor may be able to make an efficient check before the removal is completed.

Rule XXVIII.—Personal Tools.

- (a) Every workman must provide himself with such personal tools as are usual in his trade. Tool chests will be examined by the Foreman before any tools are allowed to be taken out of the Works, and on no account are private tools to be made in the Shops either during work or meal hours.
- (b) Private tools before being taken into the Works must be registered at the Time Office or otherwise they cannot afterwards be removed.

Rule XXIX.—Shop Tools.

Every workman will be required to see that each of his Shop tools bears the initial letters of the Company, and any workman borrowing tools from another workman must be careful to return them immediately he has done with them. A list of each workman's tools will be kept. When any workman requires a new tool he must apply to his Foreman who will supply it if he considers it necessary to do so. All new tools must be obtained at the Shop Stores on a Foreman's request and the old tools be given up at the same time.

Rule XXX.—General Shop Tools.

Any workman using taps, dies, reamers, gauges or templates, must see they are returned, in good condition, immediately he has done with them, to the person appointed to take charge of them. If no defects or damage are pointed out at the time they are taken out of the Stores it will be considered proof that they were then in good order; and if any defect or damage is observed on their return the workman who returns them will be held responsible.

Rule XXXI.—Locks.

A lock and key in the first instance is supplied for each workman's toolbox, drawer or cupboard, and he must see that they are kept in proper repair. Any workman breaking open another's lock will render himself liable to dismissal.

Rule XXXII.—Damage or loss of Company's Property.

Workmen will be held responsible for the value of any property or piece of work which they may damage or spoil through neglect or any other cause within their control.

Rule XXXIII.—Use of imperfect Material.

No workman shall use material which is imperfect or unfit for the purpose for which it is intended or put upon the scrap heap material which is otherwise useful, or carelessly waste material in any way.

Rule XXXIV.—Loss of Material.

Every workman must take proper care of copper, brass, or other material which has been put under his charge and will be responsible for the loss thereof.

Rule XXXV.—Material not to be taken away.

Material however old or apparently worthless, must not under any circumstances be taken off the premises.

Rule XXXVI.—Use of Soft Soap, &c.

- (a) For turning and machining work only soft soap and water are to be used except in cases where oil is specially allowed by the Foreman.
- (b) Great care must be taken that no dirty or greasy waste or sponge cloths are left lying about or are allowed to accumulate; all such material must be placed in the bin allotted for the purpose. No clean sponge cloths will be issued unless the old ones are returned. Sponge cloths must not be cut up or be mutilated.

Rule XXXVII.—Damage to Machines.

Any workman injuring a machine or other article through carelessness or neglect or leaving anything foul of shop roads will render himself liable to dismissal or punishment under Rules XLV and XLVI.

Rule XXXVIII.—Inferior Work—Alteration of Drawings or Templates.

Any workman making articles to wrong dimensions, or finishing work in an inferior or unworkmanlike manner will render himself liable to punishment under Rule XLIV. In no case must drawings or templates be altered without the sanction of the Works Manager.

Rule XXXIX.—Extinguishing Lights.

Every workman must extinguish the light he has been using before going to meals or when leaving off work.

Rule XL.—Precautions against fire.

- (a) Every workman using a fire is required to see that it is left safe at the meal hour and that it is put out when he is leaving work for the day, and where the air blast is used, it must be shut off on each occasion.
- (b) Great care must be taken by all workmen to avoid any possible risk of fire.

Rule XLI.—To obey Orders, &c.

Every workman must promptly obey all orders and instructions given to him by any person having authority over him, and perform efficiently the work or duties allotted to him, and faithfully and diligently serve the Company in such capacity as may, from time to time, be directed by any person having authority overtime and at such place or places as may from time to time be required by the Head of his Department or by any Officer acting on his behalf.

Rule XLII.—Intoxicating Liquors prohibited.

No workman shall bring or cause to be brought into the workshops or Company's premises any intoxicating liquors.

Rule XLIII.—Smoking prohibited.

Smoking is strictly prohibited either in or about the Workshops or Company's premises.

Rule XLIV.—Striking Work.

Workmen striking work or conspiring with other workmen employed in the Workshops to strike work or intimidating any other workmen will be liable to be summarily dismissed.

Rule XLV.—Dismissal.

The Works Manager or any Officer acting on his behalf may summarily dismiss any employee for refusal or neglect to perform any work or duty

allotted to him, disobedience or neglect of orders or instructions, absence without leave or without producing the requisite medical certificate or ticket, negligence or misconduct or for any breach of Rules IV, XI, XVI, XXIII, LI, or for the breach or non-observance of any of other rules applicable to his service and if any employee is dismissed under this rule or any other rule he shall thereupon forfeit all pay due to him or which may have accrued, and also any bonus provisionally allotted to him under the rules of the Provident Institution with the interest thereon.

Rule XLVI.—Fines, Reduction of Pay, &c.

All workmen are also liable to fines, deductions from pay, reduction of pay, suspension without pay, and reduction of grade upon any of the grounds mentioned in Rule XLV. If any employee is adjudicated insolvent or has a receiving order made against him or if his pay is attached by an order of Court, he shall be liable to be discharged.

Rule XLVII.—Attention to Duties.

- (a) Workmen must not play, idle or waste their time during working hours, nor wash before the whistle, and they are forbidden under any circumstances to wash their hands in oil.
- (b) No workman is allowed to go into a Shop other than that in which he is employed, except by order of his Foreman.

Rule XLVIII.—Quarrelling or misconduct.

Any workman quarrelling, using improper language, or otherwise misconducting himself, will render himself liable to dismissal or punishment under Rules XLIV or XLV.

Rule XLIX.—Increase of Pay.

Increase of pay is only allowed on merit and is not a right or a reward for length of service.

Rule L.—Other Employment not allowed.

Workmen are not to engage directly or indirectly in any service, trade business, calling or occupation of any kind, other than that of the Company, without the permission of the Agent through the Head of the Department.

Rule LI.—Information regarding Company's Business.

No employee of the Company shall communicate any information regarding the Company's works or business to any outside party.

Rule LII.—Prosecutions not to be undertaken without Agent's permission.

No prosecution is to be undertaken by an employee against any other employee or against any other person, in any matter affecting the Company's interests without the Agent's sanction through the Head of the Department.

Rule LIII.—Employees not to receive Presents.

Presents are not to be given or taken by any employee of the Company in his official capacity on any pretence whatever.

Rule LIV.—Memorials.

- (a) Memorials must be signed by the memorialists themselves and not by persons unconnected with the Company's service.
- (b) When a memorial is on behalf of a large body of the staff it is not required to be signed by every individual but by such number not less than six, as the staff concerned may select as their representatives. Attention will not be given to any communication which is unsigned.
- (c) Any individual petition signed by any employee may be submitted through the Foreman to the Works Manager who will give it due attention.

Rule LV.—Passes and Privilege Tickets.

- (a) Any workman travelling on a pass or privilege ticket and neglecting to give up the same to the Station Master or Ticket Collector at the end of the journey or when otherwise required, will render himself liable to punishment.
- (b) Misuse of a pass or privilege ticket will render the offender liable to dismissal, and also to prosecution.
- (c) Ticket Collectors signatures must be obtained on the receipts for all free passes and the receipts must be returned to the Foreman from whom the passes were received.
- (d) Workmen failing to return the pass receipts duly signed will render themselves liable to a fine of Rupee one.

Rule LVI.—Provident Fund.

- (a) It shall be compulsory upon all employees, who are in receipt of monthly pay of Rs. 30/- or upwards to become members of the Provident Fund, and upon all others, as soon as their monthly pay shall qualify them to become members.

- (b) All permanent employees other than "menials" who are in receipt of monthly pay of not less than Rs. 15/- and not exceeding Rs. 30/-, may under certain circumstances (particulars of which may be obtained from Foremen), be permitted to become members of the Provident Fund and to participate in the benefits connected therewith.

Rule LVII.—Attendance at Hospital.

If an employee is detained at the Hospital for more than half an hour, he will be paid for the time, provided the Resident Medical Officer certifies that he was unavoidably detained.

Rule LVIII.—Attendance during Sickness by Employee's Family Doctor.

Should an employee desire to be attended by his Family Doctor, he must report his illness within 48 hours to the Company's Medical Officer-in-Charge of the station, and if he neglects to do so the Company's Medical Officer will not, except under special circumstances, countersign the other Doctor's certificates.

Rule LIX.—Absence on account of Sickness.

A Certificate from the Company's Medical Officer (or a certificate from a duly qualified Doctor, countersigned by the Superintending Surgeon) must be produced in all cases of absence on account of sickness if the absence has extended beyond three days.

Rule LX.—Workman Off Duty on account of Infectious Diseases in his Family.

- (a) Any Company's employee in whose family a case of infectious disease occurs, must at once report the fact to the nearest Medical Officer of the Company who after due enquiry may give him a Quarantine Unfit Certificate.
- (b) The infectious diseases referred to are Small-pox, Cholera, Diphtheria, Bubonic-Plague and Typhus-fever. Pay will not be allowed to an employee put off-duty owing to infectious diseases in his family if either he or any member of his family quit the station at which he is employed without the permission of the Head of his department, or if he or any member of his family mixes with the residents or attends reading rooms, public entertainments or places of worship, &c. during the time he is off-duty. In cases of Small-pox, no pay will be allowed where an employee, or any member of his family except a child under three months of age, has neglected to be vaccinated.

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Rule LXI.—Injuries Sustained while on Duty.

wages will be paid to an employee for the period he is off-duty for any injury sustained, while in the execution of his duties, if the injury was not due to his neglect or carelessness, and provided the period of absence is covered by a medical certificate from the Company's Medical Officer and that the accident was reported to the Forman at the time of occurrence.

T. W. BONNER,

Locomotive Superintendent.

October 1918.

Friday, 14th December, 1928.

THE Committee met at the Town Hall, Bombay, at 11-15 a m.

Present :

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

ORAL EVIDENCE OF MR. BENJAMIN FRANCIS BRADLEY.

THE CHAIRMAN :—In what capacity are you appearing?—In the interest of labour. I have been working in the labour movement for some years, not attached to the textile, but the trade union movement generally.

Is there anything more you would like to say?—I would like to make a few remarks on the Seventeen Demands. In my opinion, the Seventeen Demands are an absolute minimum made in the interests of the workers. The most important points are the minimum living wage, an eight-hour working day, and the taking away of the autocratic power that the millowners have in Bombay to-day. These are the essential points. We have the backing of the International Labour Office on the question of the eight-hour day. The question of the minimum living wage does not need supporting in any way; that should be the first charge on the industry. The system of imposing fines on the workers, etc., does not obtain in the majority of countries, and in my opinion that is a thing which must be abolished as far as the workers in Bombay are concerned. On the Standing Orders, I think sufficient has been said by Mr. Joshi, but generally, from my experience and comparing them with conditions of labour in other countries, they are arbitrary. They are entirely one-sided. The question of playing off is an important point. It practically takes away the right of a month's notice on either side, in my opinion, which is provided in Standing Order No. 14. Then, in their reply to the Seventeen Demands, the Millowners' Association say that the majority of their workers are not permanent workers. Yet, in Standing Order No. 9, they classify the operatives into "probationary" and "permanent."

To what demand do you refer? Do you mean demand No. 14? —Yes; the question of making rules for the granting of leave. If they talk of permanent employees in their Standing Orders, I think it cuts away their argument in clause 14, that the workers are not permanent workers. Therefore, some concession, when a worker comes under this class of being a permanent employee, should be given as regards leave, etc. On the question of fining workers, for instance, for losing time, there is nothing to govern the fine that they are going to impose. If an operative comes a few minutes late, a fine of a rupee, or some fine might be imposed upon him, out of all proportion to the time that he is late. That is all I have to say.

MR. BAKHLE :—You are familiar with the conditions in England, so far as your own industry is concerned?—Yes.

IR KHAREGHAT :—What is your industry ?—Engineering.

IR. BAKHLE :—Have you got any such rules as these in the engineering industry in England ?—Absolutely none.

Are you familiar with the conditions in the textile industry in Lancashire ?—No.

If I read out to you the rules that obtain in Lancashire at the present time, you may get some idea as to the kind of rules they have, and perhaps you would be in a better position to judge the rules prepared by the Bombay Millowners' Association. They have got only 5 rules, and they are :—

- " 1. Every person employed (except persons casually employed or working as substitutes for sick or absent workpeople) shall give seven days' notice in writing previous to leaving, such notice to be given to the Employer or Employers on a Wednesday, and at no other time; and except as hereinafter provided, the Employer or Employers will give every person in his or their employment (except persons casually employed or working as substitutes for sick or absent workpeople) a similar notice to terminate such employment; the notice to expire in either case on the closing of the Mill on the following Wednesday.
2. In case any person shall leave his or her employment without giving the notice aforesaid, the Employer or Employers shall be entitled to reasonable compensation for damage sustained, but such damages shall not exceed an amount equal to one week's average wages of the person so leaving.
3. Should the Employer or Employers discharge a person without giving the notice aforesaid, such person shall (except in the cases provided for by Condition 5 hereof) be entitled to reasonable compensation for damages sustained, but such damages shall not exceed an amount equal to one week's average wages of the person so discharged.
4. Any person absent on account of sickness, or other incapacity, must within a reasonable time give notice to the Overlooker, or some other person in authority, or in default thereof will be considered to have left his or her employment, and will be liable to pay damages as per Condition 2 hereof.
5. Any person guilty of persistently using bad or indecent language or guilty of any gross misconduct, or wilfully wasting, damaging, spoiling, or destroying the Employers' property shall be liable to be discharged without notice."

These are the only five rules that obtain in Lancashire at the present time. Do you think that these rules are fair ?—I do not think they take away any of the rights of the workers, and turn them, as the Bombay Millowners' rules do, into practically slaves.

Do you also know that the rules have been approved of by the workers' organisations in Lancashire ?—As far as the mill industry in Lancashire is concerned, there is a working agreement between them and the millowners.

Even as regards these rules ?—Yes.

Taking the Bombay rules *seriatim*, can you tell me whether Rule No. 3, about the decision of the manager upon any question, is one-sided?—Certainly. I might add that in the majority of instances, specially engineering, and the same applies to the mill industry, there are Mill Committees and Factory committees, and on practically all these points there is mutual agreement between the management and the Committee representing the workers.

The manager does not exercise the autocratic power that is given under this standing order?—No. Otherwise, there would be trouble.

Will you please look up Rule No. 6? Are you in favour of the arrangement of the working there from 7 a.m. to 6-15 p.m., with two recesses, one of half-an-hour and the other of 45 minutes?—In my opinion, the hours of work are much too long.

I suppose you are in favour of more than one recess?—With the present number of hours of work, yes; but one recess is the usual thing in England, but there 8 hours or 8½ hours is the maximum.

You are not in favour of this procedure?—No.

Would you like to keep the arrangement as it is, say, 10 hours' working with an hour's rest?—I think it is in the interest of the workers that it should be done, and in the interest of the millowners too, because excessive hours are not going to give efficiency in work. In my opinion, the longer an operative works, the less efficient he would be.

Is that the experience of the employers in England?—I think it has generally been proved in England, and America especially, where they have introduced speeding up, etc., and got down to final limits on production, that the less hours the men work, the better results they get in that period of work.

Have you ever come across a rule like the No. 11 standing order that we have here, about the search?—Search in England in factories would have had to be done under the eye of the police. The police would have to be called in. The man could refuse to be searched by an employee of the mill or factory, and he would be quite legal in doing so.

Can the gateman detain a man?—If he has a suspicion.

If he detains him, he can call the police, and then only a search can take place?—That is so.

Otherwise not?—No.

You are not in favour of this rule?—I am not in favour of it.

Do you think that this rule will be abused by the gateman?—I think it will be abused by the gateman and the millowners into harassing the workers.

Rule No. 12 says " Before the beginning of each month a notice will be posted outside the Timekeeper's Office and in the Mill stating (a) the days on which the mill will be closed during the following month, and (b) the date or dates on which wages will be paid." Do you not think that it is necessary to put down the date on which payment will be made? That is to say, that before the 8th of each month, or before the 6th of each month, payment shall be made to the workers?—I think it could easily be done, because the holidays generally are known 12 months beforehand, and these things could easily be settled to give the operatives more opportunity for making preparations.

You know the present practice is that the wages are generally paid on the 12th of each month, or even on the 15th. Do you not think that the workers are considerably inconvenienced by this method?—That is to pay early in the month?

That is the point?—It is a matter of speeding up the staff, I expect, to get the pay sheets ready. I think it would be better for the operative to receive his money earlier in the month to carry on whatever he wants to do.

Do you think that one week's period is not quite enough for the mill-owners and the management to prepare the calculations and the pay sheet?—I think it could be done in much less time than that. The majority of workers in England are paid by the week, and in factories where they have 10,000 and 15,000 workers, they are able to prepare their pay sheets in time. You generally finish the week on a Wednesday or Thursday, and the pay is ready either by Friday evening or Saturday morning.

MR. KAMAT :—In Bombay do they get their wages at regular intervals of 30 days, whatever the date might be?—I understand they get it regularly.

At an interval of 30 days?—Yes.

MR. BAKHLE :—Do you know that when an operative gets into a mill for the first time, he has to wait six weeks before he gets his first wages?—Yes.

After that he begins to get it regularly once a month. Do you know that there is the practice in several mills to pay some advance after the first fortnight after the regular payment is made; that is to say, if he is regularly paid on the 15th, the advance is given in the first week of next month?—I am not aware of that practice.

Any way, you are in favour of making payments to the operatives as early as possible, and in no case later than the first week of the month?—I do not think it is fair to keep the men waiting for six weeks; it is unnecessary. If the mill wants, they could do it in a shorter time; it is done in other places.

You said in England they had a weekly system of payment?—In the main, all the payments are made generally the next day after the end of the week. The week usually finishes on a Thursday, and payment is made either on Friday evening, knocking-off time, or Saturday morning.

Have you got a majority of the people working as piece-workers, or fixed wages?—The rule about payment applies to both.

The millowners' complaint is that in the case of weavers they have to calculate the piece-work done during 30 days, and therefore it is impossible for them to prepare the pay sheets within less than a fortnight or 10 days. That is their grievance here?—I have done piece-work myself, and I have always received my money the same as time workers, regularly, and I have worked on the same basis as he has worked.

Have you got the system of playing-off in your industry in England?
—No.

Does not your industry get depressed sometimes?—Yes, especially engineering. The workers are engaged on an hourly basis, and if a slack time comes, there is an hour's notice on either side. It just means that the foreman comes along and gives you an hour's notice, and you are finished.

Suppose one section of the industry is closed down on account of the depressed state of the industry, and the workers get an hour's notice and they are suspended, do you not call it the play-off system?—No.

In which way is it different from the play-off system?—It is recognised in the engineering industry, for example, that if a man receives an hour's notice, he immediately goes to another workshop and tries to get a job, or else goes on the Labour Exchange and receives unemployment benefit.

MR. ASVALE :—Do you know any system of playing-off in the textile industry?—None.

MR. BAKHLE :—What do you think about Rule No. 14, which provides for monthly notice to be given by the employers?—The latter part of it, in my opinion, is wrong. It says " Any operative drawing wages on a daily earning basis may be dismissed on one month's notice or 26 days' earnings (computed on the average earnings of such operative for the month last passed) in lieu of notice."

Do you think it is wrong?—If they are going to give a month's notice, and if the principle of a month's notice is going to be accepted on either side, a month's wages should be paid definitely.

Coming to rule No. 17, they have mentioned here five acts, or omissions which will be considered as misconduct on the part of the employee, and for which he is liable to be dismissed. What do you think of that?—I have not seen anything like it before applied to a worker.

You are not in favour of this clause at all?—No. The rule is so wide that it is liable to affect any worker just as the manager may think fit, if he wants he can get rid of him for certain acts of omission, and can, therefore, do away with his obligation to give a month's notice.

Do you not think that clauses (b) and (c), striking work either singly or with other operatives without giving one month's previous notice, and inciting whilst on the premises any operative to strike work without giving one month's previous notice, are inconsistent with the provisions of the Trade Unions Act about strikes? I suppose you are familiar with the Indian Trade Unions Act?—Yes. The present Trade Unions Act gives the workers the legal position of doing these acts, which these two clauses will take away from them.

Rule 18 is about fines. I think you stated just now that you were not in favour of the system of fines?—I am not in favour of it.

Do you believe that moral pressure and good supervision will go a great way in maintaining discipline in a big factory?—Yes, I think so; and I think if the workers are given more opportunity and are assisted more, they will respond better, and the clauses laid down here will not be necessary, the same as in England.

In England there are a number of factories where there is no system of fining employees?—The system of fining is illegal so far as England is concerned. A man must receive the wages he earns. That is definite. If the employer wants to recover anything on any of these points he must take legal proceedings.

If he comes late or if he spoils a piece, is he or is he not fined in the English factories?—In the case of a man coming late in the morning he loses his wages for an hour. Suppose the mill starts at 7. The man coming late will have to stand out for an hour and then he is allowed to work. At the end of the week he will get his wages with the deduction of wages for one hour. There are certain factories which allow a man to come late by quarter of an hour and his wages will be deducted for that period. So far as piece-work is concerned there is no fine, because of the fact that a piece worker takes his wage for the work actually turned out by him. If he is out of the factory for an hour he would not have earned anything for that one hour. In the case of permanent workers if they come late often, they will be reprimanded and finally they will get the sack.

You know that there is no Truck Act here as there is in England to regulate the imposition of fines. When you give such wide powers as are provided in the standard rules in the hands of the managers, they will be abused?—Unfortunately they are abused.

Coming to our 17 demands you have stated that they are our minimum demands. You are in favour of an 8-hour a day being introduced in the textile industry and therefore you could not agree to increase the number of hours from 8½ to 10 in the case of mechanics as it is sought to be done by the Bombay Millowners' Association?—Absolutely not.

The most important idea underlying the demands of the Joint Strike Committee is that they really want that the power of consultation should be secured to their representatives, to their trade union organisations. That is the fundamental object?—Yes; and to improve the condition of the workers.

That is right. You think that this is absolutely necessary in the interest of the workers, in the interest of the employers and in the interest of the industry as a whole?—Yes.

Demand No. 7 deals with the 3-loom system and double-frame system. If all the mills in Bombay were to introduce double frame system in the spinning department, I think a fairly large number of the operatives will be unemployed and if a few mills introduce the three-loom system there again will be some displacement of labour. Do you think it worth while to introduce these systems when we know as a matter of fact that a fairly large number of people are going to be retrenched and when there is no provision made either by the State or by some private arrangement for the maintenance of these people and for protecting them from misery and starvation.—It will cause considerable distress among the operatives and that will react upon the lucky few that may be employed.

You are not prepared to support any such scheme of rationalisation unless some provision is made to protect these people from starvation and misery in the way of unemployment insurance, labour exchanges and so on.—That should be done. The position unfortunately is such that unemployment is developing throughout the world. In England there is unemployment insurance and this gives some relief to that problem. As a result of unemployment people have to lower their standard of living owing to destitution. Generally this goes against the industry; and so unemployment affects everybody and assists the increase of it.

The next demand deals with the minimum wage. You are in favour of a minimum wage for the textile industry.—Yes; for every worker.

What is the position in England with regard to the forfeiture of wages?—Demand No. 9 is:—

“The rules regarding the forfeiture of wages remaining unclaimed for certain periods should be done away with.”

The Millowners have made a provision—I think it is Rule 15—with regard to the forfeiture of wages.—I think the operative should have the right to claim his wages at any time. So long as he has earned it he must get it.

Do you forfeit earned wages in England?—No such opportunity has arisen so far to forfeit wages.

Take Rule No. 15:—

“—If any permanent operative leaves without such notice he shall forfeit the whole or part of the wages due to him for the month at the discretion of the Manager by way of liquidated damages.”

Is it your opinion that a man should get his earned wages, and that if he leaves service without notice the employers should take legal steps and should not forfeit wages as they seek to do under this rule?—I am of opinion

that such a provision should not be made, because it places the operatives in a disadvantageous position. Generally as far as wages are concerned my opinion is that the operatives should always be paid their wages. If the millowners or employers want to recover any amount due to them, they should be allowed to have recourse to legal proceedings. That is the method that should be adopted.

What do you think of this demand No. 12 :—

“ The present high price allowance should be consolidated with the original wages.” ?

—I have always been against war wages and high cost of living wages anywhere. Unfortunately this clause shows definitely that the worker is on a fodder basis. A decrease or increase by 2½ per cent. in the cost of living will immediately affect the operatives. This clause itself proves that the wages that are given at present are much below a living wage and that the wages should be brought up somewhere near the cost of living, because to keep the men on fodder basis is entirely wrong.

So, you are in favour of consolidation ?—Certainly.

The 13th rule is this :—

“ One month’s notice must be given by either side before terminating the contract of service.”

Are you aware that there are a few countries outside India where under the laws of the country the employers are asked to give one month’s notice to the operatives while the operatives are asked to give a week’s notice. Such a rule exists and I have promised the Committee to supply the rule. If there is a rule like this, can you explain the difference in the period of notice between the employers and employees ?—In my opinion the reason for this difference is that the employer is in a favourable position as against the employee. The insisting of one month’s notice may work a great hardship on the employee, while the same would be nothing to the employer. So, the same treatment should be given to the operatives here and they should not be penalised as they would be under this rule.

You think that a similar provision should be made in our rules.—I think it would be a method in the interest of the workers.

MR. ASVALE :—You know generally the condition of mills in England. Is there any provision made for workers to take their food during the recess ? —In the majority of factories they have got canteens, a huge hall, and in many instances the employer provides a cook and gives food, very clean and decent.

What is the recess period ?—One hour only.

Who is responsible as regards the proper and careful observance of the rules under the Factories Act ?—The millowner.

Not the head jobbers or jobbers or heads of departments?—Certainly not.

As regards the employment of women and children the millowners are responsible?—Absolutely.

Is there any rule as regards the giving of bribes?

THE CHAIRMAN :—You want to ask ' Can a workman be dismissed if he is found giving a bribe ? '

MR. ASAVALE :—Yes.—The question does not arise in the factory.

Do the operatives take their food outside the recess hour in England?—They are not supposed to. Generally it is observed in the breach.

MR. BAKHLE :—I have seen in Lancashire that tea and bread are taken by employees in the morning in the mills?—Nobody takes notice of it.

MR. ASAVALE :—How long have you been here in India?—14 months.

Have you visited any of the mills during working hours?—Yes; I have seen the Empress Mill.

In Bombay?—I have been trying to see some of the mills during working hours but I have not found the opportunity for it.

How much time the workmen in India would be able to work taking into consideration the climatic conditions?—The climatic conditions in comparison with my country are such that I think that labourers here should work for a less number of hours than in England.

Do you think that the wages of the Indian workers are adequate to maintain themselves?—Far from adequate.

Do you think that an operative from Manchester would be able to work as hard as Indian workers and for such a long time as the Indian operatives?—I don't think so.

MR. DANGE :—We have made a demand for increase of wages. When we made that demand we have had several witnesses from the owners' side. Many of them stated that even if more pay is given to the Indian workers they will not improve their standard of living. Have you had any such argument also in England?—That has been the argument ever since England was industrialised. This argument has been used against the workers; and specially so 35 or 40 years ago. When they tried to abolish child labour the same argument was used. Finally, it was done by legislation. In Lancashire women and children used to work in the mills. The reason for that is that the male operative does not get a living wage and that it has to be augmented by the earning of the wife and children in the mill. We have got

a case in point. In Lancashire the millowners and mine owners bitterly fought against giving better condition to labourers. To-day we find in Lancashire decent education among workmen, which is the birthright of all human beings. Given an opportunity they will improve their standard of living.

You do not agree with the millowners that even if you give the better wages they will not improve their standard of living?—I do not agree.

There is another statement from the owners' side. They say that it is the peculiarity of the Indian workers that they remain absent, most of them, after pay day. Is there any such phenomenon amongst English workers?—Not to such a degree as in India, because English workers get much more leisure than Indian workers. On Saturday they leave the mills after receiving their wages at 1-30; and always they have got their evenings. Because of these reasons there is not so much absenteeism in England.

Supposing that in an English Factory an employee absents himself, due to sickness, for a week or so, will that place be given to another worker and the employment taken away from him?—It would happen. The point is, that in England the employee has the channel of the union to communicate any illness he is suffering from to the employer. If the employer does not get any such information, another may be appointed.

MR. ASVALE :—All the wage earners in the factories as well as outside the factories get the same wage or is there any difference in wages?—As a matter of fact road sweepers for instance receive considerably more wages than artisans.

MR. SAKLATVALA :—You attached considerable importance to the Labour Conference at Washington. You know that it was at that Labour Conference in 1919 that the hours of work were regulated—48 hours a week was passed at that conference. At that conference all nations were represented. There was a good deal of discussion and the conference resolved under Article X that in British India 60 hours a week shall be adopted for all workers in the industries at present covered by the Factory Act administered by the Government of India. When they resolved upon this exceptional case of India—also Japan and other eastern countries—they must have had some reason?—Possibly because the Indian workers were not so well represented as workers of more advanced countries and that the reason of illiteracy and so on might have been one of the reasons for that.

The Indian workers were adequately represented. At any rate it may be due to the fact that conditions differ in various countries. You yourself say that in India owing to climatic conditions it is not possible to do work in the same intensive manner as in England for instance. Therefore you do not expect that the worker who would work only 8 hours here would be able to give real 8 hours' work. In England if an operative works for 8 or 7 hours he turns out a fairly good amount of work. In India it is not possible. I am not blaming the men but I am blaming the climate. In India you must have observed in your sufficiently long experience that even

the workers on the road are not quite as efficient or as attentive as workers in England?—The stamina is everything against them. These things can be easily improved, if more consideration is given to the worker.

You have compared the workers in India as well as the workers in England and also the industrialists here as well as in England. Can you tell me whether the trade unions here are as efficiently organised as in England?—They are not.

Therefore, it is not any discredit to the employers that they have not got the same set of rules they have got in England. So long as unions are not well established there cannot be the same conditions, the same terms and the same agreements. You realise that.—Do you mean to say that until labour becomes sufficiently strong to extract better condition of life they are not entitled to demand anything from the millowners.

I do not mean that. What I mean to say is that in England it is a very easy task for employers to arrange things with the unions' representatives. Here in India until the unions are well organised it is not such an easy task as in England.—I consider that if the millowners had taken the representatives of the workers into their confidence previously better results would have accrued. Whoever may represent the workers, the fact is that they represent the workers. If they had been given that consideration better results would have accrued. But I am of opinion that as has happened in all civilised countries history will repeat itself and only when the workers are strong enough to extract those conditions will they get them.

Have you any reason to believe that the employers here have not given facilities for the formation of trade unions?—Well, it is not a point whether the employer gives facilities. There have been representatives of the workers, and I do not think those representatives have been given sufficient consideration. The facilities for organising the workers remains outside the purview of the millowners really, but whoever may have represented the workers in the past should have been given consideration.

You are aware that the Trade Unions Act was passed in India only recently; it came into force in 1927. Under that Act there are now some registered unions of Bombay Mill Operatives in Bombay—three or four. There was only one registered union at first, and it was only after the strike that three or four more unions were registered. Since these unions were registered, have not the Millowners' Association invited all registered trade unions, taken them into confidence and discussed questions with them?—The only reason, in my opinion, why the millowners gave so much consideration to these organisations is because of the confidence that the men had placed in the leaders of these organisations, and not because of the good intentions of the millowners. The point is, if these strikes arrive, general strikes or spasmodic strikes, then the millowners want to keep their mills working, and naturally they may go to Dange or Lenin or Trotsky, if they want those men to go and advise their workers to resume work.

I am not referring to our efforts to end the strike. Take for instance, the standardisation scheme; you were one of the strikers' representatives; were you and your colleagues not taken into consultation; did we not discuss it with you for days? It was not only to put an end to the strike that we consulted you?—The point is, if the workers had not been so determined you would never have spoken to their representatives. For instance, if the stamina of the workers had broken down after three months and they had been forced back to work they would have had to accept whatever conditions millowners wanted to impose on them.

It was before two months were over; we met on the 9th June. Unfortunately a good deal of time was lost in correspondence. Coming to another point. You said that as regards the three-loom system and so on the millowners must consider the question of unemployment. In England, whenever any labour-saving device is introduced, do you think the first care of the owners there is to find out ways and means for those unemployed and then only to put the labour-saving devices into operation?—No.

In your trade, when automatic machines were put in, did the engineering trade first consider what would happen to the labourers before they put in the automatic machines?—Capitalists all over the world have the same feeling about it.

As regards minimum wage, I do not want to dispute the point; I want to know how it is arrived at in England. It might help us to arrive at some decision ourselves. How do you arrive at this minimum wage?—It is based on the cost of living figures of the Board of Trade, etc.; the same as in Bombay. I believe in one of the issues of the *Labour Gazette* it was put down as Rs. 43-8.

For a family of four?—Yes.

Therefore, would you contend that every family of four should have at least a little more than Rs. 43?—It might be based on that. That is the cost of living; it leaves nothing for fun or enjoyment.

Do you think that they ought to receive Rs. 50?—Yes.

As regards the high cost of food allowance, you think it would be much better if it was consolidated. But you know that in England, at least in the textile trade's uniform list of prices, we always find that a certain percentage is left over and not consolidated in the wages and it goes up and down according to the cost of living. I suppose it is done in consultation with the unions. Just to give you an example, in the list of uniform prices for the weaving section, in one particular case in 1906 it was only 5 per cent.; it went up to 10, 16 and so on; in 1918 it went up to 125; then 155, 225; then it came down to 170, 160, 120, 110. So, even in England these allowances are not consolidated. There must be some reason for that?—The reason why the allowances are not consolidated does not apply to one trade, it applies to all workers. Where the workers have been strong enough to force consolidation they have succeeded. When they pay a basic wage and an allowance—some firms called it a war wage—the employers do not consider the allowance as a

wage, but as something that they can cut down at their sweet will without really affecting the basic wages.

Supposing these wages are consolidated in England, still is it not open to the owners (of course, after consultation with the labour organisations) to lower the basic rate?—Yes, it is open to them. But the point is when consolidated it becomes the basic wage; it is easier to attack an appendage than to attack the thing itself.

MR. CAROE :—Apart from the reasonableness or unreasonableness of the rules, do you not think that it is a reasonable thing that when a man enters the services of a mill he should know on what terms he enters and what rules apply?—There should be certain rules for guidance, I admit.

If a rule is reasonable?—Yes, certainly; there are rules, as I have pointed out in Great Britain; practically all factories have them; but they are very few.

If they are legal?—Yes.

About these fines, I understood from you that it was not possible in England to deduct fines for late attendance or for damaged work?—No; the fine should be equivalent to the time lost.

In 1896 there was a Truck Act; was it not there?—Yes.

If I may read this to you :—

“ 1. (1) An employer shall not make any contract with any workman for any deduction from the sum contracted to be paid by the employer to the workman, or for any payment to the employer by the workman, for or in respect of any fine, unless—

- (a) The terms of the contract are contained in a notice kept constantly affixed at such place or places open to the workmen and in such a position that it may be easily seen, read and copied by any person whom it affects; or the contract is in writing, signed by the workman; and
- (b) The contract specifies the acts or omissions in respect of which the fine may be imposed, and the amount of the fine or the particulars from which that amount may be ascertained; and
- (c) The fine imposed under the contract is in respect of some act or omission which causes or is likely to cause damage or loss to the employer, or interruption or hindrance to his business; and
- (d) The amount of the fine is fair and reasonable having regard to all the circumstances of the case.

(2) An employer shall not make any such deduction or receive any such payment unless—

- (a) The deduction or payment is made in pursuance of, or in accordance with, such a contract as aforesaid ;

* * * * *

Then paragraph 2 :—

“(1) An employer shall not make any contract with any workman for any deduction from the sum contracted to be paid by the employer, to the workman, or for any payment to the employer by the workman for or in respect of bad or negligent work or injury to the materials or other property of the employer, unless—

- (a) The terms of the contract are contained in a notice kept constantly affixed at such place or places open to the workmen and in such a position that it may be easily seen, read, and copied by any person whom it affects ; or the contract is in writing, signed by the workman ;
- (b) The deduction or payment to be made under the contract does not exceed the actual or estimated damage or loss occasioned to the employer by the act or omission of the workman, or of some person over whom he has control, or for whom he has by the contract agreed to be responsible ; and
- (c) The amount of the deduction or payment is fair and reasonable, having regard to all the circumstances of the case.”

—The only thing as far as that act is concerned is, in practically every case it is challenged, and it has got to be extracted through a court of law.

But it is legal ?—It may be legal.

Then, if I read this, I find it is really the other way. Paragraph 5, says :—

“Any workman or shop assistant may recover any sum deducted by or paid to his employer contrary to this Act, provided that proceedings for such recovery are commenced within six months from the date of the deduction or payment sought to be recovered....”

So that is it not likely that the employer is entitled, provided these rules are put up as a notice in the mill, to deduct the fine and that the duty is on the employee to recover the fine if he considers it is illegal ?—Of course that is what the Act says, but in the main the method adopted is the other way about.

Therefore, what I mean to try and show is that these rules about fining in Rule 18 are really not so unreasonable as you meant to suggest, because apparently they have been the subject of permissible legislation in England.—The only thing I can say on that is that in the main the fine is challenged by the worker, and he is in a position to challenge it, whereas in India it is different.

In one case in 1901, 2 King's Bench, a rule saying that all workers shall observe good order and decorum while in the factory was held to be a good rule. Do you accept that?—Yes.

That really is very much the rule here: "Quarrelling or behaving in a noisy or obnoxious manner or doing anything likely to cause a breach of the peace."—In the main, as far as these rules are concerned, no such formidable document as this is placed in front of any worker there. These cover so many points and are so drastic that in my opinion they are unnecessary.

I will put it to you another way. Will you agree with me that a good number of the acts of misconduct mentioned in rule 17 are such that the employer would be entitled to dismiss the workman guilty of any of them even without any provision in the rules? It is really a warning to the workman that he may even be dismissed for such acts—dismissed without notice.—The owner of course has that power. The point is, if the rules are not there, the power can be challenged outside the mill itself, whereas it cannot be challenged if the workman submits to these rules.

I will come to that later on. But you agree with me that for most of the cases of misconduct in Rule 17 the owner or the agents would be entitled to dismiss the workman? Leave out (b) and (c). Take (a) "Insubordination or disobedience whether alone or in combination with another or others to a superior or to the Manager;" and (e) "Theft."—That may be so; the Manager has that power to dismiss. The difference here is that the Manager is given the final word. The effect of submitting to these rules will be that the Manager will be the final arbiter. To make the Manager the final arbiter to decide whether the man has committed the crime or not and whether the punishment is just or unjust is entirely wrong from my point of view.

Your objection then is not so much to the offences in the rules or to the rules, but to the fact that the discretion is left to the manager; is that your objection?—That is my main objection, but in my opinion these rules are unnecessary, because as far as the acts or omissions of the worker go, if he does nothing wrong, then it should be dealt with by mutual understanding between the manager and the worker's representative; instead of the manager having the final word, it should come before a representative of the worker and the manager.

But the workman here has an opportunity of putting his case before the manager; it was suggested the other day that he should be entitled to be represented at an inquiry before the manager. What more do you want?—If it is accepted all right, but I still maintain that those rules are unnecessary.

Then about search. You say in England the police would be fetched before a man was searched. I quite agree with you. But it really depends upon the degree of frequency with which these offences of theft take place; does it not?—And the legal position.

I quite agree. But you agree that without a rule of this nature the gateman would not be entitled to stop a workman and search him?—That is so. The fact is that if the gateman has suspicion he can detain that man.

You think he can in law?—I think so.

I will argue to the contrary, but I leave that. But assuming that the gateman detained the man and he was found to have nothing on him?—Well, I believe that it is possible for the workman to take some legal action for wrongful detention. Many cases of that character have arisen in England.

Therefore, assuming that theft is frequent in mills, it is not an unreasonable precaution in the interest of the mill to provide a rule that a man is liable to be detained on reasonable grounds of suspicion that he is concealing something?—It may be so, but this gives the power to the gateman or gatemen to indiscriminately stop anybody that they may think fit.

It would. But do you think it is likely that a gateman or two gatemen, or even three, would stop or would be able to stop a crowd of men walking out of the mill at one time and that they would make a habit of doing that? We must look at these things with a certain amount of reason?—Considering the small passage that the workmen have to go through, they could. A man can be detained night after night if they wish to do that.

If a gateman so often detained the man, without reason, do you think the gateman would be continued for a long time at the gate?—I do not think so; but there is the power given to him by this rule.

After your admission, do you think this rule would be abused?—I think it would be.

You said that there was no limit to the amount of fines which could be imposed. There is a limit to the fine under Rule 18, and that is 2 per cent. of the operative's total earnings of that month?—If an operative comes late the maximum fine can be imposed, and that might be out of proportion to the time lost.

But on the other hand, it might benefit the employee also. If the maximum amount has been reached and again he comes late, you cannot fine him any more?—They will take more drastic action.

But the limit is 2 per cent.?—Not exceeding 2 per cent.

As regards what you said about playing off; the hourly wage to which you referred in the engineering trade practically gives the employer power to put a man out of work; he can send away all the workmen at any time that it suits him?—It operates both ways, and that is done by agreement between the Employers' Federation and the Engineers Union.

But I understand—I am not an expert in this matter, but I think it was accepted by the gentlemen over there (representatives of the Strike Committee)—that in the textile trade in England there is a somewhat similar system, but that the workmen are compensated out of the union funds?—But that is a matter of union rule. If I was to get the sack this evening and I gave notice, I should have my unemployment benefit, the trade union benefit and so on, probably as much as if I was working.

I merely put the point. I think it was admitted—I speak subject to correction—that there were certain special circumstances in the textile trade and that even in Lancashire the principle of play off was recognised?—I do not know.

But you will accept it from me that it is so?—Yes, if you say it is.

MR. BAKHALE :—The rule is :—

“ In the event of any Member being thrown out of work at the mill where he is employed, through any of the following cases, namely :—

Fires, floods, failures and bankruptcies, breakdowns, expirations of lease, dissolutions of partnership, changes of ownership, removal of looms on or off the premises, repairs to engines, boilers, economisers, and mill gearing,

shall receive the amount stated in the table of benefits (Section “ A ”) for the number of days through which such stoppage at the mill may cause such member to be out of work, but no member shall receive more than thirty days in all for any particular stoppage.”

—But this has nothing to do with the millowners themselves ; it is a benefit paid by the union of the workers.

But I merely say that it indicates that the system of play off does exist. The workmen get benefits from other sources, but the principle exists?—But it is not a matter of definite rule laid down and agreed to that such a thing should operate under the circumstances. The rule quoted merely says that if a man is made unemployed for those reasons he gets benefit.

But Mr. Stones said that it was the custom, the recognised custom. Now, the last question is about the final decision of the manager. There is no doubt that these things are recognised in England, where the workman is bound by the decision of a superior in the employment of the employers or by the decision of the employer?—In the main there is mutual agreement.

But you will agree with me that it is not illegal to have such a rule. A rule that the decision of the manager or some man of that nature should be final, is recognised by the courts as legal?—But then that position is challenged by the Committee of the Engineers' Union, and the same I believe applies in the mill industry. The workman would be equally represented as the manager. Here arbitrary power is given to the manager.

I am here merely to try and prove that these rules are legal from the legal point of view. I only want to ask you (I do not know whether you are here to deal with it) whether you accept the principle that a rule of this nature is legal. If you are not prepared to argue that, I will ask it of another gentleman?—I cannot answer that. It may be legal.

That is a very fair answer.

MR. ASAVALE :—If this rule about searching is accepted, do you not think that there should be a rule to compensate the worker who is unnecessarily delayed?—Certainly, if you are going to accept the principle.

Is there any rule for the forfeiture of wages in England? Are the wages of the workers forfeited at any time for negligence?—No.

MR. BAKHLE :—Mr. Saklatvala referred to the Washington Hours Convention, and said that the Washington Conference adopted 60 hours a week on account of the special conditions existing in India. That is to say, even according to Mr. Saklatvala, the International Labour Conference does take into consideration the special conditions obtaining in different countries. Now, you know that after Washington, several International Labour Conferences have been held year after year, and passed several conventions, and I suppose when they passed those conventions, the special conditions of India were taken into consideration by the International Labour Conference. If that is so, do you think that the millowners should be equally enthusiastic for those conventions as they are for the Washington Convention of 60 hours?—I think so; if they want to apply the one they should apply the others.

Are you aware that at the last International Labour Conference, they passed what is now known as the minimum wage convention?—Yes.

Are you aware that the Employers' representative from India opposed that convention when a record vote was taken?—I understand it is so.

Are you also aware that when the official record vote was taken, the Employers' representative, along with the representatives of the Government of India remained neutral?—Yes.

As regards rationalisation, you said that there was rationalisation in your industry in England?—Yes.

Is it a fact that the workers took kindly to the rationalisation and did not oppose it?—They did not take kindly to it.

It is the employers who generally bring in these new methods?—Yes. The reason for opposition is that the owners try to impose rationalisation, but do not give the worker the equivalent for equivalent output. That is where the difference generally comes.

You also stated in reply to Mr. Saklatvala that Indian trade unions are not yet so much developed as they are in Lancashire or in other European countries, and therefore it is rather difficult, according to him, to deal with trade unions. Would you be surprised if I told you that in one of the jute mills in Germany which I have visited.....

THE CHAIRMAN :—You are only going to tell him that. He is here to give evidence.

MR. BAKHLE :—I am getting an answer from him.

THE CHAIRMAN :—He just says he agrees with you. If there is anything really important, you may ask him.

MR. BAKHLE :—The point that I was making is this, that although there may not be a very large number of workers in the trade union, yet it is the practice in European countries to recognise the trade union?—Yes, whether it represents a majority or not.

Not even a majority. In this particular factory, only 1,200 workers out of 4,500 have come into the organisation, and yet that employer makes an agreement with the union?—Yes.

About consolidation of wages, Mr. Saklatvala referred to the Lancashire list, and he said that the allowances are quite separate from the basic rate. You are probably aware that the Lancashire list was prepared as far back as 1847, and the increases and decreases were made subsequent to that. Once having fixed the standard rates, the increases were given according to the cost of living and other conditions. Now, we are preparing a standard scheme here for the first time, and therefore do you not think it is necessary that we should have a consolidated basis to start with, and then give additions or make subtractions according to the cost of living in the circumstances?—I agree to the first part definitely that you should have a consolidated basis to start from, and that is the only logical basis you can work from.

MR. DANCE :—You might be aware that when discussions took place in the Committee regarding the amount of work done by the Japanese and Chinese workers, on our side we pointed out that the Japanese worker was not taking the amount of work that was forced on him quite willingly, and that he was revolting against the longer hours and the intensified work that was being taken from him. The other side denied that the Japanese worker was revolting, and said they had no news about it. Are you aware that the Japanese textile workers as well as the textile workers in Shanghai are revolting against the slavish conditions of 12 hours' working day and the rational system?—I am aware of it, and the workers are ruthlessly repressed. That is the trouble. Any sign of trade union activity in China or Japan is ruthlessly put down by the millowners and their satellites, whoever they might be.

So, the mere fact that the Japanese worker is minding 3 or 4 looms, or that he is giving 96 per cent. efficiency would not be sufficient to show that he is accepting the conditions quite willingly?—They are forced upon him.

Mr. Saklatvala said that the Washington Conference had made exemptions for India, and that the workers in India were represented at the Washington Conference. I might point out that the International Federation of Labour at Amsterdam represents something like 18 million workers, and has attached to it most of the organisations of the world. Similarly, there is the Red International of Labour Unions, with its headquarters at Moscow, which has got an affiliated membership of 13 millions. At the Congresses of this bigger body was it not recommended that for all colonial countries the hours of work should be brought down to 8?—Yes.

Do you think that the claims made by the Red International of Labour Unions are sufficiently representative of the world opinion of workers?—I think so, especially of colonial workers.

May I know the reason why the Red International specially claims to speak on behalf of colonial workers, Indian, Chinese and Japanese?—One of the reasons is because the other Internationals left them alone for a considerable while, and there is a clash of interest from the point of view of the two sections of workers between the East and the West. It is generally understood by both Internationals that the conditions of colonial workers have got to be improved to maintain the standard of existence and life in advanced countries. The position of capital is shifting from the advanced countries to the colonial countries, and it is operating against the workers in England, Germany, America and other countries. Cheap labour and raw material are being used by the capitalists of all countries to worsen the conditions of the workers in other countries.

You would prefer the opinion of the R. I. L. U. to the opinion of the International Federation in matters of hours of work and conditions?—Yes.

Mr. Saklatvala then referred to what he called scientific experience, and he said the Indian worker was not putting in the same amount of work within one hour as the English worker, that it was not possible for him, and therefore the British worker's 8 hours was taken as 10 hours here. Now, if that were a scientific opinion, do you think that the R. I. L. U. would not have backed it for the colonial workers, and recommended 10 instead of 8 hours, had there been any truth in that contention?—It is not so.

THE CHAIRMAN :—You are in favour of a minimum wage, and all that, but do you take the view that the state of the industry that is concerned should not also be a consideration as to whether it can bear the increases suggested?—It is taken into consideration, but I do not agree that it should be considered so much as the conditions of the employees, the workers in the industry; they should be the first consideration always, and the basis of life should be on the minimum basis and graded upwards.

Subject to that, the state of the industry, with regard to some proposed increase, would be a factor to be considered; do you agree?—Under the present system of capitalism, I agree, but then the workers are fighting that system, because it does not give them a sufficiency of life. That is the struggle between the workers and the capitalists. I realise it is one of the factors of capitalism, but I am not concerned about that factor. What I am concerned about is trying to put standard of life of the worker on a proper basis. That means a clash with the system.

Your views are coloured by that view?—Yes.

Do you oppose any improvements in factories that involve a reduction of workers, or any improvements in machinery that would lead to increased production?—No, if an equivalent increase in the standard of the workers is given.

You say the whole amount of the savings of the mill should be given to the other workmen?—Equivalent to the increased output and the results the workers should have.

The whole of it?—Yes.

You would not give 50 per cent. to the workmen and 50 per cent. to the owners?—No; not until the worker reaches a decent standard of living.

On the question of fines, I gather that you prefer, if there is to be any punishment for late attendance, a system of lock-out for a certain time to a fine?—It would probably take the form of a fine. If he is 2 minutes late, he need not be allowed to come in until an hour has passed, and his wage for that hour would be deducted.

You know that point was considered by a special Truck Committee in 1906? The Rt. Hon. Mr. Thomas Shaw was the Chairman, Mr. Macdonald was a member, and there were 4 or 5 other members, and they came to the conclusion (I will not say unanimous because Mr. Stephen Walsh and another member differed from the majority) that the system of shutting out like that was objectionable on various grounds, and the system of fines should not be totally abolished?—Although it may be objectionable, I think it would be preferable to indiscriminate fines.

For instance, Mr. Addyman told us that in his Woollen Mills, he has that system; he shuts out a man for half a day, and the man loses half a day?—I think that is too long. It should be a quarter of an hour, or an hour at the maximum.

Do you not think that would rather encourage late attendance? If a man lost a quarter of an hour or half an hour, would it not interfere with the working of the factory?—I do not think so. The operative would lose a quarter of an hour's wages, but the loss to the mill would be practically nothing.

This is what the Committee said: "It must be admitted that unpunctuality may be a source of trouble and inconvenience and loss not only to the employer but also to the other workers. The worker who is constantly late may not cause loss to the employer, because the machinery is running all the time, but..... discipline." What would you say about that?—That position is correct, but after all, to come two or three minutes late is not a terrible crime. The majority of operatives do not come half an hour or an hour late. If they happen to be two or three minutes late, they are fined because of that.

MR. KHAREGHAT :—Ten minutes' grace is allowed?—What is the fine they impose?

They say about 2 to 4 annas.—Is that not equivalent to the wages they would have earned for a longer period? I claim that if an operative is locked out for a quarter of an hour, his wage only to that extent should be stopped.

THE CHAIRMAN :—You have no objection to habitual late attendance ? Would it not rather lead to the other workmen suffering ?—I do not think that the position would develop in that way. In the main, habitual late coming does not obtain.

Supposing there are such cases, should they not provide against habitual late attendance ?—I think that would be provided by stopping the money for the time that the man is out. If it becomes habitual, it is for the mill manager to decide.

He might dismiss him ?—It is for him to take the necessary steps.

I want your opinion. Would you rather not give it ?—I think the mill manager should use his discretion in the matter and act accordingly.

If the representative of Labour says that the manager should not do it, it puts a man in rather a difficult position ?—The position is on its merits. Individual cases would have to be dealt with on their merits.

Suppose a workman has been habitually late, for 6 days in one week, what would you say ?—He is probably asking for dismissal.

MR. KAMAT :—I want to be quite clear on one point in the answer which you gave to the Chairman about pay. Supposing the industry improves, and there is a profit in the textile industry, do I gather from your reply that you would not make that affect the agreement with reference to the wages arrived at now on behalf of the workers ?—If there was a profit ?

If there was a profit in the industry, and better economic condition of the trade, that would be no ground in your opinion to alter the wage agreement now arrived at ?—I consider it would be an opportunity to press for the basic demands put down. It would be a good opportunity to press for that.

Apart from the cost of living, or the standard of living ?—It would be a good opportunity, apart from the cost of living. In my opinion, the bases of a minimum living wage and an eight-hour day, and so on, will remain questions to be dealt with until the workers obtain them ; and every available opportunity should be used, by the workers and their leaders, in my opinion, to obtain these minimum demands.

Naturally, you say the economic condition has nothing to do with it.

About the standard of living and your answers, have you had any opportunity of visiting the homes of workers like jobbers or weavers, men getting Rs. 75 to Rs. 100 a month, seeing their homes, their furniture, their rooms, etc. ?—Yes.

From your observation, do you think they could afford to spend their earnings in a better manner than they are actually doing now ?—In the majority of instances, no. The rent of the rooms that the jobbers and head jobbers live in and the general cost of living does not allow much of a margin for squandering.

Have you had opportunities of visiting the homes of middle class people, having the same earnings of Rs. 75 to Rs. 100 a month, men like clerks in the Courts or the Secretariat, or in other commercial offices?—Yes; they are slightly better.

They are slightly better for the same earnings?—They are probably the same sized rooms.

And the same number of family people?—Yes.

If a man belonging to a class like the jobbers getting Rs. 75 to 100 is not able to have the same standard as a middle class clerk getting the same money, do they know how to spend their earnings?—I say there is not much difference in my opinion. If you take the room of a head jobber in Parel or of a jobber, and compare it with the room of a clerk in Girgaum, certainly the room of the clerk in Girgaum is much better, but the room is the same size. The man in Girgaum may have a book case with some books in. Probably, that is not in the jobber's house, because he is not literate.

Is it the same sort of clothes and the same sort of education for the children?—I find many instances of mill workers who are very keen on giving decent education to their children.

On the whole, you think that the jobber or the weaver class knows how best to spend his earnings?—In the main, yes.

Regarding trade unions, I wonder whether you would subscribe to these views: "Unions accept the position that the worker must be efficient and must maintain a high speed of production, if he is to receive higher wages"?—Certainly.

Similarly, "Trade unionism encourages the workers to gain skill and presses for the introduction of new tools, including automatic machines; and it does not believe that these create unemployment." Do you agree with that?—If generally the workers were to get a decent wage, and they had the buying power and capacity, it would not lead to unemployment. Because of the fact that they receive less than it costs them to live, unemployment is bound to come, over-production and unemployment.

I am quoting this from the case of America, as you referred to that country. I wanted to know whether you subscribe to this trade union's views?—I subscribe to those views.

(The witness withdrew.)

ORAL EVIDENCE OF MR. D. B. KULKARNI,

Vice-President, G. I. P. Railwaymen's Union.

THE CHAIRMAN :—How long have you held office in this union?
—For one year.

MR. DANGE :—Will you tell us what wage an unskilled worker gets on the G. I. P. Railway?—There are different scales on the G. I. P. for unskilled workers; there is a difference from the above-ghats, especially in Bombay. In Bombay generally an unskilled labourer gets Rs. 22 permanent pay and Rs. 3 grain compensation, and Rs. 4 house allowance; that is the minimum.

If in a mill we paid an unskilled labourer, say a cooly, Rs. 23 a month, without allowance would you think it a comparatively low wage or not?—Certainly; it is low.

With the grain and other allowances, the total pay of the unskilled worker in your case would come to about Rs. 30?—No; Rs. 29.

Apart from this, what other benefits does he get?—He gets 15 days' leave with pay in a year, two sets of passes throughout the G. I. P. Railway, to any station, and two sets of privilege ticket orders at the concession of one-third the ordinary rate for the travelling public, and two dependent passes for his relatives, either mother, father, brother, or sister, wholly dependent upon him financially.

Has he got any prospects of getting promotion?—Yes. If he starts on Rs. 22, he can go up to Rs. 27, and if he tries to get some skill, that is to become a skilled labourer, then he can rise even up to Rs. 45 or Rs. 60.

What do the unskilled workers do generally?—On the line they do block clearance and in workshops they do the coolie's work and signal and interlocking work. They work under fitters. In the electrification they work under skilled workmen and have a chance of getting into that line by practice.

So, you are definitely of the opinion that your unskilled worker if he were to be paid a wage like Rs. 23 with no chance of promotion, no leave and no other benefits, he will be dissatisfied with these conditions?—Certainly.

(The witness withdrew)

ORAL EVIDENCE OF
MR. S. C. JOSHI, ADVOCATE, M.L.C.

THE CHAIRMAN :—Are you connected with labour?—I am connected with several labour unions.

How long is that?—For the last 8 years.

Do you know about Bombay conditions?—Yes.

MR. BAKHLE :—I suppose you have read the standing orders. Would you make a statement on the legal aspect under the several standing orders as they exist to-day?—I would like first to make a general statement. I have read all the standing orders and I find that they are mostly one-sided. At least to a very large extent they appear to me to be one-sided. They are intended to impose obligations and liabilities on the operatives. There are

no doubt some standing orders which impose obligations on the employers also. When I say that they are one-sided I do not mean to say that they are illegal. But when a standing order is to be made it ought to be in my opinion just, reasonable and equitable. As such I find that some of the standing orders are not fair and do not appear to be equitable. I shall now take the standing orders one by one.

One and two I have nothing to say on them.

As regards No. 3 :—

“ The decision of the manager upon any question arising out of, in connection with, or incidental to these orders shall be final, subject however to appeal to the managing agents.”

Of course there should be a legal remedy left open to the operatives concerned, if they are dissatisfied. I do not think that this order will take away the ordinary rights of taking legal proceedings. But this rule may convey an idea to the operatives that there was no other remedy left open to them. Therefore I may suggest the deletion of this order. If it is not possible, I may suggest the addition of words as below which were found in some reported cases :—

“ Nothing herein contained shall in any way prejudice or affect the rights and remedies which the other party may have under the laws for the time being in force affecting master and servant.”

Such a standing order is to be found in the rules of the condition of employment of the operatives in other industries. This I have taken from a reported case in 1906, King's Bench, page 728. I think, therefore, that it would be desirable to make this order as clear as possible.

As regards the next order No. 4

MR. KAMAT :—How do you interpret ‘ final ’?—So far as the decision of the manager is concerned, it shall not be final as an appeal lies from there to the agents. Beyond that the operative will have the remedy in a court of law. Under Section 28 of the Contract Act this rule will be void. Any agreement which takes away the legal rights of any party would be considered to be void.

THE CHAIRMAN :—That being the law is it necessary to put in these words?—It is necessary or otherwise the order should be deleted, because the workmen are illiterate. After seeing this rule he would not think that there is a legal remedy.

As regards the next order, I think it should be binding on both sides. If any change is to be effected then it should be with the consent of both the parties. It should not be left to one party alone. Otherwise there is no use of discussing these matters. If the mills are left free to make any additions and alterations in these standing orders, they may delete all these standing

orders and substitute new ones. So, I suggest the addition of these words "with the previous consent of the Millowners' Association" after the words 'prior notice.'

THE CHAIRMAN :—Even in the case of minor amendments because a certain rule is not workable in a particular mill?—If a particular rule is not workable in a particular mill it should be considered by the Millowners' Association and it must be stated why the rule is not workable in that mill. The consent of the organisation of the employees also should be obtained. It should be quite fair to both the parties. Then again I should like to suggest in this order that any addition or alteration should not be inconsistent or derogatory to the general principle of the standing orders. Otherwise it will be no use.

MR. KAMAT :—Do you like to make any addition to these standing orders? There may be by-laws on minor matters?—It is better to provide that these by-laws also are made with the consent of the organisation of the operatives.

That is not what I was talking about. On mere petty matters there may be by-laws as distinguished from the standing orders. Would you give that power to make by-laws so long as they are not inconsistent with the standing orders passed by the Millowners' Association?—I think it would be better to give such power to the Millowners' Association provided the consent of the operatives is obtained.

I have nothing to say about Order No. 5.

With regard to No. 6, I think it would be better to consult the organisation of the operatives. Therefore I would suggest the insertion of the words 'unions or' after the word 'consent' in the lines within brackets.

As regards the next clause in Rule 6, it says :—

"Operatives attending late are liable to be shut out and treated as absent, but may be admitted on payment of a fine."

I submit in my opinion it is a very harsh punishment. There must be some restriction on the amount of fine and he may be admitted to work on payment of fine. I think the following words should be deleted :—

"are liable to be shut out or treated as absent, but"

and the rest of the clause may be allowed to remain. An additional safeguard may also be provided by limiting the amount of fine that can be imposed, in proportion to the wages for the time he is late.

MR. BAKHLE :—We had Mr. Addyman of the Woollen Mills here. The rule obtaining in his mill is different from the one here. In his mill he allows workpeople up to 10 minutes even after the fixed hour. He allows a period of grace of 10 minutes. This period of course varies in different

mills. Some have 15 minutes. In the case of Mr. Addyman's mill, if a workman comes later than 10 minutes he is not shut out but he is allowed to come to work after the morning recess period at 10. He is paid three-fourth of his wages. Would you prefer that system?—I think it would be better.

As regards the next clause :—

“ Operatives shall only take their food at the recess times. Any break of this order will incur dismissal.”

I think the punishment provided in the last sentence is very hard and should be deleted. Further, the punishment of dismissal is provided under Order 17, which may cover this also. It is quite unnecessary to insert this last sentence here.

As regards No. 8, the word 'or' should be provided between the words 'leave' and 'without'. If the word 'and' is put there it will be too severe. It should be 'without leave' or 'without sufficient cause'. Then again it would be preferable to substitute the word 'duty' in the place of the word 'post,' because his post may be in one place and he may be asked to do duty elsewhere. If he is asked to do duty elsewhere and if he is not in his post, he may be supposed to be absent from his post. The substitution of the word 'duty' for the word 'post' will remove the ambiguity.

As regards Rule 9, it should be left to the probationer also to leave the service at any time he likes.

MR. CAROE :—That has been agreed to, sir.

MR. JOSHI :—Instead of the word 'dismissal' the word 'discharge' can be inserted, because dismissal is generally for some faults.

In No. 11 I think the power of search is quite unnecessary. This is a general power ordinarily given to a man to search a person when he is suspected to be taking away any property belonging to him. The master may search a servant when he suspects him.

THE CHAIRMAN :—Do you think that he has got a legal power to do that?—I think so. So far as the mill operatives are concerned, there will always be a policeman at the gate or in the proximity. If any operative is suspected he can be handed over to the policeman. I think it is quite unnecessary. If there should be a provision the working may be on the lines of the Criminal Procedure Code which gives authority to a policeman to search. Therefore I suggest at the beginning the addition of these words :—

“ Whenever a gateman has reasonable grounds to believe that any operative has been dishonestly and fraudulently taking away any property of the Company at the time of leaving the mill premises, he may be searched by him and if a female cause a search to be made by a female searcher.”

So that, the wide general power may not be given to the gateman.

In Clause 12 at the end it is necessary to fix a reasonable date. In the standing orders the date of payment should be specified. After the words 'the date or dates on which wages will be paid' there should be some provision like this: 'such date shall not be later than a particular date of the month.' It should be in the first week of every month. It is also desirable in the interest of the operatives that the date of payment of wages should be the same for all the mills.

THE CHAIRMAN :—Why?—We have been trying to introduce the prohibition scheme. It is our experience that the income of the liquor shops on the pay days is nearly four times the income on other days. One difficulty of Government in closing the liquor shops on pay days is that the pay days of the different mills differ. If the payment day is the same in all the mills Government are prepared to close the liquor shops but they say that they cannot enforce it on all the mills.

MR. SAKLATVALA :—We issue at the beginning of every year a statement fixing the holidays as well as the pay days for all the months. This is acknowledged by the Factory Inspector. Here is the list for 1929.

MR. BAKHLE :—Our experience is that this rule is observed in its breach.

MR. SAKLATVALA :—Some big mills take two days and some mills take a day for payment. Otherwise it is absolutely fixed.

MR. JOSHI :—Rules 13, 14 and 15 are to be read together. Rule 13 is inconsistent with Rule 14, which requires notice to be given by the employer to the employee for dispensing with his services or one month's pay in lieu of notice. It seems to make an exception to Rule 14. It is not stated to be an exception. So far as this rule is concerned it is quite unnecessary. It imposes a great hardship on the operatives inasmuch as for any reason the mill may be closed. It gives full power to the company to close the mill on any ground mentioned in the rule. The operative should ordinarily be entitled to one month's notice or one month's wages in lieu of notice.

THE CHAIRMAN :—If they go on strike?—There is a breach of contract if the strike is illegal. There is another standing order dealing with strikes. But in this case they should not be deprived of the ordinary remedies to get one month's notice or one month's wages in lieu of notice.

MR. KHARĒCHAT :—If they do not get yarn what are they to do?—As I said before, it may not be illegal under the Contract Act, but it is not fair and reasonable to impose hardship on one section of the workers when another section goes on strike. In cases where it may be an act of God, I can understand.

THE CHAIRMAN :—But there may be hardship on the employers?—If the operatives go on strike, it may be that the management is responsible

for it, and if the management is responsible for the strike of any particular section of the workers, then it is not equitable to put the other workers also to hardship. The contract to employ workers cannot be said to have become impossible of performance in such a case ; and unless the contract has become impossible of performance, no employer should be allowed to be discharged from the ordinary liabilities of the contract. If it is an implied or customary part of the contract and is reasonable the workers may be played off ; if it is an implied or customary part of the contract, and is unreasonable and bad in law, then effect could not be given to it. I would like to refer you to a similar case decided in 1906, 2 King's Bench, p. 728. There also the question arose of a custom in the trade whereby the employers shut down their works and suspended the employment of their workmen whenever they were not in a position to obtain orders at remunerative prices. The workers were tinplate makers and were piece-workers. They claimed wages for one month during which their department was closed and they succeeded in it. The custom of the trade was one of the defences put forward, but that custom was held to be unreasonable and bad in law. Then there are two more cases. (Vol. 89, *Law Times*, page 594.).

I submit that this rule 13 is quite unnecessary. If it is an act of God for which nobody is responsible, such as the death of the employer, then the workers may be played off. So, this rule should be left out, or at least the words " without notice and without compensation in lieu of notice " should be deleted. They may not be given any work, but they should have their ordinary remedies to recover wages through a court of law. If this rule remains as it is, the effect will be that the operatives will not be entitled to establish their claim for wages in a court of law, whatever may be the reason for closing the department.

MR. KHAREGHAT :—If the rule remains, it cannot be illegal ?—Contracting out of Section 56 is not prohibited.

THE CHAIRMAN :—If the mill is burned down, it will not be possible to give work to the workmen ?—That is why I make an exception in cases where it is an act of God. In cases where it is an act of God ordinarily a contract can be terminated without giving notice on either side.

If a fire occurred, the contract would become impossible, and the company would not be liable to pay the wages ?—They would not be liable. But such would not be the case if the mill is closed on account of trade depression.

You distinguish between fire and trade depression ?—Yes. Then, as regards Rule No. 14. I want the words " on payment of " to be inserted between the words " or " and " 26 ". This rule governs the notice to be given by the company. The notice to be given by the operatives is governed by Rule 15. There is one month's notice provided in either case. But the latter part of Rule 15 gives power to the company to forfeit the whole or part of the wages due to the operative for the month at the discretion of the manager by way of liquidated damages. This part will work harshly on the operative. This will deprive the operative of his ordinary right to get

his wages. If one month's notice is not given to him and if his services are terminated without any sufficient cause and without notice, then he shall have to go to a court of law and claim the amount due to him as compensation in lieu of notice ; whereas, if he commits a breach of his contract, the company is allowed to take the law in their own hands. So, there is no reciprocity so far as forfeiture of wages is concerned, and therefore this part of the rule should be deleted. The difficulty will be felt more by the operative when he has to go to a court of law to file a suit, wait for some time until he gets a decree and recovers the money. It may be that the amount of wages for a whole month may be forfeited, and to get a paltry sum of Rs. 30 or Rs. 40 he will have to spend the same amount. The whole of Rule 15 may be deleted, and Rule 14 may be so amended as to make the period of one month's notice binding on both the parties. Another point as regards this forfeiture clause is, that it may not be strictly legal for an employer to forfeit the wages earned by an employee. I think there is a case in point in *64 Law Times*, page 96.

MR. CAROE :—What is the name of the case ?—I am sorry. I have not noted it down.

MR. BAKHLE :—Do you think that a rule for one month's notice to be given by the operatives will not work harshly on them ?—It will work harshly. If you go by the principle of reciprocity, then you should accept the same period of notice for both the parties. However, I have read somewhere that in some countries there is a practice or custom by which shorter notice is considered to be sufficient on the part of the operatives.

It is not mere custom or practice : it is secured by enactment. If there is such a provision in other countries, do you think a similar provision should be incorporated in these rules ?—It will be very desirable in the interest of the workers.

Under the existing condition of the workers ?—Yes ; it would be very necessary. As regards Rule 16, I do not see the propriety of this rule when Rule 20 is there. Both these coincide.

THE CHAIRMAN :—That has been pointed out ; Mr. Caroe said that he would redraft them.—Then, coming to No. 17, I think this will also work harshly, especially on account of the details given of the acts or omissions which are to be treated as misconduct. It is merely stated " Any operative who is adjudged by the manager on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be summarily dismissed without notice, or, at the manager's discretion, to be fined." I think reasonable opportunity should be given to him to represent his case. He should be given a charge sheet in writing and he should be asked to explain. He should know what particular misconduct he is charged with, and a reasonable opportunity should be given to him to explain his case either personally or through his trade union. I would much prefer it to be done through the union, because in that case he would get the assistance of the officers of the union. If an operative is guilty of misconduct then he may be fined, but for dismissal there should be such acts or omissions which would in law

justify dismissal and not merely such acts or omissions as the company may think sufficient to warrant dismissal. Clauses (a), (b) and (c) detail acts which I think cannot be considered as misconduct deserving dismissal. Clause (a) says: "Insubordination or disobedience whether alone or in combination with another or others to a superior or to the manager." The words "insubordination or disobedience" are too vague. Anything could be called insubordination or disobedience of orders. These acts should be confined to those defined in some of the text books on the subject. Wilful disobedience of any lawful order of his master; gross moral misconduct, whether pecuniary or otherwise, which is inconsistent with the fulfilment of the conditions of his service; negligence in duties or conduct calculated seriously to injure the master's or the company's business; incompetent or permanent disability through illness—these are the general grounds on which a servant is liable to be dismissed. Clauses (a), (b) and (c) go much beyond these, and there would be no justification for dismissing a servant on any of these grounds. Take specially clauses (b) and (c) which deal with striking. Now, going on strike is not illegal, is not unlawful, in view of the Trade Unions Act, Section 18 (1) of which runs:—

"No suit or other legal proceeding shall be maintainable in any civil court against any registered trade union or any officer or member thereof in respect of any act done in contemplation or furtherance of a trade dispute to which a member of the trade union is a party on the ground only that such act induces some other person to break a contract of employment, or that it is in interference with the trade, business or employment of some other person or with the right of some other person to dispose of his capital or of his labour as he wills."

I submit that Clauses (b) and (c) would be inconsistent with the provisions of Section 18 (1) of the Trade Unions Act.

MR. KHAREGHAT:—It protects only the officials; is it not?—No, it protects also the trade union and any of its members. I am of opinion that there should be a Clause to protect unregistered trade unions and their members and officers also. Then clause (d) is: "Habitual breach of any rules for the maintenance and running of any department and maintaining its cleanliness." I would suggest that the acts or omissions for which they may be fined or dismissed be the same as those defined in text books on the subject; rules for fining or dismissal should be consistent with the general principle of law. If these rules are allowed to stand as they are, they would be most unfair to the operatives.

MR. BAKHLE:—The wording of Clause (d) is "any rules": do you think "standing rules" are meant?—"Any rules" will include other rules also.

Would you substitute "standing orders" for "any rules"?—Standing Orders are not meant at all. What is meant in this clause is only other rules. Breach of Standing Orders would not be misconduct. The conditions laid down on the Standing Orders are binding on both the parties.

THE CHAIRMAN :—Such rules as “he may not spit,” etc.—Yes, sanitary rules or rules requiring the oiling or not oiling of a machine. If he is found doing anything which is contrary to specified orders given, then that might be taken as misconduct. Such acts should not be considered misconduct for which he will be liable to dismissal. As regards theft, who is to decide whether he is guilty of theft? I hold that theft must be proved in a court of law and the workman convicted of it before he can be dismissed. Then the next Order (Order No. 18) says: “operatives will ordinarily be fined after being heard (but the acts on being repeated or in any gross case may be treated as misconduct under Order 17) for any of the following offences” Here also, before inflicting a fine on any operative he should be given a charge sheet and given an opportunity to explain, and after considering the explanation if any fine is to be inflicted it may be done. Then, as regards the various acts or omissions which constitute an offence under this rule, I think the offences detailed are some of them very trifling for which a fine would be very severe punishment. Take (c) “Smoking on the mill premises except in places where smoking is permitted.” Only habitual smoking of that sort should be visited with fine.

MR. KHAREGHAT :—Smoking is a dangerous business in a cotton mill ; is it not?—It is so. But take (b) “Negligence in work or neglect of work.” What is the standard for deciding that a workman is in fact guilty of negligence in work or neglect of work. In my opinion the imposition of a fine will not correct the operative as much as moral influence and strict supervision. The operatives will be more likely to do their work better if moral influence and strict supervision is exercised. If for every paltry thing he is to be fined, he will commit such acts more often, and thus the object of the fine will be defeated. I think, therefore, that the whole rule relating to fine should be deleted. As regards Rule 19, I submit that a copy of the order and the reasons for dismissal should be supplied to the operative in every case, whether the operative demands it or not. As regards Rule 20, I have already made my remarks about it. I do not quite see what is meant by “personally held responsible.”

MR. KHAREGHAT :—The Factories Act holds the manager or the millowner responsible?—That does not mean that the “overseer, jobber or muccadam” should be held responsible.

(After lunch.)

MR. CAROE :—Am I right, Mr. Joshi, in assuming your argument to be that it is illegal to provide that the manager and the agents shall be the final judges, and to prevent the workman by contract going to court?—That is illegal, in my opinion.

Have you referred to the case, 11 Calcutta, page 232, where the facts were that the plaintiff became conductor of the Calcutta Tramways Company in accordance with an agreement which, amongst other things, provided that

“ the Company will retain a sum of money deposited by the conductor together with all his wages for the current month as security for the discharge of his duties, and in case of any breach by him of the rules, the manager of the Company shall be the sole judge as to the right of the company to retain the whole or any part of the deposit and wages, and his certificate in writing in respect of the amount to be retained and the cause of such retention shall be binding and conclusive evidence between the parties in all courts of justice.” On a reference from the Calcutta Court of Small Causes as to the effect of this agreement, it was held that it was a contract to refer to arbitration rendered valid by Section 28, example 1, of the Contract Act and that the certificate of the manager was conclusive. The judgment further states: “ But then the first exception to the section provides ‘ that this is not to render illegal a contract by which two or more persons agree that any dispute which may arise between them in respect of any subject shall be referred to arbitration, and that only the amount awarded in such arbitration shall be recoverable in respect of the dispute so referred.’ ” Further: “ The point which we have to determine here is, whether Article 7 of the agreement now in question comes within that exception. I am of opinion that it does. The manager of the company is by that clause constituted by both parties the sole arbitrator between the company and the conductor, as to whether in the event of the conductor’s misconduct, the company is entitled to retain the whole or any part of the deposit of Rs. 15, and of any wages which may be due to him at the time of his discharge ; and the certificate of the manager is to be conclusive evidence in all Courts of Justice of the amount which the Company are entitled to retain. That seems to me precisely such a case as comes within exception 1 of Section 28 of the Contract Act ; and the dispute between the parties which has arisen in this instance has been decided by the manager under the Arbitration Clause.” Have you read that case, Mr. Joshi ?—Yes. I have read that case ; but that is merely the evidence. There is no prohibition of going to a court of law. I may refer you to a similar case reported in 64, *Law Times*, page 96. It was held there that it would not be binding and conclusive on either party. The circumstances were practically the same. That was also a case in which one of the parties was a tramways company.

MR. CAROE :—There was a similar case in the Queen’s Bench Division, 217, where exactly the same decision was arrived at.

MR. JOSHI :—That has been distinguished in 64, *Law Times*, page 96. In this Volume 20, page 91, there is another case also on the same point, 4 c and p, page 104.

MR. CAROE :—What was the distinction ? How did they distinguish these cases ?

MR. JOSHI :—I say it is not legal to debar any person from taking ordinary legal proceedings, and the same question of arbitration was discussed in 64, *Law Times*.

THE CHAIRMAN :—In the case in Calcutta, I suppose the decision was on the words “ sole judge.”

MR. CAROE :—Yes. The Chief Justice further said in the judgment : “ The point is very similar to those which so frequently occur in England, where an Engineer or Architect is constituted the arbitrator between a contractor and the person who employs him as to what should be allowed in case of dispute for extras or penalties.

MR. JOSHI :—This very question has been discussed in the judgment in 64, *Law Times*.

MR. CAROE :—The judgment proceeds : “ It has been argued for the plaintiff that the manager in this case is virtually the company. But this is not so. The manager here is no more the company than the engineer or the architect, in the cases to which I have just referred is the employer. Both parties have faith in the manager, and are content to place themselves in his hands, as an arbitrator between them, in the event of dispute. In the English case of the London Tramways Company against Bailey (1), to which we have referred, a precisely similar clause in the articles of agreement was held to be valid. In the Calcutta case, the manager of the company, it was agreed, should be the sole judge between the company and the conductor to decide whether the company was entitled to retain the whole or any part of the wages for the current month to liquidate damages, and it was held that if two persons choose to agree that neither of them shall have any right of action under an agreement, the agreement is binding. I could quote any number of authorities in England on that point. Of course it is not so common. There is another case in Madras, 19 Madras, 178, which also rather inclines that way ; and Mr. Justice Mulla in his book on Contracts, in Section 28 deals with these agreements in restraint of trade, page 220, 5th edition.

Then I do not propose to ask Mr. Joshi any questions on the point whether it should be a fine or lock-out for late attendance. It is admitted that it is a legal rule, and I do not propose to deal with it. Mr. Saklatvala might ask some questions on it.

Then there was an objection raised as regards taking food. The main contention of Mr. Joshi is that an operative should be allowed to leave his post to take food at any time he chooses to do so. Is that not so, Mr. Joshi ?—(Mr. Joshi) :—Not at all. What I say is that if the man has left his place for taking his food, then the punishment of dismissal is too harsh.

You would be content if any other punishment was put instead of dismissal ?—There should be no punishment at all, only a warning ; and if it is continuous, then it would come under habitual breach of the rules. That is already provided for elsewhere, and it is not necessary to make a specific provision in this clause.

It is merely a matter of degree ?—It is not necessarily a matter of degree, because when a provision exists elsewhere, it is not at all necessary to state it again or to repeat it.

Even leaving it out from here and putting it under 17, it would be advisable to put a reference to eating food outside the recess hour?—It is not necessary at all.

Why?—Because breach of any rules framed for the guidance of operatives will include habitual disobedience of specific orders issued.

But if it is specifically provided for, there could be no argument between the workman and the manager or the supervisor as to whether such order had been given and disobeyed on previous occasions. That would be so?—Yes.

As regards Clause 8, Mr. Joshi's point was that there should be something after the words "is found absent from his post without leave without sufficient cause." I do not know whether I may make a statement or whether I could put Mr. Joshi a question. My drafting of the clause was that the man must not be absent from his post without leave; take that together with "without sufficient cause." As the clause was drafted first, it was simply "absence from his post without leave," whether he had good reason or not. Then the point arose that there may be difficulty about the man's finding anybody to ask leave from. If he had an urgent call of nature or something of that sort, then he would be excused; that is to say, if he had sufficient cause although he had no leave. It is not "without leave or without sufficient cause." He should not be away from his post without leave, without sufficient cause; that is what it comes to. He must either obtain leave, or he must have good reason. If he has good reason, he can leave his post. I also submit that the word "duty" which Mr. Joshi suggests should be put in instead of "post" is really too wide, because it is extremely difficult really to define whether a man's duty is here, there or anywhere. He has to be at a certain post. It may be a post at a loom, or it may be a place between the godown and the weaving shed; that may be his post walking from one place to the other. But "duty" is an extremely wide word. You might say his duty is in the mill, and if he is absent from his duty he is absent from the mill. I think the word "post" is more suitable.

THE CHAIRMAN:—In the case of a coolie who has to take bales from the godown to the mill, the coolie's post would be the whole line in which he works?

MR. CAROE:—Yes. If there was any doubt about it, I think it could be altered, but I do not think the word "duty" would be suitable. It must be a definition which gives what you might call a territorial significance. I think duty would be too wide.

MR. JOSHI:—I think that the man who is on his duty, if he is performing his duty, he would be legitimately within the limits. He may be on his duty, but not at his particular post.

THE CHAIRMAN :—I think that you must allow some scope for reasonableness. Suppose a man has been sent away by the jobber, and the manager finds that the man is not in his place, either at the ring frame or any other machine. The jobber would not say that he has sent him away.

MR. JOSHI :—His duty will include also to obey the order of the jobber or any other head of department who may order him to leave the post and go elsewhere. In the discharge of his duties he may go to some other place.

MR. CAROE :—It is more or less a matter of words.

The next question raised is about search. I gather Mr. Joshi says that the gateman on reasonable suspicion can search a millhand without a rule giving the gateman the authority to do so. It is a matter which has given me some difficulty. I frankly admit that after referring to the authorities I have come to the conclusion that a civilian has no right to search any person whether on suspicion or without suspicion. Casually I came across this in the calendar :

“ In searching a servant's box a search warrant should be obtained.”

I do not submit this as an authority.

THE CHAIRMAN :—It would be safer.

MR. CAROE :—Safer : that at least must be admitted. I may start with the English law on the subject. In Volume 22 of Halsbury, page 498, it is stated :—

“ Constables have power to search without a warrant persons coming from land and suspected of having been unlawfully in search of game [Poaching Prevention Act, 1862 (25 and 26 Vict. c. 114) ; see title Game, Vol. XV, pp. 237, 238]. The Metropolitan and City of London Police have power to stop and search boats or carriages for stolen goods [Metropolitan Police Act, 1839 (2 & 3 Vict. c. 47), 2, 66 ; City of London Police Act, 1839 (2 & 3 Vict. c. xciv), s. 49], when actually in transit [Hadley vs. Perks (1866), L. R. 1 Q. B. 444].”

This refers to 1866 Law Reports, 1 Queen's Bench. The reason for this is that the man who searches another person would be liable to action for false imprisonment. I now refer to Volume 27, Halsbury, page 878 :

“ An action of false imprisonment lies at the suit of a person unlawfully imprisoned against the person who causes the imprisonment.

Any total restraint of the liberty of the person, for however short a time, is an imprisonment. To compel a person to remain in a given place or to go in a given direction against his will is an imprisonment.

It is not necessary that the person should be touched, but force must be used or threatened or submitted to, and the restraint must be total. To obstruct a person attempting to pass in a particular direction or to prevent him from moving in any direction but one is not an imprisonment."

Then again:—

"A private person is liable if he himself unlawfully detains another, or if he gives another in charge to a police officer who thereupon arrests the other, or if he causes a police officer to arrest or detain the other, or if he participates in the arrest or detention (*b*).

A private person, however, has at common law the power to arrest in cases where treason or felony has been actually committed and there is reasonable and probable cause of suspecting the person arrested, or where there is immediate danger of treason or felony being committed, or where a breach of the peace has been actually committed or is apprehended (*c*), and he has also certain powers of arrest by statute (*d*). When, therefore, he may justify the detention on one or other of these grounds no action of false imprisonment lies against him (*e*)."

What does it come to? For the purpose of search it is arrest because he stops him. A private person would run the risk of action being taken against him, if he is not fortunate enough to discover the felony of which he is suspected. It is not even sufficient if that man has committed another felony.* It must be the felony for which the private person arrests him. There appears to be no doubt that in the absence of any legal authority in England, to arrest a man or to stop him, and search him would render the civilian liable to action for false imprisonment. There are several Acts which are rather pertinent to this point. The Act of 1777, Chapter 56, gives the policeman power to arrest without a warrant workmen employed in the manufacture of hemp, silk and so on. Apparently, the practice was that the men made away with the articles entrusted to them for work. There is another one of Queen Victoria, 1853, Chapter 40. The particular section in the Act of Queen Victoria is:—

"And be it enacted, that every peace officer and constable and every watchman duly appointed by Law, during such times as he shall be on duty, shall and may apprehend or cause to be apprehended any person whom he may reasonably suspect of having, or carrying, or in any way conveying, at any time after sun-setting and before sun-rising, any such materials, tools or apparatus as aforesaid, suspected to be purloined, embezzled, or otherwise fraudulently disposed of and shall lodge such person, together with the property, in a police office or other place of security, in order that he may be brought before a justice of the peace so soon as convenient."

There are a number of these Acts. These appear to have been passed to extend the rights which the law otherwise would not give for preventing men from making away with the goods of their employer which were entrusted to them for work.

As regards the law here, my submission is that any search would really be an offence under Section 339 of the Indian Penal Code, because what the section says is :—

“Whoever voluntarily obstructs any person so as to prevent that person from proceeding in any direction in which that person has a right to proceed, is said wrongfully to restrain that person.”

This is really what the insisting upon stopping a man to have him searched would amount to. I think the exception which would give a man the right to search would appear under Sections 76 and 79. Section 76 is :—

“Nothing is an offence which is done by a person who is, or who by reason of a mistake of fact and not by reason of a mistake of law in good faith believes himself to be, bound by law to do it.”

So that, there can be no obligation whatever on a civilian to deal with a man who may or may not have any goods concealed under him. The exception applies to people who are clothed with authority by law. Section 79 says :—

“Nothing is an offence which is done by any person who is justified by law or who by reason of a mistake of facts and not by a reason of a mistake of law in good faith, believes himself to be justified by law in doing it.”

There is a case in 12 Bombay, page 377. There it was held by the magistrate :—

“The magistrate found that there was no justification for the suspicion which the accused professed to entertain ; that there were no reasonable grounds for questioning the complainant about the cloth in his possession ; and that the scuffle was caused solely by the action of the accused in treating the complainant, without any valid reason, as suspected thief. The magistrate convicted the accused for wrongful confinement under Section 342 of the Indian Penal Code (Act XLV of 1860), and sentenced him to four months' rigorous imprisonment.”

The High Court held :

“Held, by the High Court, that the conviction was wrong. The accused having, under the circumstances of the case, an honest suspicion that the cloth in the possession of the complainant was stolen property, was justified in putting the question to the complainant the answers to which might clear away his suspicions, and having received answers which were not, in his opinion, satisfactory, he acted under a *bona fide* belief that he was legally justified in detaining what he suspected to be stolen property. The putting of questions to the complainant, not for the purpose of causing annoyance or from idle curiosity, but in order to clear up his suspicions, was an indication of good faith, as defined in Section 52 of the Indian Penal Code (Act XLV of 1860). He was, there-

fore, protected by Section 79 of the Code. Even though the act of the accused in detaining the cloth might not have been strictly justifiable by law—that is, even though there might not have been a complete basis of fact to justify a reasonable suspicion that the cloth was stolen property—still the complainant had no right of private defence under Section 99 of the Code, as the accused was a public servant acting in good faith under colour of his office, and his act was not one which caused the apprehension of death or grievous hurt. The complainant was not justified in refusing to allow the accused to inspect the cloth, in snatching it from his hands, and in scuffling with him. He was, therefore, legally arrested, under Section 54, Clause 5 of the Criminal Procedure Code (Act X of 1882), for obstructing a police officer while acting in the execution of his duty."

So, my submission is that as far as I can see there is no legal right in a person who is not a police constable to detain a man and cause him to submit to a search. Even assuming that what I said is not correct, I think it is very much more reasonable, if there is a right of search in the gateman, that this right of search should be brought to the notice of the workmen, so that workmen will not have an opportunity for scuffle with the gateman, which may lead to a breach of the peace, because the worker may think that the gateman is doing an illegal act, while in fact it is legal. And, therefore, I submit that from both points of view the rule is advisable. I do submit too that there is really no evidence whatever that the rule would be abused. It is apparently a practice which is carried out at present. As Mr. Saklatvala said, when a large number of men walk out of the mill together, it is not possible to search everybody; it is not done. It is done only when there is reasonable suspicion. As I put it to Mr. Bradley, if a gateman began searching every one of the workers and kept them inside the mill for that purpose, I do not think that gateman will be kept at the gate for long. We must look at these things with a certain amount of reason.

MR. S. C. JOSHI :—I will only refer to Criminal Procedure Code, Sections 42 to 47, which give power to the police and to private individuals to search a person without warrant. In this case also such a search can be made; there is nothing to prevent a gateman from asking any questions of a workman, and if he has reasonable doubts as regards the things the workman carries with him from the answers given to his questions, then he may hand him over to the policeman who may be near by.

THE CHAIRMAN :—Do you say that a private individual can search?—The gateman is a "person in authority" as defined in the Criminal Procedure Code; he is not merely a private individual or a passer-by in the street; he should be considered as a person in authority. But to give him such wide powers as are contemplated in this rule would be unreasonable and unjust. As regards the authority cited of Queen Victoria 843, ch. 40, it only shows that even in England an enactment was necessary for the purpose of authorising a search to be made. There should be some reason why those powers were given in a special enactment.

MR. CAROE :—If I might add one thing, Section 57 of the Criminal Procedure Code gives the circumstances under which a private person may arrest.

THE CHAIRMAN :—Does it say anything about search ?

MR. CAROE :—I cannot find anything about search at all. About Rule No. 12, there was evidence given just now that there was one date for paying wages. I need not therefore deal with that. As regards Rule 13, the rule about playing off, Mr. Joshi referred me to a case 1906, 2 King's Bench. What I find in that case is really this. There were piece-workers, and the employers shut down the mill. When they shut down the mill they gave the employees a month's notice, and they declined to pay the piece-workers during the period of the notice when there was no work, on the ground that it was a custom of the tinplate trade in South Wales and there was no obligation on the employer to find work for the piece-worker. I think I cannot deny that the authorities in England clearly lay down that the piece-worker is entitled to be found work. The English authorities are perfectly clear on that point. What they found in this case was that the custom was not proved ; that is what they found ; and they also found—it is perfectly necessary to admit it—that even if such a custom had been proved, it would not have been permitted because it was not reasonable. Of course practice and custom are quite a different thing. I quite agree with Mr. Joshi that if you wish to import a custom into a contract the custom must be known—to use the exact word, must be "notorious"—that is to say every man must, when he enters into the engagement, know that the custom is part of the contract into which he enters, and secondly it must be reasonable. Had these two conditions been proved, had the court accepted that the custom was notorious and it was proved and had they held it reasonable, there is no reason why they should not have permitted it. If this rule is passed, my submission is that it will be a perfectly legal rule. There is nothing in any act or statute of the Indian legislature that I know of to prevent such a rule being made part of a contract. Whether such a rule is reasonable or not is quite another matter. The evidence of the trade is that owing to the peculiar nature of the textile trade, where certain departments are unable to get work because other departments have stopped, it is the custom to play off workmen. Mr. Stones explained it. And it also seems to be the practice or custom in England in the textile trade. No matter whether the rule is reasonable or unreasonable, I do submit that there can be no doubt that such a rule will be perfectly legal. Every man is his own master and he can contract that under certain circumstances he will not earn any pay. It may be hard on him, but he can do it. But really if Mr. Joshi's argument is carried to its logical conclusion—I do not say that such a thing would happen—it really comes to this, that every department in the mill can strike one month after the other with the result that the whole work of the mill may be stopped for a number of months and yet the mill, according to Mr. Joshi, will be under legal liability to pay every workman in the mill, although the striking of one intermediate department prevented practically the whole mill from working. I quite agree that the thing is beyond reasonable supposition, but that is really Mr. Joshi's argument carried to its logical conclusion. It may be to some extent hard on the workman ; that is another matter.

On the other hand, from the point of view of the millowner, if he has no right to play off, he may have to pay very large wages without getting any return at all. It hits both parties. The millowner will, in case of a play off like this, earn nothing and the workman will earn nothing. In England the workman is in a better position because he gets paid by other persons.

THE CHAIRMAN :—Mr. Joshi, do you want to say anything on that ?

MR. JOSHI :—I do not want to say anything.

MR. CAROE :—Section 56 has got really nothing to do with this, because Section 56 is merely a clause in the Contract Act which says that any contract, when any particular clause of the contract has become impossible, is void. That is all that Section 56 says. In the first place, it does not apply, as you pointed out the other day, to commercial impossibility. It does not prevent people contracting out of it and making any contract they like. After all in bills of lading, piece-goods, broking, etc., there is a provision made to make the contract void in certain circumstances or to extend the time for delivery. Nobody would contract under Section 56 of the Indian Contract Act alone ; it would be impossible to carry on business if one did.

As regards going on strike without notice, Mr. Joshi put forward the argument that going on strike was legal and there should be no legal proceedings taken in respect thereof. He quoted Section 18 (1) of the Trade Unions Act. All that that section says, is :—

“ No suit or other legal proceeding shall be maintainable in any civil court against any registered trade union or any officer or member thereof in respect of any act done in contemplation or furtherance of a trade dispute to which a member of the trade union is a party on the ground only that such act induces some other person to break a contract of employment, or that it is in interference with the trade, business or employment of some other person or with the right of some other person to dispose of his capital or of his labour as he wills.”

What that really means is that, assuming that a trade union official is a workman in the mill, and he causes damage to his employer, there shall not be a suit filed for loss to the mill or of that nature. The section does not certainly prohibit a man or a workman being dismissed if he strikes in less than a month's notice. Section 18 (1) of the Trade Unions Act has nothing to do with that point at all.

MR. JOSHI :—May I submit in this connection that Section 23 of the Contract Act says that a contract or agreement is lawful unless it is of such a nature that if permitted it would defeat the provisions of any law. If such an agreement as proposed in the rule is allowed, the result would be that the object of Section 18 (1) of the Trade Unions Act would be defeated, as the workman would be penalised and he cannot take any legal proceedings. Therefore, such an agreement is unlawful under the provisions of Section 23 of the Contract Act.

THE CHAIRMAN :—What does the agreement say ?—(Mr. Joshi) They may stop the machine and stop the payment of the workers.

But stopping the machine would be lawful ?—(Mr. Joshi.) During a strike of one section to stop the machines in other sections and to stop the payment of the operatives will have the effect of defeating the provisions of Section 18 (1) of the Trade Unions Act.

The section is to prevent a trade union, its members and officers, being sued for damages.—(Mr. Joshi.) When no damages can be claimed against the operatives, as laid down in section 18 (1) of the Trade Unions Act, the millowners cannot indirectly get those damages paid to them. This section of the Contract Act (Section 23) prohibits them from doing so.

It does not say that the company may claim compensation from the operative ?—Indirectly it would defeat the provisions of that law.

Mr. KHAREGHAT :—You mean that the State lays down that you can go on lightning strikes just as you please, and you cannot contract yourself out of lightning strikes ?—It is not that. It may be that there may be a lightning strike in one mill, and the authorities in the other mill may close down.

Mr. KHAREGHAT :—That is another matter. But your argument is that there is that enactment which protects trade unions from being sued for damages for inducing the men to go on strike. That cannot be prevented even under these rules. But the rule merely says that if you want to go on strike, you must give a certain amount of notice ?—I say that if there is a strike in one section, or anywhere else (it need not necessarily be in that mill), they can close the mill and escape the ordinary law to pay a month's wages.

Mr. KHAREGHAT :—You mean that the employers should not be allowed to close the mills because there is a strike in other mills ?

THE CHAIRMAN :—In some department of the mill: the card-room people go out and then the management say " Well, on account of that we stop the whole mill." You say that that is wrong ?—Yes.

Of course the consequence of the card-room people going on strike, would be that there would not be enough cotton to be spun ?—No doubt there will be very hard cases. But here is a case of giving such general powers. If there is an agreement of this type, when it goes to a court of law, it will be construed very strictly, and it will be a bar to the operatives taking legal proceedings, even if the closing of the mill is quite wrongful; there is absolutely no justification for doing so.

Mr. KHAREGHAT :—What is the law at present ? Is it something different ?—I think so. They cannot close the mill at their sweet will and if they want to do so, they will have to give one month's notice.

MR. CAROE :—The next point was with regard to Rule 15, as regards forfeiture of wages. It was argued that wages that were already due and earned could not be forfeited, and that it was illegal. I might refer you to Volume 20, Halsbury, Section 212. It says “ Sometimes the contract of service expressly provides that the master may retain any wages, due to the servant at the time of the breach, as liquidated damages.” Of course, there could be no doubt whatever that if a servant leaves his service in the middle of the month, before his wages are due in the case of a monthly payment, he would not be entitled to any wages for the period he had worked, because up to that stage, although he had earned his wages, they were not due. The prior Sections 210 and 211 make that quite clear. Where they are already due, I quite agree that if a servant breaks the contract in the middle of the next month or at the beginning of the next month, they cannot be forfeited in spite of a breach of the contract for the ensuing month in the absence of a contract. Please refer to *Willis versus Thorpe*, 1874, 10 Queen’s Bench 383, “ and it is particularly enacted that in the case of a child, young person or woman being a factory worker, the employer cannot retain more than the actual amount of the damage ; ” Employers and Workmen Act, 1875 (38 and 39 Vict. c. 90 s. 11). So that, there is a distinction. In the case of the male major, the employer can take the whole of the wages and say those are his damages. In the case of women and children, the employer in a factory has to prove that the breach is equal to the amount of damages which he claims from the employee. So that, my submission is that this clause is really perfectly legal both here and in England. I cannot find anything in the Act here which prevents a clause of this nature being put in.

MR. JOSHI :—I refer to the very Volume 20, page 91. I base my argument more on the ground of reasonableness of the clause than on the legal aspect of it. I submit it will be a great hardship on the operatives. I have not laid great stress on the legal aspect of this clause.

THE CHAIRMAN :—You have quoted 64, *Law Times*, page 96. Does it say it is not legal ?

MR. JOSHI :—There it is stated that wages which have become already due ought not to be forfeited.

THE CHAIRMAN :—On what ground ? Is it a point of law or a point of reasonableness ?—(Mr. Joshi) : I am not quite sure.

MR. CAROE :—The next point is about what is described here as misconduct. If I may say so, there are a certain number of grounds under which a man can be dismissed without any particular contract to support it. There can be no doubt about it. It gives a few of them here, in the *Law of Master and Servant*, second edition of Macdonnell’s *Law of Master and Servant*. On page 170 it gives the grounds on which a servant can be dismissed. It says, to begin with : “ Servants are bound to obey lawful orders of their masters, and they may be dismissed without notice for wilful disobedience of such orders.” Now, I do not know whether Clause (a) really carries the matter very much further than that, except that it brings to the notice of the servant or the mill hand that he is liable to dismissal if he is insubordinate or dis-

find that a mill is allowing its workmen to smoke freely, they will consider the question why the insurance premium should not be raised. There must be some limit to the right of the workmen and they should not be allowed to do as they like.

With regard to fines the amount fixed is very small and it should not exceed 2 per cent. of the wages of a man in a month. It does not seem to be a very serious item.

As regards the taking of bribes, I think it is a very serious matter which requires to be dealt with. There is also the question of jobbers taking bribes from workmen.

With regard to the responsibility for the observance of the rules under the Indian Factory Act, in factories, I would refer to Section 42 says :—

That is to say, the responsibility would rest on the actual person ; but the jobber, overseer or manager should know what they have to do, so that they will not be able to plead that they do not know what their duties are.

MR. BAKHLE :—I should like to repeat my request which I made a few days ago. Mr. Saklatvala has supplied to us the statement regarding the number of workers and wages for January and July for each year from 1925 onwards. I requested you, sir, to give us the figures of what wages would be subsequent to the introduction of the standardisation scheme, so that we may be in a better position to know what exactly the cut will be under the standardisation scheme. We have not got the material with some amount of correctness that will give us an idea as to what the exact cut is going to be. We examined several managers and we found that the cut varied to a great extent in different mills. If we could get the wages under the standardisation scheme for the same production it would be useful to us at any rate.

THE CHAIRMAN :—With regard to weavers ?

MR. BAKHLE :—Yes. The Sassoons have supplied us similar figures for the spinning section of all their mills and for the weaving section of two of their mills. Unless we are supplied with similar figures we would be placed in a difficult position.

MR. KAMAT :—Do you want it for all the varieties of cloth ?

MR. BAKHLE :—In the same way as the Sassoons have given.

MR. SAKLATVALA :—I am afraid it is not possible to give them the figures they want. We have given them the figures of total production for 2 months in the years 1925-27. All the fancy varieties are lumped together. Some mills may have 50 and others 60 sorts. Unless the sort is specified it is impossible to give the figures.

SIR MANMOHANDAS RAMJI :—Under longcloth there are so many varieties. It is impossible to attempt to find out the details of all these.

THE CHAIRMAN :—It would be very much better if we have a total of the wages actually paid and what would have been paid under the standardisation scheme and of the number of men now employed and will be employed under the standardisation scheme.

MR. SAKLATVALA :—We are giving you all representative sorts of all the mills. We are giving you the highest wages paid, the lowest wages paid and the average wage paid in Bombay.

THE CHAIRMAN :—It is very much better to have some figures on the lines I have indicated.

MR. SAKLATVALA :—The difficulty is this. At present the production is very low after the strike.

THE CHAIRMAN :—Take some pre-strike period.

MR. SAKLATVALA :—Would it suffice if I give the figures for January 1928 ?

MR. ASAVALE :—Our complaint is that the cut was made in 1928. If we take January 1928, it will not very much affect the standardisation rate.

THE CHAIRMAN :—You want them for July 1927 ?

MR. ASAVALE :—Yes.

THE CHAIRMAN :—Is there any objection to giving the figures for July 1927 ?

MR. SAKLATVALA :—No ; it may be that some particular mills may not be able to give them.

MR. ASAVALE :—If the variety is the same you can give us.—The varieties are not the same.

THE CHAIRMAN :—If you could give some sorts for comparison, it would be useful.—If it is not possible to give them for July 1927, I can give them for January 1928.

MR. KHAREGHAT :—What do you want Mr. Bakhale ?

MR. BAKHLE :—I want figures of production and wages, and we also want the wages that would be given under the Standardisation Scheme.

MR. SAKLATVALA :—Not the total, but for each individual mill ?

MR. BAKHLE :—Also for sample varieties.

THE CHAIRMAN :—You must confine yourself to totals by departments for each mill, Mr. Bakhle.

MR. SAKLATVALA :—Sample varieties we cannot give.

THE CHAIRMAN :—Your idea, Mr. Bakhle, is to find out what the total cut would be in each mill ?

MR. BAKHALE :—Yes.

THE CHAIRMAN :—The total will give you that.

MR. SAKLATVALA :—Do you want them for spinning only ?

MR. BAKHALE :—For weaving also.

SIR MANMOHANDAS RAMJI :—The samples might have been destroyed.

MR. BAKHLE :—The Sassoons have given us the figures for all their mills.

THE CHAIRMAN :—They keep elaborate statistics. Can you not give for spinning, the total number of employees and the amount of wages for July 1927, the estimated total number of operatives that will be employed under the Standardisation Scheme and the total amount of wages which you estimate will be given to them. Just those totals for each department. I think a lot of mills must have got them.

MR. SAKLATVALA :—For July 1927 ?

THE CHAIRMAN :—Yes.

MR. KHAREGHAT :—You must have the production figures for 1927.

THE CHAIRMAN :—You will do your best to supply these, Mr. Saklatvala.

MR. SAKLATVALA :—Yes.

The Committee adjourned till 11-15 A.M. on Friday, the 4th January 1929.

BOMBAY MILLOWNERS' ASSOCIATION.

HOLIDAYS FOR 1929.

The following mill holidays, which are in accordance with the provisions of the Indian Factories Act, have been fixed by the Committee of the Bombay Millowners' Association for adoption by the members of the Association, during the year 1929.

If for any special reasons, it is found necessary to close the mills on days other than those mentioned below, the Chief Inspector of Factories, Old Customs House, Bombay, should be informed accordingly in accordance with Section 22 of the Indian Factories Act and the Association should also be informed at least ten clear days prior to the Holiday concerned.

MONTH.	DATE OF HOLIDAY.	DAY OF WEEK.	FESTIVAL.	*SUGGESTED MONTHLY PAY DAY.	DAY OF WEEK.
JANUARY	1st	TUESDAY	<i>New Year Day.</i>	} 13th	.. SUNDAY.
	6th	SUNDAY			
	14th	MONDAY	<i>Makar Sankranti.</i>		
	20th	SUNDAY			
	27th	Do.			
FEBRUARY	3rd	SUNDAY		} 9th	.. SATURDAY.
	10th	Do.			
	17th	Do.			
	24th	Do.			
MARCH	3rd	SUNDAY	<i>Maha Shivaratri.</i>	} 15th	.. FRIDAY.
	9th	SATURDAY			
	17th	SUNDAY	} <i>Holi.</i>		
	25th	MONDAY			
	26th	TUESDAY			
	27th	WEDNESDAY			
	31st	SUNDAY			
APRIL	10th	WEDNESDAY	<i>Gudi Padwa</i>	} 9th	.. TUESDAY.
	17th	WEDNESDAY			
	21st	SUNDAY	<i>Ram Navmi</i>		
	28th	Do.			
MAY	5th	SUNDAY	<i>Solar Eclips.</i>	} 15th	.. WEDNESDAY
	9th	THURSDAY			
	19th	SUNDAY			
	26th	Do.			
JUNE	2nd	SUNDAY		} 15th	.. SATURDAY.
	9th	Do.			
	16th	Do.			
	23rd	Do.			
	30th	Do.			
JULY	7th	SUNDAY	<i>Ashadi Ekadashi.</i>	} 15th	.. MONDAY.
	17th	WEDNESDAY			
	21st	SUNDAY			
	28th	Do.			
AUGUST	4th	SUNDAY	<i>Nag Panchami</i>	} 15th	.. THURSDAY
	9th	FRIDAY			
	19th	MONDAY			
	28th	WEDNESDAY			
SEPTEMBER	1st	SUNDAY	<i>Ganesh Chaturthi.</i>	} 11th	.. WEDNESDAY.
	7th	SATURDAY			
	12th	THURSDAY			
	17th	TUESDAY			
	22nd	SUNDAY			
OCTOBER	2nd	WEDNESDAY	<i>Sarva Pitra Amvasa.</i>	} 11th	.. FRIDAY.
	6th	SUNDAY			
	12th	SATURDAY			
	20th	SUNDAY			
	27th	Do.			
NOVEMBER	1st	FRIDAY	<i>Dussehra</i>	} 9th	.. SATURDAY.
	2nd	SATURDAY			
	3rd	SUNDAY			
	10th	Do.			
	17th	Do.			
	24th	Do.			
DECEMBER	1st	SUNDAY		} 14th	.. SATURDAY.
	8th	Do.			
	15th	Do.			
	15th	Do.			
	22nd	Do.			

*Note.—The dates shown in Column 5 are recommended by the Committee of the Association as Pay-days for general adoption by members of the Association.

BOMBAY 1st December 1928.

B. K. MANTRI,
Ag. Secretary.

Friday, 4th January 1929.

Friday, the 4th January 1929.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

Oral Evidence of

MR. C. N. MOBERLY, General Manager,

The Bombay Electric Supply & Tramways Co., Ltd.

THE CHAIRMAN :—How long have you been in Bombay?.....I have been in Bombay 23 years, and I have been General Manager of the Company since 1923.

Before that you were in the Tramway Company?.....Yes; the whole of my service in India has been in the same Company.

You have been good enough to submit a statement, which contains details as to certain points on which information is required. Do you wish to say anything more at the stage?.....May I crave your indulgence, and ask to be allowed to make one point clear before I start? That is that I was out of Bombay nearly the whole of last year, owing to sickness and furlough, and since I came back in November my Deputy has gone on leave to Europe. Consequently I have had very little time available to go into details, and I should regard it as a favour if I might be allowed to answer in a general way only. Naturally, after such an absence, I have had a great deal of work, and have not had much time to devote to the study of details. Also, if I might have the privilege of revising any answers I give, I should very much appreciate that.

THE CHAIRMAN :—There is no objection to that.

MR. BAKHALE :—The working hours in your Company are 8 to 8½ hours for the traffic department, and very nearly the same for the workshop department?.....Yes.

Nobody works more than 8½ hours?.....Normally, no.

Excluding the overtime work?.....There is a little overtime occasionally.

Are the Tramway workshops governed by the Indian Factories Act?.....
They are.

I suppose you are aware that the Indian Factories Act provides for 11 hours a day and 60 hours a week?.....Yes.

Although your workshops are covered by the Indian Factories Act, still you work your workshops only 48 hours a week?.....Yes.

Can you say what the reason for this is?.....We consider that owing to the nature of the work, which is decidedly hard in many cases, an 8½ hour day is sufficient.

On the 1st page of your statement you refer to wages for conductors for a full month's work. Are these wages for 26 days or for 30 days?.....Our conductors are allowed one day off in each week with pay: this is allowed to those men who have not been absent without leave. Therefore, it is for a 30-day month.

THE CHAIRMAN :—Coming down to 26 days actual work?.....Yes.

MR. KHAREGHAT:—If you had to deduct the pay for a day, would you deduct one-thirtieth or one-twentysixth?.....One-thirtieth or one-thirtyfirst, according to the number of days in the month.

MR. BAKHALE :—Who recruits your labour?.....We recruit it ourselves, departmentally.

Is it the work of the departmental head or the overseer?.....It is the work of the officers in charge of departments.

Who appoints them?.....I can give you an example. The Traffic Manager or Traffic Superintendent selects the traffic staff, the Workshop Superintendent selects the staff for the workshops, and so on throughout the Company.

The overseers have no power at all in this respect?.....We have only got two such designations in the Company, in the permanent way Department. These 2 overseers select casual unskilled labour.

On page 2 of your statement there is a note which says "All fines are credited to 'Poor Box' entirely separate from the general accounts of the Company." Will you tell me who controls this poor box?.....I do, personally.

The workers have nothing to do with it?.....The procedure is that any employee desiring a loan from the poor box applies to the head of his department on a special form. That form goes through the head of the department, who makes his recommendation; it passes through the head of the branch, and I settle what loan is to be advanced; and loans are advanced only with my personal sanction.

Do you charge any interest on the loans?.....No, none; they are entirely free of interest.

On page 3 of your statement, referring to the ticket system for the workshops department you say "Clock System. All hands clock their own time." Will you please explain what the system is?.....Our system now is to have a clock at the entrance to our various departments. Each employee has a card, which is inserted into a slot in the clock. This clock is so adjusted that the card is moved up on consecutive days. The cards are kept in a rack on one side of the clock. An employee comes in, takes his card out, inserts it in the clock, presses a trigger, which automatically prints the time he comes in on his card. He takes his card out and puts it into another rack on the side nearest the workshops, where it is kept.

Does the system work quite efficiently?.....The system has been generally adopted since I went home last year. We started it before I went home. I have had no complaints of any sort, I am told it is extremely efficient.

THE CHAIRMAN :—Is this an expensive arrangement?.....The clocks cost about £35/- each in England; the racks and cards are a small extra.

MR. STONES :—How many men will one clock take care of?..... We have got 5 in our workshops, but we have now only about 600 men working.

Roughly, it is about 100 to 250 men per clock?.....About 200 in our experience.

MR. KHAREGHAT :—What becomes of the card after he puts it into the second rack?.....It is left there and the time-keepers check the cards over. A man's accounts are made up on that card, and they are transferred to the pay sheets at the end of the month.

THE CHAIRMAN :—The same card goes on for a number of days?..... Yes. For one month.

MR. KHAREGHAT :—It is kept in the time office, and in the morning when the man comes he takes it up?.....Yes. The man comes in, takes his card from the rack, clocks it in the clock, which is close by, and puts it in the rack. The time-keepers change it over, and he clocks in again after the recess.

It is done twice a day?.....Yes; they clock in at 8 a.m. and 1-30 p.m. They do not normally clock out.

MR. BAKHALE :—On page 5, Schedule A, with regard to leave, it is stated "One day 'off' in each week is allowed on pay to those men who have not been absent without leave. Pay for 15 days is also granted at the end of

each year in respect of other casual leave taken during the year without pay; thus making a total of 67 days during the year on pay." Who sanctions the leave? It is the departmental head, or somebody sub-ordinate to him?.....A notice is made out by the Controller of the division or Depot-Starter showing the leave for 4 days for the men attached to that Depot. If there is a shortage of men, the leave of others is cancelled. For longer leave, he applies to the Traffic Superintendent or the Traffic Manager, and in the workshop to the workshop superintendent. The sub-ordinates do not grant leave.

The worker has to make a written application for leave?.....No, verbally.

MR. KHARGHAT:—Even for a Sunday?.....The workshops do not normally work on Sunday. Only in serious emergencies or breakdowns do they work on Sundays. Of course, in the traffic department and in the engineering departments which provide electric energy, the work is continuous.

In each case leave has to be asked for?.....Not for the regular weekly day's leave. They have their regular stand-off day in the week. A man who is working on maintenance of tram cars may have Monday night off; his fellow worker may have Tuesday night off; so that we have always a sufficient staff at work.

In the workshop, you close on Sundays?.....Yes; on Saturday afternoons and Sundays we normally close in the workshops.

They get no other leave, in these circumstances, with pay?.....They get certain general and sectional holidays. Also, both in the traffic department and in the workshops instead of giving a man leave with pay, we have consolidated leave pay. We allow 15 days pay in a year to each man in those departments, and we pay it in January in one department and in February in the other department. All employees in these departments are allowed 15 days' leave pay.

MR. BAKHALE:—On page 7 of your statement, under rule 44/1, it is stated "Men drawing their checks or cards after 8.0 a.m., but before 8.15 a.m. will be fined one quarter hour's pay. That means, you deduct wages for the time lost, not more?.....That is correct.

In the case of operatives who come between 8-15 a. m. and 8-30 a. m. one hour's pay is cut?.....Yes.

Suppose a man comes at 8-30, he is late by one hour, as the workshops open at 7-30?.....The gates are opened at 7-30, but work commences at 8.

That means that instead of half an hour's pay you deduct one hour's pay?.....If he arrives after 8-15, one hour's pay is deducted.

On page 8 of your statement, rule No. 44/9 says : " Any workman desiring to visit the latrines must hand in his check or card to the Time-keeper on entering, and must draw his check or card on leaving. The total absence of any man for this purpose in any one day must not exceed half an hour. The workman will be fined should this limit be exceeded." Is it your experience that this rule is observed very strictly in your workshops?.....We have a time clerk at the entrance to the latrines, who books the men's times, and there are very few fines inflicted for overstaying the time.

Do your officers complain that the employees in your workshops go to the latrines for more than half an hour a day?.....No, if they were allowed an hour, they would take an hour.

At present they are not taking more than half an hour?.....No. I have heard of no trouble over that rule at all.

I will read out to you one rule from the Standing Order for Operatives prepared by the Millowners' Association, and I should like to have your opinion on it. It is : " All male operatives are liable on leaving the mill premises to be searched by the gateman and all female operatives are liable to be detained by the gateman for search by the female searcher." Have you got any such rule in your workshops?.....Yes. We have no female operatives ; so that we can ignore them. All the employees leaving our workshops pass between two watchmen, whose duty it is to see that nothing is concealed in tiffin carriers or in umbrellas. Further the Jamadar of watchmen passes his hands over the clothing of all employees to make sure that they are not taking valuables out in their packets.

Does he do it every day?.....It is supposed to be done every day.

Have you got a definite rule like this in your rules?.....No.

What is the minimum wage in the workshops?.....The minimum wage for new, unskilled hands is about Rs. 0-11-2 per day ; that is for boy workers.

Including the allowance and everything?.....Yes ; it is a consolidated rate.

Have you got much absenteeism in your workshops?.....No. It has improved considerably.

Could you tell us the percentage?.....It is now something under 5 per cent.

MR. ASVALE :—Do you forfeit the wages of a worker, if he is absent on the pay day, or if he does not turn up on pay day to receive his pay?.....Wages are not forfeited ; they are paid later in the month.

You have stated in your statement that generally workers are fined for neglecting their duty and for other reasons. How do you utilise the fines?..... All the fines collected in our Company are credited to a "poor box" fund; it is an account which is kept entirely separate from the general revenues of the Company. That fund is utilised for welfare work in various forms. It is being used very largely, at the present time, for getting employees out of debt. A most successful campaign has been started in that direction within the last year. We also grant them loans free of interest, which helps to prevent them from falling into debt. Our policy is to expend the fund, as it is available, for the benefit of the present generation of workers, from whom fines are exacted.

If a workman works throughout the year satisfactorily, what leave allowance is given to him?.....He is given, as I have stated, 15 days' pay in January of the following year, to cover all leave of every description taken in the previous year.

THE CHAIRMAN.—What do you mean by "to cover"?.....If he is sick, or if he stays away from work for two or three days, or a longer period, he gets 15 days' pay, and he gets the 15 days' pay whether he has been absent or not. If he has been in service for a full year, he draws it.

MR. STONES :—It is paid in January or February?.....Yes. It is absolutely extra pay.

MR. KHARAGHAT :—That is for his absence at that time?.....Yes. He is given that to cover all his absence. He gets the regular pay only for the actual time worked.

MR. R. S. ASAVALI :—Are these work-people skilled or unskilled?..... The rate I quote is for unskilled workmen.

THE CHAIRMAN :—On page 3 of your statement it is stated that the high price allowance is not consolidated. How do you calculate the high price allowance?.....We allow 25 per cent. up to and including Rs. 75/-; from Rs. 76/- to Rs. 125/- we allow 17½ per cent.; and from Rs. 126/- to Rs. 200/-, 10 per cent.

It is calculated on the pay?.....Yes.

Is there any demand to consolidate the allowance with the pay?.....No serious demand. I think I should explain perhaps that this refers to the old hands in the workshops. We now engage new men on consolidated pay.

So, it includes these allowances?.....Yes.

You do not engage your workmen on Rs. 75/-?... ..The entire workshop establishment is on daily pay. For the sake of argument if in the workshop an old hand gets Rs. 1/- *plus* 25 per cent. that is, Re. 1-4-0, the new hand would be paid approximately Rs. 1-4-0 consolidated.

Why have you done that?... ..It is very much simpler for one reason, and also it is more appropriate to the present market rates.

MR. STONES :—Your company is a public utility company and must be considered as such. Do you find the running of tramways as such, apart from the supply of electricity, profitable on these rates, because I find that you are applying for increased fares before the corporation?... ..It is rather an intricate question which I am afraid I cannot answer. For the Company as a whole we prepare one balance sheet.

You are not familiar with the wages paid in cotton mills?... ..No.

I shall take for comparison the fitters in your workshop and the fitters in cotton mills. They are really skilled men. When compared with your rates, we pay for this class of workmen higher rates in cotton mills.

THE CHAIRMAN :—Can you give a specific instance.

MR. STONES :—I will work them out and hand them over to the Secretary.

In the Tramway Company the wages are paid on the monthly basis of 30 or 31 days with one day's relief in the week. In the cotton mills also the men are paid on the monthly basis of 26 days a month which practically amounts to one day's relief in a week. The only leave that is not granted in the cotton mills is the 15 days' leave pay at the end of the year granted by the Tramway Company. While the cotton mills have based their wages on 6 days a week the Tramway Company has based it on 7 days a week with one day off. In the cotton mills also if a man works on Sunday he is given a day off in the course of the week.

The number of your workshop employees is approximately 600. Do you think that the clock system should be applied to cotton mills employing 5,000 workpeople all entering at one time?... ..I am not familiar with the layout of cotton mills; but I see no objection.

It would mean 25 clocks?... ..I should think so. It will necessitate a specially designed time office.

Do you employ sweepers in the workshop?... ..Yes; there are a few.

Would you tell us the rate you pay?... ..An old hand sweeper would get Rs. 1-0-6. The basic pay is Rs. 0-11-4 and he gets his allowance.

Do these allowances apply to sweepers also?.....To everybody.

Is the custom of searching workmen really necessary?.....I consider it is. We have got a lot of very valuable material in our workshops and a great portion of it is small. Therefore it is essential. Years ago brass screws disappeared extensively. It was for that reason that we adopted this system. We have brass, copper and other valuable metals.

We are paying out fitters much more than you pay. I will supply the figures.....It is rather hard to compare. The class of work has got to be regularised.

MR. STONES :—The work in a tramway workshop and that in a cotton mill is absolutely different and it is absurd to compare the average in the workshop with the average wage in the cotton mill. On the other hand if the other side wishes to bring in the workshop rates, I shall insist on the average wages of the same type of workers both the workshop and the cotton mills being compared. There is some sense in comparing the average wage of a fitter in the workshop and in the cotton mill. But the bulk of workmen in cotton mills is either unskilled or semi-skilled.

MR. ASAVALE :—Do you search every workman when he leaves the workshop or only those persons whom you suspect?.....All are searched.

MR. KHAREGHAT :—The man who is suspected?.....All.

MR. KAMAT :—You pay your men by the 10th of each month and not later than that date?.....We make payments up to the 10th, and on the 10th payment of the whole staff is completed.

For how many employees of your total staff, have you got to calculate the pay before payment?.....For everybody.

May I know your total wage bill?.....I cannot tell you that exactly. I think it is about 1½ lakhs monthly.

Do you find any considerable difficulty in completing all payments before the 10th?.....There is considerable difficulty, but my orders are that it has got to be done. We were paying up to the 14th of every month but we have now accelerated.

MR. STONES :—How many of your employees are on piecework?.....We have no piece work.

If you have got 80 per cent. of your employees on piecework with varying rates, would it be possible to make the payment by the 10th of every month?.....That is a question with which I have no experience in India. I should say : certainly not.

MR. KAMAT :—Would you give me an idea of the wages of a junior fitter in your workshop?.....The assistant fitters basic rate is Re. 0-11-4 rising to a maximum of Rs. 1-4-3 a day.

For the full fledged fitters?.....Starts on Rs. 1-4-9 increasing as years go on to Rs. 1-15-1. A few special fitters go up to Rs. 2-5-1.

Is that the maximum for a fitter in your service?.....The maximum for a workshop fitter. We used to pay more to fitters in our steam generating station, because the class of work there is considerably higher than that in a tramway workshop.

How long have you been paying this 25 per cent. allowance?.....I think this system of paying allowance was introduced in 1917 and we have been paying it since then.

You have been paying this 25 per cent. allowance irrespective of the fluctuations in the cost of living?.....These rates were considered fair at the time of fixing and we have been adhering thereto all through.

THE CHAIRMAN :—Would you give us a statement of your workshop rates of pay?.....I will send you that.

MR. KHAREGHAT :—How do you calculate the wages in case a workman absents himself for 4 days?.....The workmen do not work on Sundays in the workshop. Normally it is 26 days a month. If a man absents himself for four days, he would be paid his wages for 22 days. All workshop men are paid on daily rates of pay.

MR. STONES :—Their workshop is practically like the cotton mills. They are allowed four days in the running staff.

THE CHAIRMAN :—Thank you.

Oral Evidence of

MESSRS. HAFIZ MAHOMED HUSSAIN, NAJIBULLA

and MUNSHI SUBRATI,

Weavers of Khatau Makanji Mills.

MR. BAKHALE :—Before we proceed to examine these witnesses I wish to bring to your notice that the weaving masters of the mills from which these witnesses come are present in the Hall. Personally I would have no objection to their remaining here: on the contrary I welcome their presence. But my fear is whether the workers would get nervous because their weaving masters are here. If the weaving masters want to correct any of the statements made by these witnesses they can do so and a copy of the evidence may be supplied to

them. I think it would be in the interest of the workers if the weaving masters are not present here while these men give their evidence.

MR. STONES :—We do not wish to intimidate any worker in any way or manner. Witnesses are coming from the different mills and I am not conversant with every minute detail of every mill. The presence of the weaving masters will help us in challenging any statement made by the weavers. It is entirely in your hands. If the weaving masters are not here we will not be able to cross-examine them now. It is only after the weaving masters have seen the evidence we will be able to cross-examine them for which some other day will have to be fixed.

THE CHAIRMAN :—Do these gentlemen wish that their weaving masters should be outside the hall when they give evidence?..... We are not afraid of our weaving master. We will speak the truth.

How long have they been weavers?.....

MR. H. M. HUSSAIN :—I have been working for the last two years in the Khatau Makanji Mills.

MR. NAJIBULLA :—I have been working in this mill since 1925.

MR. MUNSHI SUBRATI :—I have been working in the Khatau Makanji Mill for the last 16 years.

MR. UMAR RAJAB :—Have you seen the scheme prepared by the mill-owners?..... Yes; we have seen it in Urdu so far as possible.

Have you made any calculation?..... We have to some extent.

Do you find any cut made in your wages?..... Yes; there is a cut made from 25 to 40 per cent.

On which varieties will the cut be more on finer or on coarser?..... On finer varieties the cut will be more.

MR. STONES :—Can you give examples?..... We have brought three or four examples worked out. On a *Sari* 40" wide, 9 yds. long, 1 lb. 2 oz. weight, 56 reed, 56 pick, 50s warp and 70s weft, the cut will be 44 per cent.

Is there a dobbie?..... Yes, an 8 Shaft dobbie.

What is the border?..... 1½".

MR. KHAREGHAT :—What is the present rate on it, and what will it work out under the standardisation scheme?..... The existing rate is 32 pies per lb. The cut will be 4 or 5 pies.

MR. STONES :—4 or 5 pies would not work out to 41 per cent.

MR. DANCE :—How much will you get under the standardisation scheme ?
.....Twenty pies.

MR. STONES :—What is the production you get of this sort ?.....Three pairs.

Only 27 yds. production ?.....Yes.

THE CHAIRMAN :—What is the second instance ?.....This is a dhoty. 50" width, 10 yds. length, 1 lb. 12 oz. weight, 60 reed, 56 pick, 40s warp, 54s weft, fancy border.

MR. STONES :—Dobby border ?.....Yes, 8 shafts.

Width of border ?.....1 $\frac{1}{4}$ ".

Production ?.....Three pairs, or 30 yds. The present rate is 27 pies per lb.

What will be the rate under the standardisation scheme ?.....I cannot say definitely ; it will come to about 18 pies.

THE CHAIRMAN :—Have you worked it out ?.....Yes, one of us has done it. The cut will be 27 per cent.

MR. STONES :—Have you any other examples ?.....Yes. Dhoty, 50" \times 9 yards, 1 lb. 4 oz. weight, 64 reed, 60 pick, 60s warp, 70s weft, 10 shaft doobby, 1 $\frac{1}{4}$ " border, production 27 yards, present rate 36 pies, and new rate will be 19 or 20 pies.

Do you wish to give any more examples ?.....Yes. 3-shaft drill, 31" wide, 39 yards long, 11 $\frac{1}{4}$ lbs., 3/40 reed, 40 picks, 14s warp and 18s weft, 65 yards production ; present rate is 6 $\frac{1}{2}$ pies, and the new rate will be 4 $\frac{1}{2}$ pies.

Small pirns or Universal pirns ?.....Both.

Any other example ?.....Yes. 28" \times 20 yards, 2-beam art silk cloth, 1 lb. 14 oz., 60s reed, mixed denting, 60 pick, 60s warp and 80s weft, production 30 yards per day. The present rate for this is 43 pies per lb. and according to the standardisation scheme the rate will be 32 or 33 pies.

Are these the worst cases ? Are the rates in the others all right ?...There will be no variety on which there is not a cut of at least 25 per cent.

Do you make plain cloth ?.....Yes.

Satin ?.....No.

MR. UMAR RAJAB :—Now that you have estimated the cut do you think that you will work willingly on those rates ?.....How can we when so much reduction is made.

Why will you not?..... Because the new rates will not give us a living wage.

Can you detail to us in how many ways the cuts are made in the mills?Cuts are made in different ways.

MR. STONES :—This has nothing to do with the standardisation scheme; this is in relation to the past.

MR. DANGE :—The workers are being examined not only on the standardisation scheme, but also on the Standing Orders for operatives. These are some of the reasons which led to the strike. The millowners have made certain allegations against the workers in connection with the casues of the general strike, and it is but proper that the workers should be given an opportunity to detail the reasons for the strike.

MR. STONES :—Is this in relation to the past or in relation to the standardisation scheme?.....In relation to the methods generally adopted by the millowners.

THE CHAIRMAN :—We do not regard this as an important question, Mr. Dange; therefore, only a few questions need be put on this.

MR. UMAR RAJAB :—Are fines imposed on you?.....Yes; the capitalists impose fines on us, and we are unable to escape them.

Can you show in what ways fines are imposedI will first detail the ways in which cuts are made in the wages, as you asked that question first. Formerly they used to make drill of 14 lbs.; now they make in 9 lbs. There is a loss of about 5 lbs. that way.

MR. STONES :—Is the pick altered?.....Everything else is the same.

Something must come down?.....We cannot make out these things. Those who manage the mill understand them, but we do not. Then the width is made smaller. Where we used to weave 27" cloth, we are asked to weave 22" cloth. We lose that way also. Then, we are unable to make out the difference in counts when it is only two or four counts more or less. For example, we cannot distinguish between 40s and 44s; and when we are asked to weave 44s, we are paid the same rates as for 40s. One of us have brought here samples of some of these yarns. (Handing a few samples to the members of the Committee) One of the samples is 70s, but there is another yarn of the same count but it is weaker. When the workers are asked to weave weaker yarn they should be paid more. We are unable to distinguish 22s yarn from 28s.

MR. KHAREGHAT :—Do they not tell you about itNo distinction is made between these two yarns; the wages paid for both are the same. There are many other examples.

THE CHAIRMAN :—Any others ?.....Another way in which the weavers are put to a loss is that, if they go to the mill late by half an hour, they are kept out for the whole day, and the next day these men have to pay Rs. 2/- to the substitute who is employed on the day on which they arrived late in the mill. On account of defects in the machinery, the weavers are made to sit at home by the Company, and they are not paid anything for that period. We do not know whether we should take it as the justice of the Factory Act or the oppression of the capitalists.

MR. UMAR RAJAB :—When cloth is spoilt, is a fine inflicted on you, or is the cloth returned to you ?.....At some places, a fine is inflicted, and sometimes the spoilt cloth is given to us, and the price recovered from us.

MR. DANGE :—What is the procedure in your mill ?.....In our mill, we have the system of fining as well as of returning the cloth to us.

MR. UMAR RAJAB :—Up to what amount is a fine inflicted in your mill ?..... It is 4 annas, 8 annas, or Re. 1/- according to the defect in the cloth ; the weavers are fined two to three times a month.

Is the cloth spoilt on account of neglect on your part, or on account of other reasons ?.....There is sometimes bad knotting in the yarn, and on account of that the cloth is spoilt. It is due to a defect in the knotting of the yarn.

When the cloth is spoilt on account of the breaking of the machine, still you are fined ?.....Yes ; we are fined then too.

MR. STONES :—Here again, it is very difficult to say where the fault lies. It may be due to a picking band getting to the breaking point without the weaver watching it ; or it may be due to bad material. The picking band is on the other side of the weaver. It may be the weaver's fault, it may be due to bad material, or it may be both.

MR. UMAR RAJAB :—You do not buy picking bands of one sort ; there are picking bands of 5 sorts. One may last a month, one may last a day, and one may last 4 months. How can you say it is solely due to the picking band not being noticed by the weaver ?

MR. STONES :—It may be due to bad material, or it may be due to the weaver not watching it when a picking band is getting near the breaking point. Sometimes, it is due to causes over which the weaver has no control, but there are causes over which he has control. Mr. Umar Rajab just mentioned a picking band running for 4 months.

MR. UMAR RAJAB :—In your mill, when fine yarn is used, you get more wages ?.....Yes, but much work has to be done.

When you get good wages, do you always absent yourself from work ?.....
When we are forced on account of sickness to do so, we have to be absent.

Is there any arrangement for medicine in your mill ?..... There is.

What is the practice ?..... When any one falls sick, he must go from his house to the mill, and then take medicine from there.

When the worker is absent from the mill, does he get any permission to get into the mill ?..... No.

Then how do you say that you take the medicine from there ?..... When we are on duty, we bring the medicine.

When you fall sick for 4 or 5 days what happens ?..... We take medicine from other people.

Does the doctor remain in the dispensary from morning till evening ?..... He is there for 2 hours. The mill doctor is of no use to us, in case of sickness. Only when we get hurt or wounded in the mill, he can render some help to us.

THE CHAIRMAN :—That is all outside our terms of reference.

MR. UMAR RAJAB :—Is any deduction made from your pay on account of the medicine that you get ?..... We have heard that a deduction is made.

But it is not shown that this deduction is made on account of medicine ?..... No. It is not shown on the ticket, and therefore we cannot understand it.

MR. DANGE :—The Millowners say that the weaver is inefficient, and he must increase his efficiency. How many factors are under the control of the weaver as regards efficiency, and how many are out of his control ?..... On account of bad beam the machines do not work for two or three days, and the machines are out of order sometimes for 3 to 6 days.

That is not the answer ?..... On the machines on which we can work, we can prepare, say, 2 *takas*. If anybody else can prepare more *takas*, let them show us how it is done.

Do you suffer any loss on account of bad sizing ?..... Yes, there is loss on account of bad sizing, and bad beams and bad yarn. Sometimes the threads are not properly separated; they are mixed together; sometimes the machine is out of order, and it does not work properly. That is not our fault. The machine does not work for 4 or 5 days, and the *mukadams* have to look to the proper working of the machines.

MR. ASVALE :—How many persons are there in your families at present ?..... Some have 4, some 6 and some 8.

Do they all go to work? ..No.

What is your average pay per month?.....Rs. 38/- to Rs. 40/-. Those who work on fine varieties get about Rs. 60/- to Rs. 70/-.

How many days in a year do you generally remain absent?.....When there is no necessity for it, we do not remain absent even for a day. But when we are not well, and are unable to work, then we remain at home. We also remain at home when there is another member of the family who is sick and requires our attention, or when there is a marriage or death ceremony.

How do you manage to live with your families on such scanty pay?..... It is with great difficulty that we have to pull on with these scanty earnings. One of us can get on only when he does other work. Some of us have rent in arrears for 8 to 10 months. One of us, although he does extra work, has not been able to pay the rent for 12 months; it is in arrears. Several times in a year, when they go to work late, they have to remain at home.

At present, how many hours do you actually work in the mill?.....Ten hours.

Do you waste your time in the mill?.....No, never.

If the hours of work are increased, do you think you will be able to do the work?.....We cannot do more than what we are doing at present.

If the cut proposed by the Millowners' Association in the Standardisation Scheme is accepted, will you be able to work at all?.....We cannot maintain ourselves under the new scheme.

At present how many machines are you working on?.....One of us works on one machine, and the others on 2 machines.

If three machines are given to you for work, will you be able to work under the present circumstances?.....It is difficult to work on two machines; it is not possible to work on more than 2 machines.

How do you count your wages after the month's work?.....If there is no rate in the ticket, we cannot make any calculation. If there is any rate on the ticket, then we will be able to calculate.

Even if the rates are shown on the ticket, taking into consideration the allowance given separately, will you be able to calculate what your wage will be? At present you do not know. But even if the rate is given on the board, will you be able to calculate, what you should get?.....Yes.

Taking into consideration the allowance of 80 per cent. which you are now getting, if it is consolidated with the rates, will it not be easier for you to calculate?.....It would be better.

Have you gone through all the standard rules that have been printed at present by the Millowners?.....We have seen them.

Do you agree with all the rules?.....No, we do not agree with all of them. They are defective in many respects.

Do you know at any time when you have quarrelled with your weaving Master or anybody else you have been dismissed without giving any previous notice?.....That is the custom followed by all mills; they are dismissed.

THE CHAIRMAN :—A quarrel with the Weaving Master may be for some misconduct.

MR. STONES :—On the question of these rates, I would like to have them worked out carefully to check them. I might mention here that this is one of the mills that was a problem to us, and will probably have to be dealt with outside. When the scheme was under consideration, the Manager of this mill came to me and said " Mr. Stones, we have been giving such high rates to the men and the production is so low that you will have to treat our mill as a special case." It will have to be treated, for some period, as a special case. Judging from the production here, it is very low production, and we will work this out. The other point they complained of was as regards the methods for calculating the rate. For example, they referred to 9 lb. drill. All these are really arguments for standardised rates. If the width of the cloth is decreased, the standard list provides an allowance for it. If they have brought it down from 14 lbs. to 9 lbs., if they have altered the construction of the cloth, then they must pay more per piece. I am merely pointing out that these are arguments for standardisation, and such cases would be prevented by the application of the standard list. The main point is to work out these sorts which we have in these two mills, and see if it is a case for special consideration. There are two mills, the Indian Mill and the Khatau Makanji Mill. The Khatau Makanji mill is paying such huge rates, and not getting out the required efficiency; we shall have to go into that.

SIR MUNMOHANDASS RAMJI :—When bad work is produced, by a weaver, the weaver can say whether it is due to his own fault or neglect, or it is due to the fault in the machine?.....He can say.

When he is fined for a fault of the machine, would he accept that fine without protest?.....We protest, but they do not listen to it.

MR. STONES :—At the Khatau Makanji Mill, is there not a system whereby a representative of the Trade Union is present when the bad pieces are examined?.....It is not done at present.

MR. STONES:—Mr. Bakhale, is there not a system in the Khatau Makanji Mill a system whereby a representative of your Union attends the mills to examine spoilt cloth ?

MR. BAKHALE :—That existed in the year 1926, when Mr. Desai's predecessor was working as Weaving Master and Manager also. I went to the mills for that purpose in 1927 once or twice only.

MR. STONES :—Did it fall off because the mill authorities stopped you, or was it due to pressure of your work on your side ? Why did it stop ?

MR. BAKHALE :—It was rather too much for the old Weaving Master to sit with me and examine spoilt cloth, and I myself found after two or three visits that the effect of my going there was not as it should be. There was some amount of friction between myself and the Weaving Master. So, I thought it would not be worthwhile to go there every month and increase the friction. So, I stopped for sometime. The weaving master died and the managers also changed I went to the new manager. At the last time I made an elaborate report of what I saw there. The Manager and the weaving master wrote a report on my report and both were sent to the agents. By that time the weaving master died and no action was taken.

SIR MUNMOHANDASS RAMJI :—What is the total amount of fines in your mill per month ?.....It comes to Rs. 2, 8 as., 4 as. and 2 as. per weaver. We cannot give the total for the whole mill.

THE CHAIRMAN :—Do you take out tickets when they go into the mill like other workers ?.....We have no tickets.

What is your objection ?.....We do not agree to this.

Why ?.....When a man is absent he has to pay his substitute. There is no use keeping the ticket.

You said that if you are late by half an hour you will have to pay your substitute Rs. 2/- ?.....Yes.

Do you supply the substitute or does the mill take the substitute ?.....The muccadam takes the substitute.

Why should you pay Rs. 2/- to the substitute ?.....That is not fixed. It is sometimes even Rs. 3/-.

You draw the pay for the work that the substitute does ?.....Yes.

Is there any loss to you ?.....No ; unless we pay the money, we are not allowed to work. We have to bring money from somewhere.

MR. KAMAT :—In the case of defective cloth, if the mistake of the weaver is clear, would you prefer the system of fine or taking back the spoiled piece of cloth?.....If the millowners realise their mistake, the workers would admit their mistake.

It has been stated that sometimes weavers prefer to take back the cloth?There may be some men of the millowners who give currency to such things.

MR. STONES :—I shall make a definite statement. Weavers have told me personally that they would prefer to take back the cloths.....Might have said. The reason is that in the area from which these weavers come they can get higher prices. Prices vary from area to area.

THE CHAIRMAN :—Thank you.

Oral Evidence of

MR. MAHOMED UMAR and MR. MAHOMED IBRAHIM,

Weavers of the Indian Mills.

THE CHAIRMAN :—What is your experience in weaving?

MR. MAHOMED UMAR :—Eight or nine years.

MR. MAHOMED IBRAHIM :—Five years.

MR. UMAR RAJAB :—Have you seen the scheme of the millowners?.....
Yes; we have seen.

According to that scheme, can you say whether your wages will be more or less?..... We will be put to much loss under that scheme.

In your mill do you use coarse counts or fine counts?.....Fine counts.

Will the cut be with regard to coarse counts or fine counts?.....The cut is on the fine counts and the cut is made on the coarse counts also.

Can you give any example as to how much cut is made in your mill?Yes. Dhotie with borders, 44 inches, 10 yards, 1 lb. 12 oz., pick 40, 44 reed, 30s warp, 40 weft: the present rate is 15 pies.

MR. STONES :—What is the breadth of the border?..... $2\frac{1}{4}$ inch border.

Is it plain or doobby?.....Plain.

What is the production now per man?.....Twelve, thirteen and not more than 13 dhoties.

That means on two loomsOn one loom 7 pairs of 5 yards each.

What does the rate come to under the Millowners' List?..... Whatever it is, there will be a cut of 24 per cent.

Any other sort?.....Plain dhotie 48 inches width, 10 yards, 1 lb. 11 oz. 48 reed, 44 pick, 40s warp and 50s weft : the present rate is 20 pies.

Border?..... $2\frac{1}{2}$ inches ; plain.

What is the cut?.....32 per cent.

THE CHAIRMAN :—How do you get this 32 per cent?.....On this yarn we get between Rs. 50/- and Rs. 70/-. On that we have made this calculation?.....

MR. KAMAT :—Can you calculate the wages?.....We have not received any higher education.

You have arrived at this percentage without knowing the new rate. In comparison with the old rate what is the new rate?.....We cannot tell you.

You say that the cut will be 32 per cent. from hearsay?.....We have made an estimate that it will come to so much.

MR. STONES :—Any other sort?.. ...That is all.

MR. UMAR RAJAB :—If so much cut is made, will you be able to work heartily?.....Never.

Can you put in a greater amount of work?.....No.

Do you know in how many different ways cut has been made in your wages?.....Yes ; according to the scheme.

THE CHAIRMAN :—At present there are no cuts?.....No.

MR. UMAR RAJAB :—Is any fine inflicted in your mills?.....Yes.

Why?... ..When there is bad cloth prepared, either a fine is imposed or the cloth is given back to the weaver. If the mistake is not great a fine of 4 as. or 2 as. is imposed, which will practically amount to returning the cloth to the weavers.

When you take the cloth, after it is prepared to the wage clerk, if by mistake you say 14 pairs, when it is actually 13 pairs, a fine is inflicted on you?.....Yes ; we are fined even Rs. 2/-.

Even when you say that the number of pairs is 13 when it is actually 14 you are fined?.....Yes.

SIR MUNMOHANDASS RAMJI :—No fine is imposed when a lower number is stated than the actual number of pairs.

MR. UMAR RAJAB :—In both cases.

SIR MUNMOHANDASS RAMJI :—100 or 120 looms are taken in 1,100 or 1,200, looms for checking purposes. If a weaver is found to tell that he has produced 6 pairs when it is actually $5\frac{1}{2}$ pairs, as a disciplinary measure he is fined Rs. 2/-.

MR. KAMAT :—In that case you take it as an attempt at fraud ?

SIR MUNMOHANDASS RAMJI :—In case he gives a number lower than the actual number he would lose.

MR. UMAR RAJAB :—In your mill most persons remain absent ?.....No. When they fall sick they absent themselves.

Are you able to remain healthy throughout the year ?.....No.

Can you show me how many times you fall ill during the year ? ...At least one month.

You have no sufficient money to pay for your medical aid ?.....The custom is when they remain absent for 5 or 6 days, when they go back to the mill they have to pay the money to the substitute. Otherwise we would not get our looms. Somehow or other we have to manage to get the money. If we have no money we are not allowed to join duty.

Is it a fact that you are under the clutches of the Banias ?.....Yes.

Is there a hospital in your millIt is not properly managed.

Is there any deduction made in your salary on account of medicine and other things ?.....One anna or six pies.

Do you know how this is done ?.....No.

When you go late by one or two hours, are you allowed into the mill ?... No ; we are asked to go back.

Has the reduction in the number of working hours from 12 to 10, effected in 1921, given you better health ?..... We have found ten hours to be better.

Now that you have better working hours, do you produce more ?Yes.

If the working hours are reduced to 8, will you be able to produce more ?Yes.

MR. DANGE :—The millowners are now proposing to introduce the system of attaching tickets on your body as a mark of distinction. Do you like that system ?.....No.

What harm is there ?..... We are not prisoners. We may be mistaken for prisoners if we go out with the tickets on us.

The millowners' scheme provides for a cut of 7 per cent. ; would you agree to that cut ?.....No.

MR. ASAVALE :—You gave evidence before the Committee that you have not studied the standardisation scheme. Have you not seen the same ?.....Yes ; we have seen it, and we have understood it so far as the weaving department is concerned.

You have come to the conclusion that there is a cut of 24 per cent. in the sort you referred to ?.....Yes.

How did you come to that conclusion without studying the scheme ?..... We have seen the scheme in Urdu, and when it was put in Urdu we understood it.

Then, why did you not say so to Mr. Kamat ?.....We do not understand the question properly.

You say that you earn about Rs. 70/- or Rs. 80/- per month ?.....Yes.

Under the new rates you have calculated that you will get 24 per cent. less ?... ..

THE CHAIRMAN :—You cannot say that all are working the same variety.

MR. STONES :—It is admitted that the Indian Mill pays the highest wage in Bombay.

MR. ASAVALE :—If you leave the Indian Mills and go to some other mill can you earn the same wages as you earn now ?.....No.

Do you spend money on anything other than bare maintenance of family, say amusement or drink ?.....

THE CHAIRMAN :—It is not fair to ask them that question.

MR. ASAVALE :—How did you manage to maintain yourself during the last strike ?.....You would have known that if you had visited our homes.

Have you incurred debts to maintain yourself ?.....Yes, to the amount of Rs. 200/-.

MR. BAKHALE :—The millowners' scheme provides for two recesses during a day, one from 9-30 to 10 in the morning and the other from 1 to 1-45 in the afternoon. Are you in favour of these two recesses ?.....We are not in favour of it.

Why ?.....Instead of a 10 hours day, we should have an 8 or 9 hours day. With less number of hours we can work better.

That means, you want the working hours to be reduced. If that is done, have you any objection to the two recesses?.....If the hours are reduced, we have no objection.

Is it your experience in the mills that a fairly large number of operatives steal something from the mills?.....There may be one or two in a hundred; that cannot be helped.

One of the Standing Orders for Operatives is: "All male operatives are liable on leaving the mill premises to be searched by the gateman....." Are you in favour of this rule?.....When they suspect a particular man, they may search him, but not the others.

You told me just now that only one or two in a hundred stole things from the mill premises. That being the case, do you think that a rule like this making all the workers liable to be searched should be brought into force?

THE CHAIRMAN :—You are cross-examining your own witness.

MR. BAKHALE :—The millowners will take advantage of this answer.

THE WITNESSES :—We do not want such a rule.

MR. BAKHALE :—I should like, Sir, to get some information from Sir Munmohandass Ramji. I have been receiving complaints from his millhands that a sum of one anna and six pies is deducted from the wages of each millhand. Why is it done?

SIR MUNMOHANDASS RAMJI :—I would like to give that information now from memory. I think one anna is deducted to cover the cost of stamps to be affixed to the receipt when the income exceeds Rs. 20/-. In our mills all incomes usually exceed Rs. 20/-. That is one anna. The rest half anna, I think represents the pies portion of the wages, which is not paid when it is less than 6 pies.

MR. BAKHALE :—I should like to know if one anna is not deducted in all the mills. In the majority of cases the wages per month exceed Rs. 20/-. If deduction is made in one mill, it must be made in other mills also. Is it the case that in some mills they do not affix stamps?

MR. STONES :—You might drop that; otherwise we will have the officials after us.

MR. BAKHALE :—I want to know whether that stamp is actually affixed?

THE CHAIRMAN :—That is outside anything we have to consider.

MR. STONES :—About these pies, we have now adopted a definite system outlined in Note 4 of the Standardised Wages List. Therefore, there should be no complaint about it in the future.

MR. BAKHALE :—About this question of stamps.

THE CHAIRMAN :—We cannot go into every possible way of deduction; we are not a committee appointed to investigate into all complaints that can possibly be made.

MR. STONES :—Sir, one thing is admitted, and that is that the Indian Mills is the highest paid mill in Bombay, and the millhands in that mill will suffer under any scheme of standardisation.

The Committee adjourned till 11-15 A. M. on Monday, the 7th January 1923.

EXHIBIT FOR 4-1-29

Supplementary Statement submitted by Mr. C. N. Moberly, General Manager, the Bombay Electric Supply and Tramways Company, Ltd.

With reference to the requests made when I gave evidence before the Committee, I submit herewith an extract from our Grading Schedules in which will be found the minimum and maximum daily basic wages appertaining to our Workshops and Carsheds Staff. To the rates therein set out are added War Allowances on the following scale :—

To those drawing Rs. 75/- per month and under 25% War Allowance.	
from Rs. 76/- to Rs. 125/- per month	17½% „
from Rs. 126/- to Rs. 200/- per month	10% „

In addition, those employees whose pay is not consolidated, draw annas two or annas three per day for tram fares to and from work.

As I explained to the Committee, these rates are applicable to men who have been for some time in the Company's service. For the last two years we have been engaging new hands on flat rates of pay.

I find on inquiry that one Time Recording Clock is able to take care of about 200 operatives. At our Workshops we have actually installed 5 clocks which we consider would be sufficient to record the time of about 1,000 men.

TABLE 1.
WORKSHOPS AND CARSHEDS—PAY OF APPOINTMENTS.

Designation.	Minimum per Day.			Maximum per Day.		
	Rs.	a.	p.	Rs.	a.	p.
Blacksmiths	1	5	9	2	1	0
Blower Boys	0	7	11	0	10	5
Boiler Makers	1	4	9	1	11	1
Bug Boys	0	7	11	0	10	5
Call Boys	0	7	11	0	10	5
Carpenters 1st Grade	1	13	7	2	10	4
" 2nd "	1	13	7	2	4	6
" 3rd "	1	13	7	1	13	7
" Assistant	1	0	0	1	6	0
" Boys	0	7	11	0	10	5
Chippers	0	11	4	0	13	10
Cleaners (Machine)	0	11	4	0	13	10
Coil Makers	0	7	11	0	10	5
Comm. Builders	1	4	9	1	15	1
Controller Hands	1	4	9	1	15	1
" " Assistant	1	0	0	1	4	9
Coolies	0	11	4	0	11	4
Core Makers	0	7	11	0	10	5
Crane Drivers	0	14	10	1	3	3
Drillmen	1	2	3	1	4	9
Fitters	1	4	9	1	15	1
" Assistant	0	11	4	1	4	3
" Boys	0	7	11	0	10	5
Furnacemen	1	4	9	1	11	1
Hammermen	0	11	4	0	13	10

TABLE 1.—(Contd.)

Designation.	Minimum per Day.			Maximum per Day.		
	Rs.	a.	p.	Rs.	a.	p.
Kharwas	0	11	4	0	11	4
Learners	0	11	4	0	13	10
Liners	1	4	9	1	7	8
Machinist (Odd)	1	4	9	1	11	1
Masons	1	2	3	1	8	8
Moulders, Good	1	4	9	1	11	1
„ Rough	0	14	10	1	4	3
Muccadams	0	14	10	1	3	3
Nowghanies	0	11	4	0	12	10
Oilers	0	12	10	0	13	10
Painters, Good	0	13	10	1	4	3
„ Rough	0	11	4	0	13	10
Painter Boys	0	7	11	0	10	5
Pattern Makers	2	2	0	2	10	4
Polishers	0	14	10	1	4	9
Road Broom Makers	0	11	4	0	13	10
Sawyers (Machine)	1	2	3	1	8	8
Scavengers	0	11	4	0	11	4
Shunters	0	14	10	1	3	3
Strap Piecers	0	14	10	1	4	3
Tailors	1	4	9	1	8	8
Testers	0	14	10	1	4	3
Testers Assistant	0	11	4	0	13	10
Tinmen	1	2	3	1	8	8
Tool-Keeper	0	12	4	0	13	10
Turners	1	4	9	1	11	1

TABLE 1.—(Concl'd.)

Designation.	Minimum per Day.			Maximum per Day.		
	Rs.	a.	p.	Rs.	a.	p.
Turners Assistant	0	14	10	1	4	3
Wagon Drivers	0	14	10	1	3	3
Watchmen	0	11	4	0	12	4
Watchmen, Head	1	0	0	1	6	0
Winders (Armature)	1	15	7	3	1	9
Waterman	17	0	0	17	0	0
	(per month.)			(per month.)		
Winders Assistant	0	12	4	1	4	3
Wiremen	1	4	9	1	15	1
Wiremen Assistant	0	12	4	1	4	3
Writers	1	8	2	1	13	7

N. B.—Initial increases on introduction of grading at the rate of anna one per day will be granted to workmen who have completed two years' service without receiving an increase, and to others on completing two years' service. After the initial increase, workmen will be granted further increase of anna one per day on completion of each years' service, provided their work has been entirely satisfactory and that they have not attained the maximum rate of pay for their designation.

TABLE 1 (A).
WORKSHOPS DEPARTMENTS.—PAY OF APPOINTMENTS.

Designation.					Minimum per Day.			Maximum per Day.		
					Rs.	a.	p.	Rs.	a.	p.
Blacksmiths	...	1st Grade	(6)*	...	2	2	0	2	7	0
Drillmen	...	"	"	(3)*	1	5	9	1	10	9
Fitters	...	"	"	(20)*	2	0	1	2	5	1
Moulders	...	"	"	(8)*	1	12	1	2	1	1
Tinmen	...	"	"	(2)*	1	9	8	1	14	8
Turners	...	"	"	(6)*	1	12	1	2	1	1
Writers	...	"	"	(6)*	1	14	7	2	3	7

* The numbers in brackets represent the maximum establishment allowable under that Grade and is applicable only to the Kingsway Workshops Staff.

Monday, 7th January 1929.

Monday, the 7th January, 1929.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

SIR VICTOR SASSOON :—I appear here to-day not as a representative of the Millowners, but I understand that Mr. Dange is bringing up a point as to the settlement, the interpretation of which requires a decision.

MR. MEHRBAN :—I have received a letter that Mr. Dange is coming at 3 p. m. to-day.

SIR VICTOR SASSOON :—I think the understanding was that the point would be taken up this morning.

THE CHAIRMAN :—If you like, you can say what you have to say now.

SIR VICTOR SASSOON :—I think I can foreshadow the points. One of them is put on paper : the other one is not on paper. They are with regard to the Jacob Sassoon Mill. There are certain number of men there who have to be on one side, due to the lay out of the mill, that is to say, on account of the frames being very near the wall ; and there are also a certain number of men who are on one side as long as we are spinning 10s counts and under. It was made quite clear by me to the Conciliation Committee that, although our mills were on two sides, they would not necessarily be entirely on two sides, and if we had orders for 10s or under, there would be frames on one side as long as we had those orders ; and I could not definitely say how many would be on two sides and how many on one side. The policy before the strike was that where we had orders for 10s and under, those would be on one side, and where they were over 10s they would be on two sides. A certain number will always be on one side, irrespective of the counts, because of the physical lay out of the frames. That was the position, and I made it quite clear to the Conciliation Committee.

THE CHAIRMAN :—Is there any record of that ?

SIR VICTOR SASSOON :—I do not know about it. I think the workers' representatives know that very well, because I emphasised that point on more than one occasion. What has now happened is that out of 300 frames, owing to a drop in the demand for 10s, 5 frames have had to go on to double sides.

In this particular case, there has been certain amount of dislocation of labour, because a certain number of frames during the strike period were under reconstruction. So that, we have 5 new frames put in, and 5 men who were retained were put on two sides instead of one. I think I have always pointed out that if we were going on for 10s and over, the men would have two sides. In this particular case, the 5 men have gone on two sides. That is the point that, I think, is in Mr. Dange's letter. The important point is that we are merely carrying out the same procedure as before the strike, which was that we were entitled to have all frames on two sides, but in point of fact had some on one side according to the orders that we had on our books.

The second point that was raised was that since the pre-strike time we have altered some of the frames. I may say that this particular mill, owing to its shape and owing to the original lay-out had frames of 3 different lengths. We had a number of frames with 360 spindles, a number of frames with 296 spindles, and a number of frames with 252 spindles only. The Committee will realise from their experience that a 252 spindles frame is unduly low, and is by no means the average for the industry.

MR. KHAREGHAT :—Are they ring frames ?

SIR VICTOR SASSOON :—Yes. Really, in the old days, the men who were working on one side got the same pay for 250 as they did for the 360 spindles; and in fact it was understood when they were working one side it made no difference whether they were working on longer or shorter frames. That has been the custom. We decided to alter our lay-out, and in altering the lay-out, instead of having 3 lines of 250, we altered it, where it was possible—we have not done it everywhere—to 2 lines of 372, and the men who have been working on one side on 372 spindles since the strike have been getting exactly the same pay as they did when they working on one side on 250 spindles. Of course, that was the original custom. We framed our own rules. We framed three rates of pay before the strike. We said, where the two sides were from 240 to 310, we would pay at the rate of Rs. 22/- plus 70 per cent.; where the frames were 312 to 370 they would get Rs. 22-10-0 plus 70 per cent., and where the frames were 372 up to 420, they would get Rs. 23-4-0 plus 70 per cent. So that when an operative was working on 372 spindles since the strike against 252 spindles before the strike, he was getting the same rate, but when we put him on to two sides, he was getting Rs. 23-4-0 plus 70 per cent., against another operative who is working double on 252 spindles getting Rs. 22/- plus 70 per cent. Really, his position is a great deal better than it was, financially. But the point which I am raising is the contention of the other side that we have no right to alter the machinery. I may say that we started altering this machinery before any Committee was foreshadowed, and

this alteration in lay-out is exactly the same as an installation of the Casablanca process, which cuts out certain operatives and provides for improvements in machinery. It is nothing new. It has not been done since the strike. It is part of our policy, and I cannot see how it can now be said it was never raised in the talk before we signed the document. Their point is that we are not to be allowed to improve our lay-out, or to improve our machinery, so as to obviate employing extra men, and if that question had been raised then, I should have been the first to insist that that should be clearly put down in the agreement, and I think Mr. Joshi will bear me out that there was then no question raised that we are not to improve lay-out or to improve machinery. Mr. Dange's point is that we are not entitled to do it. I do not see what would happen if he were to succeed in his point. It has taken us several months to alter the machinery. I do not know whether we would be asked to re-alter the whole lay-out to the old basis. That has taken us a lot of work. It would be physically impossible to re-alter the whole thing now, even if the Committee did say that we were wrong.

THE CHAIRMAN :—What do the operatives say ? That it ought to be 250 spindles and nothing more than that ?

SIR VICTOR SASSOON :—Their point is two-fold. In the first place, they say that we should not have fewer one-siders than we had before, and in the second place they say that we should not have altered our 250 spindles to 372. I may say that the whole of this question only applies to 5 men. I asked Mr. Dange why they went on strike before coming up to this Committee. His answer was that the Committee was not sitting, and that was why they went on strike. That is all that I have to say at present. Mr. Stones will carry on in the afternoon, when Mr. Dange comes up.

MR. BAKHALE :—Before we go on, I should like to get from the Committee some idea about the future programme. So far as our witnesses are concerned, I think their work will be over to-day. Mr. Dange's witnesses will come up from to-morrow. Under ordinary circumstances, I think the whole of this week will be occupied by these witnesses. Then there is practically no witness coming before the Committee except Miss Wingate. After that, I should like to know what is proposed to be done.

THE CHAIRMAN :—Have you any suggestions to make ?

MR. BAKHALE :—I have no suggestions to make.

MR. STONES :—We are entirely in the hands of the Committee. I think Mr. Bakhale's idea is that we should be allowed to sum up on the various points involved. The whole of the evidence will be finished with the evidence of the work-people.

THE CHAIRMAN :—We think there will have to be, as is done in an ordinary law suit, some sort of summing up by both sides, having regard to the various points. The standardisation scheme of the Joint-Strike Committee put forward during the strike has still to be discussed before us. Any remarks that you want to make about the various points can be made when you sum up. We do not want to go into the standardisation scheme in the same detail as we had before, but any special points requiring emphasis may be dealt with at the time of summing up.

MR. BAKHALE :—That can be done during the course of summing up ; we can then emphasise some points in our list.

MR. STONES :—That would be much better. The Joint-Strike Committee's list is substantially the same as the Millowners' list.

THE CHAIRMAN :—Then there may be various points that the Joint-Strike Committee may wish to put forward in regard to the information that they asked for from the other side. They have to go through the figures, and if there are any useful points which emerge from them, our attention should be drawn to them. There are, I think, one or two points regarding leave, etc.

MR. KAMAT :—If the Millowners have the draft leave rules ready, we shall be glad to see them.

THE CHAIRMAN :—There are some points we want to ask you about in regard to Standing Orders.

MR. STONES :—After summing up, either side will be available to the Committee for any additional information. It is a complicated, technical subject in many respects.

THE CHAIRMAN :—We would allow you a week to get your statements ready for summing up ; that will give plenty of time.

MR. KHAREGHAT :—All the statements from the Millowners have not yet been put before us.

MR. STONES :—We had a tremendous amount of work. Quite a number of the statements are ready. The constitution of the Joint Conciliation Committee, the leave rules and a number of little items that have been discussed here are before the Millowners' Association, and I shall try to give the Committee our decision before the end of this week.

THE CHAIRMAN :—The burden of proof as regards standardisation proposals and a cut in wages is of course on the side of the Millowners' Association, and the burden of proof as regards the Seventeen Demands is on the works' side.

MR. STONES :—Whichever side has led evidence on the point will take it up in the summing up.

THE CHAIRMAN :—Yes. The other side will then criticise, and you will be allowed to make brief supplementary remarks.

Oval Evidence of

MR. MAHOMED UMAR RAJAB and MR. AGA IBRAHIM,
of the Madhavji Dharamsey Mills.

THE CHAIRMAN :—How long have you been in the mills?.....(Mr. Aga Ibrahim) : Thirteen years. (Mr. Mahomed Umar Rajab) : Three years.

Are you weavers?.....(Mr. Aga Ibrahim) : I am a line jobber. (Mr. Mahomed Umar Rajab) : I am a weaver.

MR. BAKHALE :—Mr. Rajab, have you studied the standardisation scheme?.....Yes.

Did you have anything to do with the standardisation scheme prepared by the Joint-Strike Committee?.....Yes.

That means you do not approve of the standardisation scheme prepared by the Bombay Millowners' Association?.....I certainly do not approve of it.

In which respects do you disagree with the scheme?.....We differ in each and every respect.

Do you think that the rates fixed and the different allowances under the standardisation scheme are low?.....They are low.

You are yourself a weaver in the blanket department?.....Yes.

You know that the standard scheme does not deal with the blanket department at all?.....No.

Do you know something about the other varieties also?.....I know fully because for 10 or 15 years I have worked on other looms also.

Do you think that the millowners' scheme definitely brings down the wages of operatives in the weaving department?.....Yes; they have reduced.

What do you think the percentage of cut will be on the plain varieties?.....On plain shirting there is a cut of 5 or 6 per cent.

On dooby?.....15 per cent., 20 per cent. and even 30 per cent.

I suppose that you have made calculations on the varieties that are produced in your own mill?.....I have calculated for the varieties that I have been able to get.

What do you think will be the minimum cut and what will be the maximum cut?.....The minimum cut will be 10 per cent. and the maximum cut will be 30 and even 40 per cent. also.

Do you think that your mill is a highly paid mill?.....The men are getting adequately with good reasons for that.

THE CHAIRMAN :—Is it a fact that you are paid more than in most other mills?... ..I want to give an explanation. In the Jacob Circle area the other mills pay the same wages. In the mills in other areas fine work is not done and therefore we are paid higher rates. Besides, efficiency is less and therefore the rates are higher.

MR. BAKHALE :—So, your mill is not a highly paid mill?.....It is not a highly paid mill.

And yet in your mill there will be cuts ranging from 10 to 35 per cent.?
.....Yes.

On page 13 of the Weaving Section do you think that the rate of 1·02 for grey plain cloth adequate?.....It is less.

What do you think the rate should be here in order that the worker may get the same wages that he gets to-day?.....It should be 1·07 instead of 1·02 as it exists at present in the list.

In that case you will have to increase proportionately the other rates on 32, 34 and 38 picks and so on?.....Yes; certainly.

Would you also increase the figures in column 3?.....Ordinarily we are getting 7½ pies per pound for working on plain looms. On coloured varieties we get 9 pies, 9½ pies and sometimes 10 pies also. Here according to the list the difference is very low.

You mean that the difference between the grey plain cloth rate and the other rates in the subsequent columns is very small and it must be increased in order that the weaver may get more or less the same wage that he gets to-day?
.....It should be increased certainly.

THE CHAIRMAN :—Do you approve of the rates mentioned in the Strike Committee scheme?.....I approve those rates.

You say that the rate in the second column should be increased to 1·07 but in the Strike Committee Scheme the rate is 1·15?.....I want to be reasonable. Originally the millowners put in 1·00. The list before the Committee is the amended list in which they raised it to 1·02. Our Strike Committee Scheme was prepared as a reply to the original standard scheme prepared by the millowners, wherein they heavily cut down the rates. We also increased the rates as we liked.

MR. BAKHALE :—So, you will be prepared to change some of the figures which are not reasonable?.....Yes.

THE CHAIRMAN :—Will you put in a new list of what you consider reasonable?.....I am prepared to do so, provided sufficient time is given. Our leaders are not technical men. We are not educated like the millowners. Even they took 6 or 8 months with the assistance of 6 or 7 experts to prepare the scheme. Of course if the other wing on our side agrees, we can do it. The first difficulty in our way is that we have not been supplied with all the sorts in all the mills. Unless we know that we will not be able to know what the cut will be in the different mills. In every mill there are 500 varieties working. There is a great deal of difference in all the varieties. If I am given a month's time I shall be able to submit a list better than the millowners.

MR. BAKHALE :—we will try to submit a statement which Mr. Rajab thinks reasonable. That statement will be put in in his individual capacity as a witness.

MR. KAMAT :—You said that instead of 1·02 the rate should be increased to 1·07, that means an increase of 5 per cent. over the rates given on page 13. Does it mean that you will be satisfied with a general increase of 5 per cent. over the present rates?.....So far as the second column is concerned I would be satisfied, and I think my brother workers also will be satisfied, if an increase of 5 per cent. is given and a proportionate increase for 32 and 40 picks. For the other columns the increase must not be 5 per cent.

By how much?.....For the third column it must be 1·16 instead of 1·06. The reason for this is that according to our calculation the difference between the plain and coloured varieties must be more than what is provided in the Millowners' Standard Scheme. As the cut is heavier in the varieties we think that there should be an increase.

MR. KAMAT :—In any case you would like to have an increase of 5 per cent. for the plain and an increase of 10 per cent. for colour. So, the standard scheme submitted by the Strike Committee is unreasonable?.....I am not speaking here on behalf of the Strike Committee. These are my personal views.

MR. KHAREGHAT :—You want columns 3, 4 and 5 should be increased by 10 per cent. By how much you would like columns 6, 7 and 8 should be increased?.....I cannot say that exactly. When I was working on ordinary looms, artificial silk was not introduced. At present I cannot say what the rate should be. If I am given time I will be able to give it.

MR. BAKHALE :—You were here Mr. Rajab when some of the mill managers gave evidence on shaft allowance. It was made out that because

in Lancashire the work is harder as they have to work on four looms, the allowance is higher; and that the Bombay workers should get less, because they work only on two looms. Do you agree with this view presented on behalf of the millowners?.....No.

Do you think that the shaft allowance should be the same as in Lancashire?.....Of course, it must be the same. Here I want to say something generally. Here in Bombay a weaver is given one dobbie loom and another plain or drill. The majority of workers will not be able to work both dobbie looms. There are some mills, about half a dozen, that have put dobbies on both looms as in Lancashire. In such cases, because they work on two dobbie looms, their work is as hard as workers on four looms in Lancashire. The same rate should not be fixed for one dobbie worker and two dobbie workers. The basis must be more.

MR. STONES :—I think this point was raised by Mr. Ramsingh. If a weaver is put on one plain and one dobbie, the production on the plain loom is less as he has to attend to the dobbie loom. In Lancashire they are looking after four dobbie looms. The work is much heavier than in the case of a man working on one dobbie and 3 plain looms. The allowance really covers both.

THE CHAIRMAN :—A man does not get the same opportunity of getting the same wages, because he is put on one dobbie and one plain.

MR. STONES :—As a general policy they refuse to work on two dobbies. Under the standard list he is getting two loss allowances; one for loss of production through dobbie itself and the other for the loss of production that occurs on the other loom. When a man is working only one dobbie and it stops there will be no loss on the other loom; but when a man works on two dobbies, there is a chance of the other stopping also, and therefore there will be a greater percentage of loss by stoppage. The higher allowance given in Lancashire is to compensate for the loss by stoppages.

THE CHAIRMAN :—You mean that the allowance will have to take that into account?

MR. STONES :—Yes.

MR. BAKHALE :—Page 15 of the Amended Standardised Rates of Wages (Weaving Section) gives the rates of weft allowances and deductions. The range of counts given here is from 3s to 20s; in the Lancashire list the range is a little higher, up to 28s. What is your opinion about that?.....I feel that the range here should also be higher, because they are now moving towards finer counts.

Do you think that the allowances also will have to be increased?.....Of course, the allowances should be increased.

It is stated in the standard list " Mule cops to be given extra allowance over the above list for 6th pirns as below—

" 10s and below—5 per cent. addition."

Do you think it is necessary to give a little more than 5 per cent. for counts below 10s?.....Yes. Counts 10s, 8s, 6s, etc. should be provided for separately.

MR. STONES :—In fact they are provided for. Let us take an individual case. On 6th lift and over Ring Pirns (additions)—column 4 (page 15) percentages are provided for 10s, 9s, 8s, etc. By adding 5 per cent. to those percentages we do get 17 per cent. for 10s, 19 per cent. for 9s, 21 per cent. for 8s, 23 per cent. for 7s. The only reason why a flat rate of 5 per cent. is given for counts below 10s is, I think, there is already a varying scale given in the basic scale.

MR. BAKHALE :—Are you satisfied with this explanation?.....No.

Then, do you want the extra allowances also to vary according to the counts?.....Yes. The extra allowance for 8s, should be more than for 10s, and so on.

THE CHAIRMAN :—What extra allowance would you fix for 8s?.....I think 8 per cent. will do.

For 7s?.....Ten per cent. and so on in a sliding scale.

MR. STONES :—In addition to the sliding scale already provided in the basic scale?.....Of course.

THE CHAIRMAN :—You think it will not be too high?.....It will not be too high. Another point which I wish to refer to here, is the omission of any provision of weft allowances for counts of 20s, and above. The majority of the wefts in the looms of Bombay are over 20s and they have provided no allowances for 20s in 6th lifts. So these weft allowances are merely for show. An overwhelming majority of looms are working on wefts finer than 20s.

MR. STONES :—In all attempts to compile a standardised list simplicity is to be aimed at. In the English list the majority of the wefts are above 28s, and no allowance is given above 28s. That is for simplicity's sake. If you are going to standardise, standardise on the basis of your production and avoid allowances if possible. So, in compiling this base list, allowance has been made for the fact that the wefts used are usually 18s and 20s. If we are to adopt the English list of 28s, then allowances will have to be calculated on nine-tenths of our production.

MR. BAKHALE :—Have you anything to say as regards the standard width fixed in the scale of width allowances at page 16 : it is 35" to 65" ?..... This standard from 35" to 65" is too wide. In Lancashire the standard is from 46" to 65". The millowners stand to gain by keeping such a wide range as 35" to 65".

THE CHAIRMAN :—What standard would you suggest ?.....say 45" to 55".

MR. STONES :—May I here explain the whole position ? This is where the big deviation comes from the Lancashire list. The Lancashire list introduces complication by fixing rates for every loom width ; complicated allowances are given there for every loom width. To avoid this complication and to introduce absolute simplicity, our calculations have been based on the square yards of cloth. As I pointed out in explaining that big chart, the factors which vary are the speed of the loom, the wages to be earned on that loom, and the efficiency which varies with the loom width. All these factors have to be taken into consideration. A graph has been completed showing the wage to be earned, and it is only as a result of averaging that 35" to 65" becomes the standard. The loss in speed is being compensated for by increased wages and the decrease in efficiency. It is not a question of any desire to make the standard 35" to 65" ; it simply comes out like that. Taking the widths, it simply comes out that allowances are not needed for widths, between 35" and 65". There is this big range because loss of efficiency is compensated by higher wages. The Lancashire list standardises every loom width and complicates the system, and our system avoids such complication. This is a case of simplification.

MR. BAKHALE :—Have you got anything to say about coloured weft allowances at page 17 of the list ?.....I think the allowance for coloured weft should be 10 per cent. instead of 5, for Ring and Universal pirns ; and for artificial silk it should be more than 10 per cent. Nearly 20 per cent. is provided by the Lancashire list (page 22).

What should be provided here ?.....I think 20 per cent. With regard to this page, I would like to take objection to the note :—

“ This note does not supply to Drop Box sorts. These allowances are to be made in addition to additions or deductions required by list of weft allowances on page 15, *e. g.* 20s universal wound coloured weft would have 5 per cent. added as per this note and 3 per cent. deducted as per page 15”.

We can never accept these deductions, because as there is an increase in the quantity of yarn on universal pirns there is also an increase of efficiency which

benefits both the workers and the owners. That being so, why should the owners alone benefit by this increase in efficiency. The quality of the cloth also will improve by less shuttling. Therefore, the owners gain more than we do, and why should we be penalised? Coloured weft is always used in Drop Box sorts, and therefore we are always bound to get these allowances for coloured weft for Drop Box sorts. In order to deprive us of these allowances for Drop Box sorts, the millowners say: "This note does not apply to Drop Box sorts."

So you are not in favour of this note?.....I am not in favour of it.

MR. STONES :—May I explain it, Sir?

THE CHAIRMAN :—You can do that later on.

MR. BAKHALE :—Do you think the allowances for shuttle changes are inadequate and should be increased?

THE CHAIRMAN :—You may ask whether he has got anything to say about those allowances.

MR. BAKHALE :—Have you got anything to say about the allowances for shuttle changes?..... In the sentence "By simple heading is meant a heading that requires not more than 8 shuttle changes" I would have the figure '8' changed into '5'. These shuttle changes are capable of being kept low, so as to deprive us of the allowances.

THE CHAIRMAN :—Why?.....Instead of saying "Prepare a heading of 5 colours," they can say "Have a heading of only 4 colours" of four changes. They will say "Our dealers want only 4 colours, and therefore prepare a heading of that type." If you put in '3 shuttle changes', they will eliminate one and order us to prepare 7, and we will lose by that. If the number of changes is kept very high, we stand to lose. Take for instance the allowances for Repp Heading. The Millowners had not this idea, and it was at my suggestion that they introduced those allowances.

MR. BAKHALE :—Would you like those allowances to be increased if they are to be kept in the standardisation list at all?.....If they are to be kept at all they should be increased.

Can you give some idea of the increase?.....Slightly, because they are made very rarely; but the allowances should be increased slightly.

Would you like to say anything on the scale for Dhotie and Sari Allowances?.....There is a very heavy cut in dhoties, and especially in fine dhoties. As you know, in some mills the cut is very big, nearly 30 or 40 per cent. In the majority of the mills the cut will not be less than 20 to 30 per cent. There-

fore, the allowances for dhoties should be increased. There is a bigger cut for saries than for dhoties, because for dhoties we get border allowances while for saries we do not, although all saries have borders.

MR. STONES :—The note runs “Saries.—These are to be taken as standard list according to the percentage of colour and to have allowances for doobby and headings as in dhoties.”.....But there is no provision for border allowances.

You do get the allowances for border, for colour, etc. You will see from page 13, that provision is made for percentage of colour. This statement has not been understood by Mr. Rajab.....Why have you put it separately then?

Saries may have different percentages of colour, and we want to give them higher allowances for colour.

THE CHAIRMAN :—Why not put in “These are to be taken as Standard List according to the percentage of colour and to have allowances as per above list for dhoties.”

MR. STONES :—They will get all allowances as in dhoties. This note is put in to protect the weaver.....This protection was not wanted at all, as it is provided at page 13. What is the use of providing for it here? Was it to show your generosity?

I do not want to be interrupted in any way by the other side. I cannot permit myself to be slanged by them. The note says: “These are to be taken as Standard List according to the percentage of colour and to have allowances for doobby and headings as in dhoties.” The allowances for border for dhoties applies to saries also.

THE CHAIRMAN :—Mr. Stones makes it plain that it includes border allowances also.

MR. STONES :—I am sorry Mr. Rajab does not understand it. The note says: “Total width of border and runner to be divided by two to determine class for calculation, e. g., 2 borders and 1 runner $1\frac{1}{2}$ ” wide—total $4\frac{1}{2}$ ” divided by two equals border $2\frac{1}{4}$ ” and will be costed as dhoties.” That gives the scale. When weavers change to coloured saries, where the warp is colour, then they are paid for according to the standard list and they get a percentage for colour and also all allowances for doobbies and border. If there is coloured weft, they get the 5 per cent. allowance for coloured weft. The only change that may be necessary is to put in “Coloured Saries” instead of only “Saries.” This sari is a sari made for the Marathas; it is colour all over, and is popular throughout the Deccan.

MR. KHAREGHAT :—Is it necessary to have this note ?.....The heading is “Scale for Dhotie and Sari Allowances.”

THE CHAIRMAN :—You may say : “These are to be taken as Standard, List according to the percentage of colour and to have allowances for dobby headings *and borders* as in dhoties.”

MR. STONES :—I agree.

MR. BAKHALE :—What have you to say about the scale of allowances for fancies and checks ?.....Before I answer this question, I would like to say as regards the allowances for finer counts. A difference is made at page 18 between 28s and 32s and 34s and though the scale is not adequate a distinction has been acknowledged. This is done only in the case of dhoties and saris. Why not make a similar allowance for shirting ? We do get such allowances for shirting at present ; why not provide for that in the standardisation scheme ?

What do you want to say as regards the scale of allowances for fancies and checks (page 19) ?.....The allowances are very small. If we work on plain looms (32" or 28") we get $7\frac{1}{2}$ pies or 7 pies per lb. If we work on Drop Box (32" or 28" looms) in the majority of the mills we get 12 pies per lb.; in some mills 13 pies and in the lowest paying mills 11 pies per lb. The scale of allowances provided for fancies and checks will not give us this wage.

MR. STONES :—Will you take 7.5 pies, and add 45 per cent. to it ? In two shuttle check they get 45 per cent. extra. If there is colouring of the warp up to 50 per cent. they get an increase of roughly 7 per cent. above 7.5 pies. Let us therefore add 7.5, 7 per cent. of 7.5, and 45 per cent. of the sum thus obtained. That will give 7.5 plus .42, which is 7.92. Then 45 per cent. of 7.92 gives 3.56 roughly. That is the basic rate for plain ordinary loom. Then 1.02 would have been the basis for that. 50 per cent. colour, 7 per cent. more has to be added.

MR. KHAREGHAT :—It is 8.02.

MR. STONES :—For 45 per cent. colour, it is 8.02. It comes to 11.63 on the simplest drop box sort that is made. Mr. Rajab said that they gave 12 pies and in some places 11 pies. On the sorts that would come under that definition, on his own showing, it comes to 11.63. If you take 100 per cent. colour, it would be correspondingly increased.

MR. MAHOMED UMAR RAJAB :—I will give you here two shaft sorts in which the cut will exceed 20 per cent. Mr. Stones can show me by calculating that the cut is not there.

THE CHAIRMAN :—What instances ?

MR. MAHOMED UMAR RAJAB :—That I will give you when I produce some sorts here.

MR. STONES :—There is one point that I have referred to when I plotted out the charts in connection with drop box. I pointed out that in working out the width allowances, there should be two scales of width allowances, one for headings and one for plains. If you adopt this list, you will notice that the narrow width checks suffer a little and the wide ones have an advantage, in the chart I put in. This list could be improved by the adoption of a separate list for check widths.

THE CHAIRMAN :—You have not put up anything.

MR. STONES :—I am putting up more suggestions. I thought I might do it after consulting you, so that I might consider any suggestions you might have to make even on plain cloth, and we could work out a list that would be reasonable to both sides. My own personal opinion is that on plain sorts the width is rather small on the narrow looms and it is too high on the wider looms, even on grey cloth, and I personally think it could be improved in both cases by grading these amounts to be a little higher on narrow widths and reducing them on very wide ones.

MR. KHAREGHAT :—Even in the chart, instead of following the standardisation scheme, you have introduced some other scheme in the middle, where you pay by the width of the loom instead of paying according to the nature of the cloth. The rates given in the first column were really somewhat different from the rates which are worked out in the standardisation scheme.

MR. STONES :—If you find any variation of that nature, I should like to go through that with you. There was a definite cleavage on the check looms.

THE CHAIRMAN :—I think you might try and work out the suggested alternatives.

MR. MAHOMED UMAR RAJAB :—For pick finding in double weft faced check cloths (page 19 of the amended Standardised Rates of Wages, Weaving Section), I think instead of 15 per cent., 20 per cent. should be given. For twills, it is provided that they should be treated the same as plain cloth. In some mills it is paid as for plain cloth, but in some mills it is paid at a higher rate.

THE CHAIRMAN :—Mr. Rajab, why do you think 15 per cent. is too low in the first case?.....Because, we lose a great deal of time sometimes in that. That loom has drop boxes and dobbies also. When the shuttle is empty, if the loom turns one revolution more while stopping, as it often does, then we have great difficulty in finding out the thread from which the shuttle has passed

when the weft is over. In the middle of the cloth, we have to turn that machine twice or thrice, and when that same thread comes, then we shuttle and start the loom. Otherwise, the pattern will be destroyed, and we will be fined.

You say in the case of twills, more difficulties are involved?.....Yes, of course. The plain looms have 4 shafts, and they work in twos. In the case of twills, the 4 shafts work one by one separately, as you must have seen at the Technical Institute. When the end breaks, we have naturally a little more difficulty.

MR. STONES :—On the other hand, I pointed out previously to the Committee, in the case of plain cloth, every thread goes round one other thread always. In twill, 4 shaft twill, it goes over two threads and under two. It is much easier cloth to weave, as far as weaving capacity is concerned, and the general consensus of opinion was that, if anything, twills should be paid a little less. I can say this that if a weaver was offered the choice between plain cloth and twill of the same type, the twill would always be selected.

THE CHAIRMAN :—What is your opinion on that, Mr. Rajab?.....That must be given nearly 10 per cent. higher.

You think it is more difficult?.....Of course it is more difficult, and in almost all the mills they are paying more. For the drills, these allowances (15 per cent.) are very low, because, by calculating the sorts of drills, we get cuts of 10 per cent., and sometimes nearly 20 per cent. One thing more is that a drop box loom has more parts than an ordinary loom, and it goes out of order more often, and we lose production. That must be provided for. They have taken 80 per cent. efficiency for that loom also. In proof of that, I would say that the line jobbers, according to the Millowners' proposals, have to look after 50 ordinary plain looms, but in the case of mixed looms, dobbies and drop boxes, they are given less looms. Why? Because they have to do more work. The machine goes out of order more often. The sole work of the line jobber is to look after the looms. Here is a line jobber, and he can give his opinion.

MR. AGA IBRAHIM :—The drop box loom goes out of order more often.

MR. MAHOMED UMAR RAJAB :—You can ask that of any jobber you like.

MR. BAKHALE :—Mr. Rajab, do you approve of the standardisation scheme with a cut?.....No.

You do not think that the workers will accept it?.....They will never accept it.

Are you in favour of the standardisation scheme, if there is no cut?.....Of course. It must be classified. That is, the worker that works on dobbies

and drop boxes must get more than the worker on plain loom. Drill must get more than plain, and dobbie must also get more than that; fine dhobies also must get even more than that. The thing is that they are moving towards finer counts from the very beginning, and for the protection of their future, they have cut down wages on finer counts more heavily.

About efficiency, you have seen these Detailed Examples. Do you think that the efficiency that is taken there on different sorts is such that the workers will be able to get that efficiency?... Here they have given efficiency of 28" looms, 32" looms, 36" looms, and after that for 56" looms they expect the workers to give 80 per cent. efficiency. Mr. Stones just now said that as the loom goes wider, efficiency goes less. How does he expect that a 28" wide loom will give the same efficiency as a 56" loom? A 56" loom must give less efficiency.

MR. STONES :—You will see that on the chart. We do not refer to 56" looms being a very wide loom; they are medium. Wide looms are 60", 64", 68", up to 70".

MR. MAHOMED UMAR RAJAB :—The 56" loom has a speed of 175 revolutions per minute: the 60" loom has 170 revolutions per minute, that is, only a difference of 5 revolutions per minute, and for that the efficiency goes down by 1 per cent. The speed for a 28" loom is 220 revolutions per minute. There is a difference between 175 and 220 revolutions, and for that difference, the efficiency does not go down even by a single per cent.

MR. STONES :—There are more factors in efficiency than mere speed of looms. There are factors such as the quantity of warp to be taken care of. With the high speed on the 28" loom there is more shuttling, because it is used up much quicker; so that, there is more shuttling on the 28" loom than on the 56" loom. The speed is such that there is more shuttling per hour on the 28" loom than on the 56" loom. Therefore, you should naturally expect a little more efficiency in wider looms. But you are increasing the amount of warp that a man has to mind in width, and they compensate one another, until you get in the region of the 60" loom. Then you get a rapid falling off of efficiency in the 100" loom. The increased amount of warp yarn to be taken care of more than overcomes the advantage of the decreased shuttling per hour.

MR. MAHOMED UMAR RAJAB :—Mr. Stones says that the worker has to mind more threads, and therefore the efficiency goes down. But I would point out that on narrow looms, though the threads are less in number, the speed is so great that, taking 20s yarn on 56" loom and on 28" loom, the 28" loom runs

very rapidly and the shaft comes up and down very rapidly. Therefore the strain on the thread is more than in the case of the 56" loom, and breakages often occur.

MR. STONES :—A breakage does occur, but there is twice the amount of yarn to break.

MR. MAHOMED UMAR RAJAB :—They cannot say they are using stronger yarn on wider looms, because they are running slower; the same yarn is used on both narrower and wider looms.

MR. STONES :—That is perfectly true.

MR. BAKHALE :—Is it your opinion, Mr. Rajab, that the workers are not likely to get the efficiency which is pointed out here, and consequently there is a likelihood of the wages going down?.....In some of the mills where the workers will be hammered, for a little while they will be able to get this efficiency. If they use good yarn, good sizing, and all other good things, and hammer the workers by not allowing them to go out of the shed, and not caring whether they die or become unconscious, then they may get that efficiency. I have cases where a worker has become unconscious in the mill shed, and I can produce here those men who have become unconscious in their sheds. But after sometime, they will not be able to get that efficiency, and the discontent will continue.

You fear that under this efficiency the workers will not be able to get as much wage as is pointed out in the standardisation scheme?.....Yes. For the dobby sorts, which are working mostly in my mills, the average efficiency is 61 per cent. and here they expect 72 per cent., 74 per cent., 76 per cent. or 78 per cent. How can we give them that efficiency? They cannot blame our weaving masters or other superior officers for bad sizing, because the cloth turned out in our mill is very superior in quality to that in other mills in Bombay, and it competes very favourably with English cloth. Still we get 60 per cent., 61 per cent., and 62 per cent. efficiency: that is not our fault.

MR. STONES :—I might point out that in taking these efficiencies, they are taken on cloths on which there is no allowance. For example, in the 32" loom, with 80 per cent. efficiency, that is based on a normal plain cloth of normal reed with weft above 20s. If the cloth is made from 40s weft, an allowance is given. That allowance is given because we do not expect the weaver to get the same efficiency from the coarse weft cloth. So that, 80 per cent. efficiency on the plain represents the maximum, and is based on normal conditions. When extraordinary conditions come in, allowance is given for that.

If he goes on coarser weft, we give him an allowance to cover that efficiency. I do not know the particular cloth on which they get 60 per cent. efficiency, but doubtless it is art silk sort with a percentage of colour in it, and there are probably shafts. What we say is that we are compensating for these factors, but the basis taken is this percentage for a normal cloth. But even in calculating this, we have erred on the full side, so that at 80 per cent. efficiency indicated, the wage will be higher, as we showed in submitting these lists. We showed on that basis most of these show appreciable *pluses*, the difference between the actual earnings and the earnings legislated for. But that allows definitely no margin on the safer side, apart from the factor of the 80 per cent. efficiency just referred to. For example, taking page 17 of the Detailed List of Examples, that refers to longcloth. That has no allowance. It refers to that type of cloth. We do not expect them to get 80 per cent. efficiency in twill check chadder; There are allowances for that, and those allowances are to compensate for decreased efficiency, due to more difficult work.

MR. BAKHALE :—Mr. Rajab, could you tell me your opinion about the Standing Orders for Operatives?.....I have seen them, and I think it is the work of the capitalists and our employers to frame rules as they like. We can not prevent them from framing rules, but it is in our hands to obey them or not. We will certainly obey rules that are reasonable, but we will certainly not abide by those rules which impose hardships on us.

What do you think about these two recesses?.....We are not in favour of two recesses.

Suppose the working hours are reduced to, say $9\frac{1}{2}$, as pointed out by the Joint-Strike Committee, would you agree to two recesses?.....Then, we will agree to it.

That means you are not in favour of remaining inside the mill for more than 11 hours as at present?.....No. As long as the working hours are 10, we must have a mid-day recess of not less than one hour.

MR. STONES :—You said that the mills in the Jacob's Circle mill area pay the same rate. Do the Hindustan and Indian mills, pay the same rate for fine dhoties?.....As for Hindustan mills, they are not working fine varieties at all, and therefore we cannot compare their rates. The Indian mills are of course paying higher wages. As you yourself admit, the Indian mill is the highest paid mill.

But you made a statement that they paid about the same wagesOn the same basis, in the same rate,

On the same basis then, the Indian mill would not be higher than the others ; would it ?.....It is of course slightly higher.

You stated that fine work is not turned out in the other mills except in the Jacob's Circle group ?.....Not except ; it is turned out in some mills on the other side also.

More fine dhoties are produced in the other areas than in the Jacob's Circle group ?.....They have begun to produce it now, since about a year or so. They were not producing fine varieties before the strike of 1925. After that they began to produce fine varieties. After the Tariff Board's report was out, in which they were blamed for not producing finer varieties, they began to do it.

Do you know that those mills were making dhoties long before the report of the Tariff Board ?.....Yes, but in little quantities.

We have evidence that the Kohinoor Mills have 80 per cent. of their looms on fine dhoties for many years ?.....Will you kindly tell me the exact year and the quantity ?

Do you know that the Kohinoor mills, the Currimbhoy group and the Bombay Dyeing do produce fine dhoties ?.....In the Currimbhoy group for not more than one year before. It is of very recent origin.

They do produce them now ?.....Yes, they do that now.

You mentioned that in the universal winder the employer gets more benefit than the workman ?.....Of course.

Does the workman pay any charge towards the cost of re-winding and the cost of finding those machines ?.....Why should he pay ?

He gets benefit from those machines. That is why ?.....Employers also get benefit.

The workman gets a benefit, but he does not at present pay anything ?Why should he pay ?

If his work is made easier by the employer, is it not his duty to bear a proportion of the cost ?.....When the work is made easier a little for the workers and the employers do not get any benefit out of it, then it is the duty of the workers to accept low wages. But you have done it for yourself. You have not done a single thing for the workers only. Whatever reforms you institute are for your benefit.

THE CHAIRMAN :—We need not go into these general matters.

MR. STONES :—On the question of shuttle changing between headings, Mr. Rajab talks of the millowners putting in whatever headings they like. I do not know whether he exactly understands what we mean by shuttle changes even on headings. By simple heading is meant a heading that requires not more than 8 shuttle changes. It does not mean that there are 8 colours or 8 shuttles. On an ordinary 3 bar heading shirting, they have to put in one colour. There are 3 bars of colour. He weaves up to a certain point, then he puts another bar of colour. They are simple changes. Those are not allowed for under any list. At the end of 38 yards he puts in a simple indicator. But it has become the fashion in some markets to demand very ornate headings, headings like the check chadders that they have for Calcutta. They have very big changes of colours. The list is compiled to cover short length twills and things of that nature. In Lancashire the ordinary sample is not paid for. This list is very reasonable and compares very favourably with the amount of work that is entailed in making these changes. Mr. Rajab mentioned a heavy cut in Indian dhoties. But the rate paid is far in excess of the amount of work that is entailed. The rates are given in this list for healds. Mr. Harrison in his evidence pointed out that although a big reduction has been made of 20 per cent. in rates on drill, still he considered the rates too high. At the commencement of a new variety the rates are generally high. This list has been prepared with a view to bring down the rates to the normal level.

Mr. Rajab, how do the standing orders published by the millowners compare with the already existing ones in the mills?.....In each and every mill there is even a longer list of standing orders. This is sometimes put up in the shed and sometimes in the time keeper's office. There are a number of rules in that. Some of them are even stricter than the standing orders of the millowners. But we do not obey all of them. When the managers think that some orders are not quite good they do not enforce them. Of course the workers obey the ordinary rules. The trouble is of recent origin.

MR. KAMAT :—There was one point in Mr. Rajab's evidence. He said that fine counts in shirtings corresponds directly with fine dhoties except for the body. You have made no provision for that.

MR. STONES :—This was considered by the millowners. They came to the conclusion that it is not harder work for 40s warp in 60 inch reed is equal to 20s warp in 48 inches reed. So, no allowance has been made, nor was it considered necessary.

MR. KAMAT :—Can you tell me whether there is a feeling among the weavers that the depressed classes like the *Mahars* and *Dheds* should not be

admitted into the weaving department for work?.....If the depressed class members can work in the spinning department and pass out by the same door I do not see how there can be any objection to admitting them in the weaving department?

If they rub shoulders in the other departments, why should there be this feeling in the weaving department alone? Do they think that the depressed class members should not be allowed into their profession?.....When persons from North and South are allowed into the weaving department, I do not see what objection they can have to admit into the weaving department the members of the depressed classes belonging to Bombay. If a sweeper can be admitted into the weaving shed, I do not see why a depressed class member should not be admitted. I cannot assign any proper reason for that.

I want to know whether it is trade feeling or caste feeling?.....It must be caste feeling and not trade feeling.

THE CHAIRMAN :—Are all the weavers in your mill Mahomedans?..... There are both Hindus and Mahomedans.

Oral Evidence of

MR. IBRAHIM AGA SAHEB,
Jobber of Madhavji Dharamsey Mills.

MR. MAHOMED UMAR RAJAB :—Upto 1926 how many looms were you attending to?.....Twenty-eight.

What pay were you drawing at that time?.....At that time I was getting 180, 195 and 180 rupees.

At present how many looms are you attending to?.....Thirty-two machines.

So, the work has increased?.....Yes.

What do you get now?.....Rs. 140/-.

Have you accepted the reduction willingly?.....With great difficulty.

Under the new scheme you will have to attend to 40 to 50 looms. Will you be able to do it?..... If it is double dobbie it will be very difficult.

It has been stated here that the jobbers do not work as well as in England. Do you go out and loiter?.....We do not even have time to attend to our work. How can we go out and loiter?

Have you been keeping good health throughout the year?...No.

What is the reason for your not keeping good health?.....Hard work.

Do you get any medicine from the mill hospital?.....Yes.

Even when you stay at home, do you get medicine?.....When we stay at home we get medicine from outside.

Does any responsibility attach to you when a weaver produces less cloth or spoils any cloth?.....We undertake the responsibility. The weaver is fined for such mistakes and we are also fined when the dobbie gets out of order and the cloth is spoiled.

Are you fined always or only at times?.....At times.

But the weaver is always fined?.....Yes.

During your work all these years in the mill, have you been getting the beams in time?.....We get the beams regularly, but at times it is not so.

When you stay at home on account of sickness, you have to pay for the substitute when you return to duty?.....Yes; sometimes Rs. 2/- sometimes, Rs. 6/- and even Rs. 8/-.

What about the weavers?.....They have to pay.

Have you got the money to pay for the substitutes?.....No; we have to get the money from some marwari and pay interest for it.

This loss you incur on account of interest is another form of fine?.....Yes.

MR. ASVALE :—How many weavers are working under you?.....16.

Do they loiter about during the day?.....No.

Do they always attend to their work?.....Yes.

What is the average earning of a weaver per month?.... Rs. 40/- or Rs. 50/-.

Do the men bring the members of their family also for work in the mill?.....There are a very few who do so.

Do you think that Rs. 40/- or 50/- will be sufficient for the maintenance of a family?.....It is hardly sufficient.

If there is to be a cut according to the standard scheme what will they do? Will they willingly work?.....I think they will find it very difficult.

Where do they take their food during the tiffin hour?.....Some near the machine, some go out and some go to their homes.

If the machine is stopped by the management do they pay you?.....No.

Under the new scheme the weavers will have to attend to four looms each. Will they take this work willingly?.....Certainly not.

You stated that your earnings have been reduced from Rs. 180/- to Rs. 140/-. If it is still further reduced what will you do?.....I will find it very hard.

Have you brought any sort in which a cut has been made in your mill?.....I have not brought any samples. I do not know how to calculate.

Were you not present at the time of discussion in the Strike Committee?.....Sometimes I attended as a substitute.

During the last year how long did you stay at home?.....Last year, I stayed at home for 5 or 6 months.

On account of the strike?.....After the strike.

Was it due to hard work?.....I lost my child and on account of that I stayed away.

THE CHAIRMAN —Are your wages fixed or are they based upon the wages of the weavers?.....I was getting 16 per cent. on the total wages of the weavers under me and that has been reduced now to 12 per cent.

Under the new scheme you will have to attend to 50 looms and your earnings will be at the rate of 11 per cent. under the standard scheme?.....There will be two dobbies and it will be very difficult.

What is your work?.....To attend to the repair work, which I do with my own hands.

MR. KAMAT :—For how long have you been a jobber?.....For the last 13 years.

How many occasions have you had to go on leave?.....Several times I have fallen sick.

Is that very often?.....Yes.

THE CHAIRMAN :—Thank you.

Oral Evidence of

MR. DWARKANATH HIRAJEE KENI,

Mechanic of the Kohinoor Mills.

THE CHAIRMAN :—What is your work?.....Turner.

How long have you been working?.....For the last 9 years.

MR. BAKHALE :—How many hours were you working before?.....8½ hours. I now work for 9½ hours and get Rs. 3-3-0 per day including allowance.

Since when have you been working 9 hours?.....From October 1928.

MR. BAKHALE :—When were the hours of work increased?.....In February 1928.

Was the salary increased?.....No.

What did the owners say when the hours of work were increased by one hour?.....Nothing.

Did you begin working 9½ hours willingly?.....We were merely told to go to the mill half an hour earlier and leave half an hour later.

According to the new scheme prepared by the millowners you will have to work for ten hours; are you willing to do it?.....Most of the men of our department are not willing.

Will you be willing if your salary is increased?.....No.

Was the work of the mill suffering when you were working only 8½ hours by your going late by half an hour and leaving half an hour earlier?.....No.

Have you to work for 9½ hours fully at present?.....We have to work for full 9½ hours.

MR. STONES :—Suppose a machine broke down at 7 O'clock in the morning; what happens? Do the men have to wait for the fitter to come and repair it?.....In some mills they call one fitter and one turner at 7 O'clock.

What happens in your mill?.....Formerly the fitters used to come at 8 O'clock, but now they come at 7 O'clock.

THE CHAIRMAN :—Formerly none of the fitters came before 8?.....None.

MR. STONES :—And the men had to wait until the fitters come?.....Yes.

MR. BAKHALE :—Is the work of repairing the machines allotted to you or to any other person?.....As far as turning work is concerned, it is done by turners; so far as fitting work is concerned it is done by the fitters.

MR. STONES :—Is it the duty of the turner to prepare the parts so that the fitter can put them on the machine?.....Yes.

THE CHAIRMAN :—What pay do you get?.....Rs. 3-3-0 including the allowances.

(After recess.)

THE CHAIRMAN :—Mr. Dange, I understand that you want to bring up a question.

MR. DANGE :—In the Jacob Sassoon Mill in December, certain side boys in the spinning department were asked to work two sides, while they were working only one side in the past. These frames had formerly 252 spindles, and during the strike and after the strike also, they were converted into 372 spindles frames. When these side boys were asked to work these 372 spindles, they refused to do so.

MR. STONES :—That is as regards (5) five side boys ?

MR. DANGE :—Yes.

MR. STONES :—Mr. Dange is correct only as regards the first portion of his statement. In December when we asked them to work on two sides, they were working on single sides on the same frame. The only change made was they were turned from 10s to 20s.

MR. DANGE :—But these boys were not looking after two sides before ?

MR. STONES :—They were working on single side only.

MR. DANGE :—Our contention is that the Sassoon mills were to observe the *status quo* of March 1928 and the other mills the *status quo* of March 1927. If they want to bring in the rationalisation scheme in any department they cannot do that until the Enquiry Committee's work is over. This conversion of 252 spindles frame into 372 spindles frame is against the agreement. We do not mind their changing the frame from 252 to 372, but they should not ask the workers without notice to work two sides which they were not doing in March 1928.

THE CHAIRMAN :—Was no notice given to them ?

MR. DANGE :—No.

MR. KHAREGHAT :—What are the exact facts ? How many are affected and how many frames have been changed ?

MR. DANGE :—Only thirty-three frames have been converted into 22 frames, and the side boys of these 22 frames are to be asked to work two sides. Some of them had already been asked and others were going to be asked when the strike began.

MR. STONES :—The position is that as far as our mills are concerned, we agreed to work on the same terms as obtained in March 1928. I will read the exact wording of the agreement :—

“ Work to be resumed on the basis that for the period between the calling off of the strike and the publication of the report of the Committee, the rates and wages of March 1927 should be paid provided that in those

mills in the Sassoon group, the Finlay group and the Kohinoor which now work on a revised system, the rates and wages of March 1923 shall be paid in the Spinning Departments only."

This is what is pertinent to the case. For a long period we had been discussing and trying to convert our old frames of short length into wider frames. In this particular mill the lay-out of the mill was such that we had 33 frames of 252 spindles. In one department 33 of these frames were dismantled during the strike to form 22 frames of 372 spindles.

THE CHAIRMAN :—This was done during the strike ?

MR. STONES :—Yes. When the strike was finished we had most of these frames ready for work. Now, the position at the mill was that we had sold ahead 10s, and we had to fulfil our market requirements. These frames were therefore started on 10s. Our rule is 10s and below 10s, one side ; above 10s two-sides. These frames were worked on 10s on one side, the rates of pay being the standard rate that existed for boys who were working on frames of 252 spindles. When our department wanted more of 20s, these frames had to be put on two sides.

MR. KHAREGHAT :—When was that ?.....Early in December. There were still five frames on one side. When the other frames went on to double side, there was no displacement of labour because more of these frames were coming into work, so that the men who were doing single sides on 10s had work to do on the new frames on two sides.

THE CHAIRMAN :—Did they get any notice ?.....In the ordinary course of events no notice is given when we change from one count to another. We have to follow the exigencies of the market. No notice is usually given. When we want more 10s we shall have to engage more side boys, and possibly when there is a change from 10s to 20s we will have to dismiss some men. But in this case we had spare frames to give work to the men.

They were asked to work double side without notice ?.....Yes, and they refused to work.

Then what happened ?.....They brought out the spinners in the rest of the mill and also the weavers, so that the mill has been closed down from about Christmas.

Did you offer them work on one side ?.....No. We could not give them one side because we had not 10s to run.

MR. DANGE :—Our contention is this: The main cause of the general strike was that the millowners altered the conditions without informing the

workers or giving them notice, and whenever they so altered the conditions, they altered them so as to prejudice the interests of the workers and not to give them any benefits. So we brought on the strike. One of the intentions underlying the agreement for the calling off of the strike was that alterations worsening the condition of the workers would be stopped, and therefore it was definitely laid down that the *status quo* obtaining in the particular month should be maintained. If a millowner adopts this change, which is to the prejudice of the workers, then the agreement calling off the strike is broken. Therefore, the workers were perfectly justified in going on strike. Moreover, the mill authorities had no right, under the agreement, to ask these spinners who were formerly working 252 spindles to work 372 spindles on two sides. That is our main contention.

MR. STONES :—Our contention as against that is that in March 1928 we were working the whole of our mills on a very definite system. That system was that when they were on 10s and below (on one definite scale of pay) it was on one side, and when it was on 2 sides it was above 10s, on another definite scale of pay. We have in this very mill 360 spindles working on two sides; in other mills it is up to 420 spindles and working on two sides. So that, in this very mill we had 360 spindles working on two sides. The alteration is 372 instead of 360. In any case, the rate of pay for 360 spindles is Rs. 22-10-0 plus 70 per cent; for 372 spindles it is Rs. 23-4-0 plus 70 per cent.

MR. KHAREGHAT :—These men were offered extra pay?

MR. STONES :—Yes. In fact the men in the other section of the mill were minding 12 spindles less, that is, 360 in March 1928 and getting Rs. 1-1-0 less for the extra spindles. Therefore, for the extra spindles they are now getting Rs. 1-1-0 more. Our rates of pay for 2 sides are 240 to 310 spindles Rs. 22/-, 312 to 370 spindles Rs. 22-10-0, 370 to 420 spindles Rs. 23-4-0; they get the highest pay of all. We maintain that we were working on those conditions in that mill in March 1928, that is to say, when we changed from 10s to higher counts, they looked after 2 sides?

MR. KHAREGHAT :—What was the pay for one side?

MR. STONES :—Rs. 16-12-0 plus 70 per cent.

MR. KHAREGHAT :—But were the 5 men who are particularly concerned working on 252 spindles?

MR. STONES :—On 372 spindles. They worked since the mill started.

MR. KHAREGHAT :—But on two frames instead of one?

MR. STONES :—Yes. In the process of manufacture, we were compelled to go to the finer counts.

MR. DANGE :—It is tried to make out that the number of counts is the essence of the system, but it is not so. It is not only the number of counts that they work but also the number of spindles that they look after.

MR. STONES :—No.

MR. DANGE :—The system has two factors ; one is the counts and the other the number of spindles.

MR. KHAREGHAT :—Let us stick to the individual case that is under discussion.

MR. STONES :—In that connection, we issued a notice on the 13th of December 1927 showing the rates of pay and the different number of spindles. Mr. Dange is right in saying that the number of spindles is a factor, but that is compensated for by a rising scale on the higher number of spindles, on the basis of 10s and below one side.

THE CHAIRMAN :—Have you got anything in writing about it ?

MR. STONES :—It is in our evidence.

MR. DANGE :—The main question is not the compensation ; it is having an expansion of the system as such. If liberty is given to extend the number of spindles, then it might as well mount up to 500 or 800 spindles.

MR. KHAREGHAT :—In regard to the 5 men who are concerned in the present case, what sort of frame were they working and how many spindles ?

MR. DANGE :—In March 1928 they were working 252 spindles.

MR. STONES :—If they were working on 10s, 126 spindles and above 10s, 252 spindles.

MR. KHAREGHAT :—When the strike finished, they were actually put on 372 spindles ?

MR. STONES :—Yes. According to the demand, it was one side. Now the demand has moved off. The rate for a single side is the same, no matter what the number of spindles. These men moved up from 252 to 176 without any alteration in rate, and there was no complaint.

MR. KHAREGHAT :—At the time when the strike finished, there was no complaint on 176 ?

MR. STONES :—No.

MR. KHAREGHAT :—Now Mr. Dange says because the counts have been changed, each man has to mind both the sides ?

MR. DANGE :—Yes.

MR. KHAREGHAT :—Is that a fact? Is it a fact that these men were working the single side on 10s without complaint?

MR. DANGE :—Some of them were working, and on some frames they are commencing only just now.

MR. KHAREGHAT :—About which we have the complaint. Let us limit ourselves to that. I take it that there is no question of the spindles being increased on the frame. So far as these 5 men are concerned, there is no question about any increase in the size of the frame itself, because they were working on the bigger frame. Only each was working a single side of 176 spindles.

MR. STONES :—Now they have been told, because the counts have been altered, to work both sides with an increase in wages.

MR. DANGE :—Our contention is that, without any consultation with the workers, the system of two sides is extended to affect a greater number of workers, which is the point before the Enquiry Committee. The point is whether this double sided system is to be extended and to be applied to a greater number of workers than it is applied to at present.

MR. STONES :—Let us assume that we sell 5,000 bales of 10s. It would mean, under our old system as in 1928, we would have to put three-fourths of that mill on one side, and we would have to engage extra men to go on to one side.

MR. KAMAT :—Do you admit, Mr. Dange that in March 1928 there was the system by which they were asked to mind 2 sides when they were on higher counts? That system prevailed in the same mill in March 1928.

MR. DANGE :—Yes, certainly. They were minding two sides on higher counts. I do not deny it. But during these six months they have extended the system, and they are asking the workers to mind 2 sides of this extended system.

THE CHAIRMAN :—But this extension was going on during the strike?

MR. DANGE :—Yes, and during November and December also; and it is still going on.

MR. KHAREGHAT :—What has become of the 5 men?

MR. STONES :—Those men would be given work in the other section which has been extended. There is still work for the men. These men have not been displaced. It is purely a question as to whether we are to extend, *vice versa* go the other way. If we get more 10s, we put on more men on one side; our basis being that for 10s and below we give one side, and for counts above

that, we move on to the better mixings and finer yarns, and we give two sides there. We never have more than 12 frames as a maximum on 10s.

THE CHAIRMAN :—Is there any further extension contemplated ?

MR. STONES :—In view of the difficulties, we do not propose to convert any more frames, until these 33 are finished, until after the issue of the Committee's report ; but our aim is to convert all our frames, as a matter of economy. In our other mills they have 420 spindles. The average in Bombay would be 360 to 400 spindles. If you were buying a new mill, you would have about the same. Similarly, prior to the strike we had ordered the high draught system. That displaces roving men. I am only pointing out the analogy. We have got to run the mills to the demand of the trade.

THE CHAIRMAN :—I understand in this mill, even before the strike, no objection was raised when you went on higher counts to the men who had previously been looking after one side looking after two sides ?

MR. STONES :—Yes ; prior to the strike.

MR. KHAREGHAT :—But there was no notice put up.

MR. STONES :—Notice was put up.

MR. KHAREGHAT :—Do you admit the fact, Mr. Dange, that before the strike those who were working on 10s and under might be put on one side, but if the counts were raised without further notice, they would be liable to be put on two sides ? There was that system before ?

MR. DANGE :—Till March 1927, in the group of Sassoon mills certain departments were working, in spinning, 2 sides, and certain others one side. Certain departments had a certain fixed number of spindles, and they were working one or two sides according to the counts, while other mills were working single sides. When the agreement was made, it was definitely laid down that in the Sassoon group the *status quo* of March 1923 was to be observed. From our interpretation, it would mean, let the evil stop where it has come to and not extend further. That is the idea behind the agreement. Let the evil not go into those mills where it is not existing at present. That is the motive of the agreement.

MR. KHAREGHAT :—In this particular mill, was there not already the system of working on the two sides ?

MR. DANGE :—These 160 frames were all 252, and the agreement would mean that these frames were not to be affected by the evil of being converted.

MR. KHAREGHAT :—Were there other frames in the same mill working on two sides ?

MR. DANGE :—Yes.

MR. STONES :—In every department of our mills we are working on two sides or one side according to the counts, except in cases where the frame was against the wall, where the man could not work two sides. There has been no alteration of that rule ; 10s and below one side, above 10s 2 sides.

MR. DANGE :—According to the agreement, the Meyer Sassoon mill is to work 3 looms in the weaving also. But not all the weavers in the Meyer Sassoon mill are on the 3 loom system. A certain proportion was working the 3-loom system and a certain proportion the 2-loom system. Now, if a similar power is taken by the management in the Meyer Sassoon mill, they can to-morrow morning at 7 O'clock pass an order that all the weavers must start working on the 3-loom system.

MR. STONES :—There is a difference. In the Meyer Sassoon mills they have got the same number of looms on the 3-loom system as they had when the strike occurred. We maintain that all our mills in the spinning have been working 10s and below one side and above 10s 2 sides. The analogy is not the same. In spinning we move by the factor of what the demand in the market is. If we had a big order for 10s, we should have to put even more single siders than we had in March 1928, and we would be following the rule then. Our contention is that it must be the same number spindles with one side as in March 1928. If the number of spindles is increased, we contend it is against the agreement.

MR. STONES :—I have to move according to the market. If I put all on 10s, and I cannot sell my stuff, then the mill would have to close.

THE CHAIRMAN :—I think we follow the different arguments. We shall retire for a little while before announcing our decision.

THE CHAIRMAN :—Before we give our decision, we wish to be quite sure of the existence of this practice from April 1st, 1928 that the side boy is called upon to attend to two sides instead of one without any notice.

MR. STONES :—Such instances have occurred. We will produce the requisite musters to-morrow.

THE CHAIRMAN :—We will give our decision to-morrow.

Oral Evidence of
MESSRS. MAHOMED IBRAHIM
and ABDUL HAMID JAN MAHOMED,
Weavers of the Hindustan Mills.

THE CHAIRMAN :—How long have you been a weaver ?

MR. MAHOMED IBRAHIM :—For the last 15 or 16 years.

MR. ABDUL HAMID JAN MAHOMED :—For the last 10 years.

MR. MAHOMED UMAR RAJAB :—Have you studied the standardisation scheme?.....We have seen it somewhat.

According to that scheme is there any cut in your wages?... ..Yes; there is a loss to us.

What is the percentage of the cut?.....About 15 per cent.

Will you give us some sorts where a cut has been made?.....Cholai : 24 inches, 8 yards, 1 pound, 40 inches reed, 36 pick, 24s warp and 28s weft, double box, two shuttles. In this sort there is a cut of 14 per cent. We get now 14 pies per pound and under the scheme we will get 11½ pies. A man will be able to turn out 10 pounds a day.

MR. STONES :—Are there any special headings?.....There is heading every two yards.

MR. MAHOMED UMAR RAJAB :—Any other sort?.....24 inches, 40 yards, 9 pounds, 40 inches reed, 20s warp, 20s weft, 40 picks. In this the cut is 20 per cent. Under the present rate we get 63 pies per piece and we will get under the standardisation scheme 50½ pies.

Are your wages on the same level as in the neighbouring mills?.....When compared to other mills our wages are low.

Your wages are already low when compared to the neighbouring mills. If a still further cut is made will you be able to work willingly?.....No.

THE CHAIRMAN :—What are your wages now?.....Between Rs. 40/- and Rs. 45/-.

MR. MAHOMED UMAR RAJAB :—Have you any system of fines?.....There is a system of fine but it is used very occasionally.

Are you fined for your own faults or for the fault of the other departments also?.....We are fined sometimes due to our own faults and sometimes due to the fault of other departments also.

Do you protest when you are fined for the fault of other departments?,We do protest but nobody listens to us.

Do you get your beams in time?.....We get our beams in time but occasionally there is some delay.

Do you go out frequently from your mill?.....No.

If you are late by 10 or 15 minutes in the morning, are you admitted to work?.....No; we are not admitted. We are given grace up to only 5 minutes.

Is there any deduction from your pay on the pay day?.....Yes; there is a deduction of about $1\frac{1}{2}$ as.

If a smash takes place and if on account of that the cloth is spoiled, are you fined?.....No; if we work properly we are not fined.

Do you get stores like pickers, etc. of good quality?..... Yes; we get stores of good quality.

MR. ASVALE :—How many weavers are there in your mill?.....About 500 or 550.

Out of those how many are working on sorts similar to those you have produced before the Committee to-day?.....About 200 or 250.

How many hours do you work during the whole day?.....Ten hours.

What time do you spend during working hours on your personal needs?.....We do not waste our time during the working hours.

THE CHAIRMAN :—Do you take some food before the noon recess—in the morning?.....No; we do not.

MR. ASVALE :—When a piece of cloth is spoiled, what do you do with it?.....We try to improve it; failing, we send it to the authorities in the same spoiled condition.

Are you fined for spoiled cloth?.....Yes.

How much?.....From one to four annas.

You stated that you have studied the scheme. Have you studied the whole scheme published in Urdu?..... Yes.

Have you also read the rules framed by the Millowners' Association?..... No; we have not.

Suppose the rule for giving you tickets when going into and leaving the mills is enforced, would you accept it?.....Under no circumstances will we accept it.

Are you willing to accept the rule which makes you liable for search when leaving the mill premises in the evening?.....We have no objection to man who is suspected being searched, but we cannot accept a rule for searching all men.

You stated just now that there is a cut of 15 to 20 per cent. in some sorts under the standardisation scheme. Will you agree to the introduction of such a scheme?.....No.

Are you agreeable to working the rationalisation scheme, the system of three or four looms for one man?.....We cannot work that system.

How do you spend the sum of Rs. 40/- that you get as wages?.....On the maintenance of my family.

There is a charge that part of your wages is consumed in amusements. How many times in a month do you go to a cinema?.....If we go to see the cinema, we will have no time to take our food.

MR. STONES :—How many looms in your mill are on *choli*?.....About 150.

How many on drill?.....One hundred and fifty looms.

How many are on longcloth shirting?.....Three hundred and fifty.

Have you worked out the cuts on longcloth?.....No; I have not.

I might point out, Sir, that roughly 75 per cent. of the looms in his mill are on longcloth, and this mill pays 3 per cent. more under the standardisation scheme on long cloth.

THE CHAIRMAN :—Will you get the figures for this mill?.....I will get them for you.

MR. STONES :—What is your objection to taking tickets? The spinners and others take it?.....We are not prisoners.

Are the spinners prisoners?.....They may be prisoners, and that is why they have accepted that system; we cannot accept it.

THE CHAIRMAN :—Do you get spoiled cloth returned to you or debited to your account?.....There is no such system in our mill.

Oral Evidence of

MR. SHANKER DHARAMJEE MHATRE,

Bander, Swadeshi Mills, Kurla,

and

MR. DHONDU HARI PATIL,

Roving Tenter, Swadeshi Mills, Kurla.

THE CHAIRMAN :—How long have you been in the mill?.....(Mr. Mhatre) 10 to 12 years. (Mr. Patil) 34 years.

MR. KHAREGHAT :—In the same mill?.....Yes.

MR. BAKHALE :—Have you ever worked as a doffer in your mill?.....
(Mr. Mhatre) I have not. (Mr. Patil) I have.

Do you know that the Jobbers and the doffers in your mill are asked to work more at present than before?.....Yes.

THE CHAIRMAN :—We are now considering the standardisation scheme; we have nothing to do with that at present.

MR. BAKHALE :—What wages do you get at present?.... (Mr. Mhatre) Rs. 24/- per month. (Mr. Patil) Rs. 28/- to Rs. 30/-.

If your wages are reduced under the standardisation scheme, do you think you will be able to maintain yourself?.....No.

MR. STONES :—The standardisation scheme provides for Rs. 32/-. So, how can you say that their wages will be reduced?

MR. BAKHALE :—Does your machine stop a good deal of time in order to get material to work?.....(Mr. Mhatre). We have to work while the machine goes on working.

Do you absent yourself for a large number of days in the month?.....
(Mr. Mhatre) I am absent when I get sick.

Do you get your leave without any trouble?.....If there is a substitute we get leave.

Are you required to find a substitute, or do the Mill engage a substitute for you?.....We have ourselves to provide a substitute.

Supposing you are unable to provide a substitute, do you get leave or not... ..We get leave after great trouble.

Are you pieceworkers?.....(Mr. Mhatre) I am not. (Mr. Patil) I am a pieceworker.

If your department does not get sufficient work, is it the custom in your mill to stop the machine, or are you required to clean the machine when you have no other work to do?.....We do the cleaning work. If the machine is not in order, we have to work with the fitter when he comes to repair it. For the repairing work we get nothing.

MR. STONES :—They assist the fitter voluntarily, as they will then be able to get work earlier.

MR. BAKHALE :—Do you lose wages during the period the machine is stopped?.....

THE CHAIRMAN :—He is a pieceworker; he must lose his wage.

MR. SAKLATVALA :—You said that you did not get leave. Here is a statement prepared by the Manager, which shows what leave you have got in each month. I am talking of Mr. Patil (Roving Department man). In the month of January 1928 you got 2 days' leave and over and above that you absented yourself for 7 days. Is that a factI was sent to Delhi.

In the month of February also were you in Delhi ?.....I cannot remember the months exactly.

In February you got leave for 6 days and you absented yourself for 10 days?.....Yes.

In March you got leave for 2 days, and you were absent for 7 days?I was absent on account of ill-health.

Throughout the year, was your health bad? You have been absenting yourself. In April you had 5 days' leave, and you were absent for 6 days; in May you had one day's leave, and you were absent for one day. Then there was the period of strike between May and October. In October you had 2 days' leave, and your absence was 3 days; in November you had one day's leave and you were absent for 6 days. In December you had 2 days' leave and you were absent for 11 days?.....That is because I have not been keeping good health.

MR. KHAREGHAT :—Who sent him to Delhi?

MR. BAKHALE :—We asked him to take leave to go to Delhi to attend the Trade Union Congress, as a representative of our Union.

(The Witnesses withdrew.)

Oral Evidence of

MR. ABDUL RAHIM, Weaver, Swadeshi Mills.

THE CHAIRMAN :—How long have you been a weaver?.....More than 22 years.

MR. MAHOMED UMAR RAJAB :—Can you understand the standardisation scheme prepared by the Millowners?.....I do not understand the scheme, but I got my friends to explain it to me and to do some calculations,

According to the calculations of your friends or helpers, how do you find the scheme? Is there a cut in your wages, or is there an increase?..... There is a cut of 20 per cent., 22 per cent., and even 30 per cent.

Can you produce here some sorts?.....I have brought down some sorts, and I hand them in. They are marked A, B, C and D. There is an Urdu description of the sorts, but I cannot read it.

MR. MAHOMED UMAR RAJAB :—I will describe them: A is fancy border dhoti, 43 inches width, 10 yards length, 1 lb. 10 oz. weight, 48 reed, 44 picks, 30s warp, 44s weft, 2½ inch border, 9 shafts. The prevailing rate is 20 pies per lb. Here it is written that 20 per cent. will be the cut.

B is striped shirting with artificial silk weft. 29½ inches width, 23½ yards length, 3 lbs. 9 oz. weight, 64 reed, 60 picks, 32s warp, 150s weft art. silk.

MR. STONES :—That is equal to about 30s cotton.

MR. MAHOMED UMAR RAJAB :—It is a dobby sort, 15 shafts and 25 per cent. colour. Its present rate is 25 pies per lb. According to the scheme, 30 per cent. will be the cut.

C is plain striped susi, 28 inches width, 23½ yards length, 64 reed, 52 picks, 32s warp, 36s weft, 25 per cent. colour. Present rate is 14 pies per lb.; according to the scheme the cut will be 29 per cent.

MR. ASAVALE :—What is the weight of plain susi?... (Mr. Abdul Rahim): I do not know. I think it is a little more than 3 lbs.

MR. STONES :—If we may have these samples, we will get the exact particulars from the mills.

THE CHAIRMAN :—Yes.

MR. MAHOMED UMAR RAJAB :—D is twill check, 3 shuttles, 27 inches width, 24 yards length, 6¾ lbs. weight, 56 reed, 56 pick, 20s warp, 10s weft. Here coloured weft is not mentioned. Coloured weft is necessary for this drop box sort, and coloured weft is on Universal; that means a deduction according to the scheme.

MR. MAHOMED UMAR RAJAB :—The present rate is 12 pies per pound. Under the standard scheme the cut will be 22·4 per cent.

THE CHAIRMAN :—Do you want these pieces of samples?

MR. STONES :—Yes, Sir; I want them in order to check them in the mills.

MR. MAHOMED UMAR RAJAB :—How much do you earn now?.....From Rs. 40/- to Rs. 45/-.

Is there any system of fine in your mill?.....Yes.

How do they fine?.....The fine ranges from 4 as. to Rs. 3/-.

Does your beam work smoothly or do you get more breakages?.....A lot of breakages. As the yarn is uneven with knots there are a lot of breakages.

(Here the witness placed before the committee some loose yarn and yarn wound round two card boards, one being big and the other small; in order to show the uneven nature of the yarn.)

If the cloth is spoiled on account of knots that come in the middle and owing to weak threads, even then are you fined?.....Yes.

Is the machinery in your mill kept in good condition?.....It is kept in a very bad condition.

Is the machinery in your mill old or new?.....The machinery is 40 years old. Owing to the management it is still further spoiled.

Do you absent yourself from the mills frequently?.....No.

Do you fall ill?.....I remain absent on account of illness otherwise not.

Will you give me an idea as to how many times you fall ill in a year?.....Once or twice a month.

Do you get leave when you require it?.....I have to keep a substitute.

If no substitute is available what happens?.....I do not get leave. If I stay at home I lose the loom.

If in the morning you go to the mill with the object of getting leave and if you get leave, are you detained there, even after leave is granted?.....Formerly we were detained till 9-30 a.m. in the morning. But now we are allowed to leave at 8 o'clock.

Do you get your Mahomedan Holidays?

THE CHAIRMAN :—I do not think this question arises here.

That is a general question.

MR. MAHOMED UMAR RAJAB :—When you go to take your pay from the man who makes the payment, does he ask anything from you?.....He does not ask for anything, but without asking for it he would not make the payment.

The complaint from that mill is this. Generally the workers are not educated. In that mill the system is that a ticket is handed to every worker for payment of wages. The worker is asked to state his wages. If the worker by mistake says Rs. 32/- when it is actually Rs. 33/-, he is paid Rs. 32/- only. If the worker says Rs. 34/-, his ticket is thrown away and he is paid later on. Is that correct?.....Sometimes they pay less.

THE CHAIRMAN :—This question does not really arise.

MR. ASVALE :—You stated that the machinery is not kept in proper condition. If the machinery is kept in good condition, don't you think that you can produce more cloth?.....With good materials we will certainly produce more.

MR. SAKLATVALA :—Will you tell me where you picked this loose yarn from?.....From our beams.

Is it from the Dhoti beam or Sari beam?.....In every beam it is found.

From where did you take it?.....Some is from drill and some from khadi and dhoti. They are mixed.

Is the loose one from the spinning department?.....From the beam.

Where did you get this yarn wound round the small card board?.....It is also from the beam.

MR. STONES :—Generally the Swadeshi mills get the highest price for their yarn. This yarn is specially made for weaving khadi in order to give it the appearance of hand spun yarn. The yarn on the bigger card board is weft and on the smaller one is warp.

The Committee adjourned till 11-15 A. M. on Tuesday, the 8th January 1929.

Tuesday, 8th January 1929.

The Committee met at the Town Hall, Bombay, at 11-15 a.m.

Present.

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

MR. STONES :—Sir, I have brought the musters here to show that the practice of putting a man working on one side to work on two sides when a change is made from 10s to 21s was in existence in the Jacob Sassoon Mill prior to the strike.

THE CHAIRMAN (after examining the muster-roll) :—Mr. Dange, do you want to look at the entries?

MR. DANGE :—We do not deny that fact, sir. The question is about the extension of the scheme for two sides. In this connection, I want to emphasize one more point and that is, that this scheme of two sides was being extended without giving notice to the workers, and thus conditions were altered against the workers without giving notice to the workers. One of the points brought before the Strike Enquiry Committee when it was formed was that the conditions were being altered without giving any notice to the workers. That was our grievance.

THE CHAIRMAN :—But there has been no previous practice of giving notice to the workers

MR. DANGE :—The agreement was that the conditions existing on a certain date ought to be maintained.

THE CHAIRMAN :—In this case they had begun to make these alterations before the strike.

MR. DANGE :—After the strike began, during the strike.

MR. STONES :—This conversion commenced with the commencement of the strike.

MR. DANGE :—When the workers were not working two sides

MR. STONES :—We had planned the programme, and we took the opportunity of a long stop. We did not want to do it piecemeal, and this was an excellent opportunity to carry out the programme we had planned ahead.

MR. KHAREGHAT :—Had any frames been converted in this mill?

MR. STONES :—No; not in this mill. In other mills it was going on. But the conversion was prior to the appointment of the Enquiry Committee. I could not in any case give notice to strikers.

MR. KHAREGHAT :—Were there two-siders before April 1928 in this mill ?

MR. STONES :—Yes, from January 1928.

MR. KHAREGHAT :—And these two-siders had 252-spindles frames ?
—No ; 360-spindles frames.

MR. DANGE :—Not on these frames.

MR. STONES :—No ; but in this mill.

THE CHAIRMAN :—With regard to the present strike in the Jacob Sassoon Mill, the question before us is whether there has been a breach of the agreement of the 4th October 1928 by the management, and this resolves itself into the question whether there has been a substantial change in the *status quo* as it existed in April 1928, that is, the month that applies in the case of this particular mill.

The main facts are that the system of two-siders in the spinning section of this mill had started in January 1928, and it is not denied that the practice of the mill was that when they were spinning 10s counts there would be two men employed each on one side and when they were spinning counts higher than 10s, then those men were liable to be put each on two sides of as many as 360 spindles. The mill had been contemplating altering some single-side frames, and when the general strike occurred they took advantage of this interval to convert a number of these single-side frames into two-side frames. When that had been done, some five men who had been hitherto employed on single side were required to attend each to two sides of as many as 372 spindles in all, the mill being engaged then in spinning not 10s but 21s. The men objected to this and there has occurred a strike in consequence.

The contention of Mr. Dange is, that one of the reasons for the general strike was the objection of the workers to the extension of what has been styled " the rational scheme " which involves increase of work for certain men and possible unemployment for those who are turned away and that this institution of double sides since the strike began constitutes an attempt at extending the system contrary to the principle of *status quo* which has been recognised in the agreement of October 1928.

The management, on the other hand, contend that there has been no change from the practice which had been introduced before April 1928, as we have already mentioned, and they were entitled to take advantage of the general strike to make a change in the lay-out of the mill which had already been previously contemplated.

Now, in construing an agreement of this kind regard must be had to what is reasonable. If a manager of a mill deliberately goes and tries to extend the strain or work on the millhands by alterations of the lay-out subsequent to the agreement or even subsequent to the beginning of the general strike without any previous intention of doing so, then undoubtedly there

would be a breach of, at any rate, the spirit of the agreement of October 1928. But in the present case we are not satisfied that the management here can be said to have made a deliberate change of that kind. The practice as to the men being liable to go from one side to two sides is not denied, and these particular men might have been put on the two-side system that already existed in the mill. The mere fact that they are asked to go on two sides on a new frame does not, in our opinion, constitute a deliberate attempt of the kind referred to by Mr. Dange, in view of the fact that this change had previously been contemplated and was carried out during the strike, so that it was completed recently. We have examined the muster-roll for 1928 which corroborates the statement of the management about the practice.

In view of these circumstances, we are of opinion that it cannot reasonably be said that there has been in this particular instance any breach of the agreement of October 1928 by the management of the mill.

MR. DANGE :—As an off-shoot of this, I want to get one more point cleared by you, and that is, whether a management can stop a frame that is now running, convert it into a longer frame and ask the men to work on two sides ?

THE CHAIRMAN :—Mr. Dange, there is a very good rule in law, that we do not give a ruling on hypothetical cases.

MR. STONES :—Sir, when these 33 frames which have been dismantled have been converted, we do not propose to make any further move in that direction until the Enquiry Committee's findings are published.

THE CHAIRMAN :—We now proceed to take evidence.

MR. DANGE :—Sir, I had given a list of witnesses, and I had stated that some more would be added. Unfortunately I could not add to the list. So, yesterday or the day before I thought it better that while we are taking the Spring and Textile Mills group, I might bring in also those witnesses which I had in view. Therefore, I have brought in witnesses whose names I have not included in the list.

THE CHAIRMAN :—How many are they ?

MR. DANGE :—Altogether there would be about 25.

THE CHAIRMAN :—That is a little more than a few.

MR. DANGE :—But they will be taken in a lot, and not individually.

MR. STONES :—They can be taken in groups for departments ; winders to form one group, spinners another, weavers next, and so on.

THE CHAIRMAN :—Mill by mill.

MR. STONES :—Yes ; they may be taken mill by mill.

ORAL EVIDENCE OF (1) MR. SAKARAM BABAJI, Spinner, (2) MR. KRISHNA ANVATI, Spinner, (3) MR. LAXMAN KRISHNA, Spinner, (4) MR. BHICAJI HARI, Spinner, (5) MR. BHIKU KRISHNA, Roving Department, (6) MR. GAJA MAHADU, Roving Department, all of Century Mill.

(The evidence was given mainly by Mr. Sakaram Babaji.)

THE CHAIRMAN :—How many years have you worked in the Century Mill?—(Mr. Sakaram Babaji) Six or seven years. (Mr. Krishna Anvati.) Fourteen years. (Mr. Laxman Krishna) Two years. (Mr. Bikaji Hari) Sixteen years. (Mr. Bhiku Krishna) Four years. (Mr. Gaja Mahadu) Three years.

MR. DANGE :—Can you tell me how many doffer boys, tarwallas and side boys there are in your mill to a frame?—(Witness did not understand the question.)

How many spindles are there in a ring frame of two sides?—One hundred and fifty-two on each side.

(At this stage, it was explained by the manager of the mill that there is one man to each side; there is one sider to each 344 spindles warp and 400 spindles weft.)

How many tarwallas and doffer boys?—There are 8 tarwallas for 11 frames.

How many doffer boys?—Fifteen including the coolie, for 11 frames.

MR. DANGE :—If any change in counts spinning is made, is this number reduced or added to?—When the yarn is 10s counts, formerly there were 3 men working. Now the number is reduced to 2. Formerly the amount of bonus was Re. 1; it has now been reduced to 12 annas.

Is this figure given after the reduction that was carried out by the management any time before the strike? 11 frames have 8 tarwallas now. How many did you have formerly?—Now they have been reduced to 7; formerly there were 8.

If 20s count is spun, and if 3 frames are given one tarwalla, will they be able to do the work?—No.

Why not?—Because the count is finer they will not be able to do the work.

Similarly, if 2 doffer boys are given for 3 frames, would they be able to carry on the work?—They will not be able to work with 2 men, because each doff takes up three-quarters of an hour, and sometimes the man has to go out, and 2 men cannot pull on.

How many times in the day do you go out?—Twice in the day.

Would you be able to run two sides, if the system is introduced in your mill?—No.

THE CHAIRMAN :—Did you ever try it?—We have never tried it up to now, and we will not be able to do it.

MR. DANGE :—Supposing an increase in wages is given, would they refuse to do it?—We will not be able to do it even if the pay is increased.

Generally, how many times and for what purposes is a man fined in the department?—Arbours for loose boss rollers fall to the ground and are broken, and they are fined 4 annas.

Do these breakages take place due to the men's negligence, or due to any other factors?—Owing to the accumulation of waste, the arbours get displaced, for which the workers are not responsible.

MR. STONES :—There is the flannel covered roller in which the waste runs. If it is allowed to accumulate too much, it will stick on the main roller, and drive the arbour out. But it takes a very long time before that can happen.

MR. DANGE :—Do you find any great difficulty in securing employment?—Yes. Doffer boys have to pay Rs. 5 to secure employment; the side boys have not to pay anything.

To whom do they pay it?—To the carding master. He demands it through the jobber.

MR. STONES :—Is it the carding master or the spinning master?—We do not make any distinction; it is the spinning master; he asks for it through the jobber.

MR. KHAREGHAT :—What is the name of the man?

MR. STONES :—Need we go into that now, sir? I shall report this to the mills, and they will handle it.

MR. DANGE :—Would you prefer the system of recruiting labour through jobbers, or any other independent system?

THE CHAIRMAN :—That is not one of the things we are considering.

MR. ASAVALA :—You have not cleared up the point as to the number of spindles. The doffer boys work at present on each side. How many doffer boys are there to the frame?

MR. STONES :—There are 15 doffer boys to 11 frames.

MR. ASAVALA :—How many spindles are there?

MR. STONES :—They said 312. The manager of the mill explained that there are 344 spindles for twist frames and 400 spindles for weft frames.

MR. ASVALE :—What pay do you get at present per month?—Rs. 25-8-0 where the count is thicker, and Rs. 26-8-0 where it is finer. We get a bonus of Rs. 2.

THE CHAIRMAN :—They get more for doing fine counts than for coarse counts.

MR. STONES :—Do the men working on coarse counts get higher pay, or the men working on fine counts get higher pay?—For finer counts we get more, Rs. 26-8-0.

MR. STONES :—Do they not mean that one is weft frame and the other is warp frame, and for weft frame they get more and for warp frame they get less?

MR. DANGE :—They mean warp frame and weft frame.

MR. STONES :—That means Rs. 25-8-0 for warp frame and Rs. 26-8-0 for weft frame, plus Rs. 2 bonus.

MR. ASVALE :—How many members are there in your family including the dependents in your own village? We have to prove that though the Millowners have said that they are going to increase the wage a little bit in the spinning, it is not sufficient for the maintenance of the persons.

THE CHAIRMAN :—The Labour Office has given figures of Family Budgets, and we need not go into that question now.

MR. STONES :—Are less tarwallas and doffers required when they go, say, from 10s to 30s?—No.

Will you say whether there are more doffs on the fine counts than on the coarse counts per day?—There are more doffs for coarse counts. Owing to the speed of the machine and the greater delicacy of the work, it requires more men to mind the work for the finer counts.

What is the duty of the doffer boy? He does not mind the machines?—He has to clean, take off the bobbins and put new bobbins on.

If there are less doffs per day, then less doffer boys will be wanted?—Less number will not do.

The doffer boy puts on empty bobbins, and takes off full bobbins. If there are less bobbins filled in a day, then there must be less work?—No. For coarse counts, it may take three-fourths of an hour for a bobbin, and for fine counts it may take one hour. It makes a difference of only 15 minutes.

MR. STONES :—If this evidence is to be relied upon, I should like to put in actual timings of what it takes the doffs.

THE CHAIRMAN :—There is no objection to that.

MR. STONES :—You say you go out twice in a day. For how long do you remain out on each occasion?—Fifteen minutes each time.

You say you have never worked on two sides. Have you ever worked double *budli*?—We have never done so, and we are not prepared to do it.

You say that you are fined for breaking arbours. There are 100,000 spindles in this mill. Would it surprise you to know that the fines in January were only Rs. 3-8-0?—We do not know the total amount of fines. Each man knows about his own fines only.

We will enter a list of the fines.

MR. KAMAT :—Is that amount of Rs. 3-8-0 only for the breaking of arbours?

MR. STONES :—It is the total fine in the spinning department for 100,000 spindles.

MR. DANGE :—Are the men discharged for these faults?—If the man breaks the arbours very often, his services are dispensed with.

MR. STONES :—Could you give us the name of any man who has been discharged for that?—We have not kept any record of it, and so we cannot give any names.

MR. KHAREGHAT :—How much does a doffer boy get?—Rs. 17-8-0 *plus* Re. 1 bonus.

How much does a tarwalla get?—Rs. 19-2-0 *plus* Re. 1 bonus.

Do they get anything above this?—Nothing at all.

How much does a bigari get?—Rs. 23-12-0 *plus* 8 annas bonus. The management allows only one bigari and pays him according to that rate. Because one bigari is not sufficient, doffer jobbers take two doffer boys and put them on that work.

MR. KAMAT :—Do you know that in certain mills there are no tarwallas and that the work is done by doffer boys?—There are tarwallas in every mill. Without tarwallas it is impossible to work.

Are the doffer boys men or women?—There are both men and women.

Which predominate?—There are more men.

MR. ASVALE :—Are doffer boys big men?—Yes; they are big men.

ORAL EVIDENCE OF BIKU KHRISHNA AND GAJA MADHU.

MR. DANGE :—Suppose on the roving frame 20s warp is being run. How many hanks per day do they send out?—Five or six.

What is the average wage of a rover in your mill?—At the most they would get Rs. 25 a month.

Ordinarily what is the average a rover earned before the strike?—He used to get from Rs. 25 to Rs. 27.

What do you get now?—I get Rs. 25 to Rs. 26 a month.

Is the machine stopped often?—The machines are stopped sometimes after two days and sometimes after four days.

What is the reason for so stopping?—When the hank roving is sufficient for spinning some of the frames are stopped.

MR. STONES :—Is that before the strike or at present?—This used to take place even before the strike. Now, it is more frequent.

When the machines are stopped are you required to stop in the mill throughout the day?—Even if the machines are stopped we are required to remain in the mill throughout the working hours.

How many doffer boys have you got to a frame?—For 18 roving machines there are 12 doffer boys now. Formerly there were 20.

When were the men reduced?—The number has been reduced after the strike.

MR. STONES :—You say that you get 5 to 6 hanks per day on 20s warp. Do you know of any roving tenter in any mill getting more production?—In other mills they get 6 hanks and even 8 hanks but in our mills we cannot produce more than 5 hanks.

MR. ASVALE :—Why are you not able to produce more hanks as they do in other mills?—In other mills they have more spare hands.

Suppose that you are now given more boys, will you be able to produce more hanks?—If we are given more spare hands we will be able to produce more.

MR. STONES :—Before the strike they were given 20 pies instead of 12 pies. Still there is only one rupee difference in the wage. Has there been any change in the rate after the strike?—The rate for 10s to 14s was 19½ pies. Now, the rate may be the same. But we do not know because no board is put up nor does the clerk tell us what the rate is at present. For 20s the rate was 20 pies and it has now been reduced to 18 pies.

How do you know that the rate has been reduced to 18 pies?—The clerk says it orally and we know when we calculate our wages.

ORAL EVIDENCE OF MESSRS. BABOO DOWLAT, DATTO BAHU,
VISHNU DEVBA, SHANTARAM BHANU AND KESHAV SHIVA.
Weavers of the Century Mills.

THE CHAIRMAN :—What is your experience in weaving ?

MR. BABOO DOWLAT :—8 or 9 years.

MR. DATTO BAHU :—8 or 9 years.

MR. VISHNU DEVBA :—12 years.

MR. SHANTARAM BHANU :—10 years.

MR. KESHAV SHIVA :—10 years.

MR. MAHOMED UMMAR RAJAB :—Have you seen the scheme prepared by the millowners ?—None of us have seen it.

Can you tell me what the rate of plain cloth is in your mill ?—32 inches, width 22, 24, 26 ; 20s ; 45 wheel.

MR. STONES :—We have got two or three types. In one the wheel represents the actual pick. In others we have to divide the wheel into a certain standard to obtain the pick. For example 54 wheel may mean 36 picks. We will have to get the actual pick from the mill.

MR. MAHOMED UMMAR RAJAB :—What is the rate ?— $7\frac{1}{2}$ pies. If the quality is different with regard to weft, etc., we get $8\frac{1}{4}$ to $8\frac{3}{4}$ pies.

MR. STONES :—What is the rate on dobby looms ?—9 lbs., 29 inches, 48 yards, 33 wheels, 68 reed. In this sort one taga takes two or three days to be completed. The rate is 13 pies.

Have you drop box looms in your mill ?—Yes.

What is the rate per pound ?—In our mill, if there were 2, 3 or 4 shuttles the rate was $12\frac{3}{4}$ pies.

MR. MAHOMED UMMAR RAJAB :—Is there any difference in the rate ?—They pay 11 pies for the Cashmere quality.

Cashmere quality is heavier ; is it not ?—Yes, it is a little heavier than other sorts.

What do you earn on plain sorts ?—Before the strike we used to receive Rs. 32 to Rs. 55 per month on two looms ; at present we get only Rs. 40, 41 or, at the most, Rs. 42.

On dobby and drop box looms how much do you earn ?—At present on dobby loom we receive from Rs. 30 to Rs. 32, at times even Rs. 28.

MR. STONES :—Is it for two looms or one loom ?—For two looms.

Dobby loom puts more strain on the workers ; does it not ?—Dobby loom puts more strain, and we earn less.

Your rate is more than for plain looms ; that being so how do you explain your statement that you receive less wages ?—Because our production is less on doobby looms is less than on plain looms.

Is there a system of fines in your mill ?—Yes.

When a cloth is spoiled, is it always due to your mistake ?—No ; only two kinds of mistake are possible as far as we are concerned, and they are, threads out and making cracks across the cloth.

If cross knots come in the weaving, is it the weaver's mistake or anybody else's ?—It is not due to the weaver's mistake.

Do you know whose mistake it would be ?—It must be due to a mistake made in the sizing department.

Are you fined for that also ?—Yes ; we are fined for that also.

Have you ever protested against a fine for that ?—No ; we have never protested.

Is a smash due to your mistake ?—No ; it must be due to a defect in the machine.

If a cloth is spoiled owing to a smash, are you fined for that also ?—Yes ; we are. We are fined more for that.

Is the system of fines prevalent in other departments of your mill ?—We have not worked in other departments, but we know that the system of fines exists in other departments also.

Do you absent yourself from the mill frequently ?—No.

Do you never absent yourselves ?—(MR. DATTU BAHU) I am absent today for the first time during the last 2½ months.

Do you fall sick in the course of a year ?—I never fall sick.

What about your fellow workers in your shed ?—We go to work even when we are sick.

When you fall ill, do you get medicines from your mill ?—We are given medicine, but we avoid going in for it.

Why ?—Because we are not given medicine as soon as we go there ; the doctor asks us to go to him at a particular time.

Do you get good stores and spare parts from the mill?—We get stores of inferior quality, and thereby we suffer.

MR. ASVALE :—You stated that you have not gone through the scheme ; did you have the scheme explained to you by anybody?—No.

Did you try to get anybody to explain it to you?—No.

Supposing you are asked to work on three looms would you be able to do it?—No.

You stated that you were earning less on drop box looms than on plain looms ; why is it so?—Because there are breakages of the yarn and the pick is very big.

MR. STONES :—The breakage of yarn is the main thing.

MR. ASVALE :—What about the speed?

MR. STONES :—This is art silk ; is it not?—Yes ; art silk, also new varieties.

MR. STONES :—With warp silking?—A part of the cloth is art silk.

MR. STONES :—It is silk, cotton, doobby—all these factors are involved ; also big pick.

MR. ASVALE :—Do the other witnesses agree with the evidence given by you?—Yes. (Other witnesses)—We agree.

MR. STONES :—There is no point I wish to make. If there is anything in the evidence given by these witnesses, it stresses the necessity of a standardisation scheme. I would like to know what purpose the evidence about medical relief is intended to serve ; where does it come in?

MR. DANGE :—The owners are taking great care to emphasize that they are doing much to improve the health of the workers, that they do a lot of welfare work and that they have got all the humanitarian spirit that a human being can have. A lot of such propaganda is being done by the owners ; that propaganda has to be counteracted.

THE CHAIRMAN :—When you go to the mill in the morning, do you clean the machine?—No. We oil the machine once in a week.

Do you do any other thing?—Once in a month we have to clean the machine.

Apart from that, do you remove the sizings in the morning?—No.

What is the day on which you do the cleaning?—At the end of the month. Once in a week we receive oil for oiling the machine, and we devote half an hour of the recess after 12 for oiling the machine.

MR. STONES :—In some mills they have to do cleaning twice in a month ; they devote two hours for it, and for that they get nothing as the machine is stopped for that time.

(The witness withdrew.)

ORAL EVIDENCE OF PUSHNI RAMA,

Winder, Century Mill.

THE CHAIRMAN :—How many years have you been in the Century Mill ?
—Twenty years.

MR. DANGE :—What kind of winding do you do ?—Plain winding.

What is the wage that you usually get per month ?—From Rs. 15 to Rs. 20, according to the amount of work done.

Do you get full work on all days during the month ?—No ; we do not get work when there is not sufficient supply of material.

THE CHAIRMAN :—Why ?—We do not get enough yarn to wind.

MR. DANGE :—When there is not sufficient number of bobbins, and your work is finished by the middle of the day, are you allowed to go out or are you asked to wait till the mill is closed ?—I have to stop in the mill even when there is no work.

Are you paid for the time you are asked to be waiting in the mill ?—No, because I am a pieceworker.

How many spindles, do you wind ?—Ten.

Can you look after 20 spindles ?—Yes, if I am supplied 20 spindles.

On ten spindles, what is your earning ?—We get 8 annas for four boxes.

What is the rate for 20s ?—Two annas per box.

Who weighs the bobbins that are given to you ?—There are biggaries.

THE CHAIRMAN :—Do you see the weighing yourself ?—I stand near the scale, but do not understand the numbers.

MR. ASVALE :—You stated that you were winding 10 spindles ; will you be able to wind 20 spindles if they are given to you ?—Yes, if I am given.

MR. KHAREGHAT :—How much is a box supposed to contain ?

MR. STONES :—20 lbs. As a matter of fact it is not the rates which vary, but the amount of work. It is not the rate that is much at fault, but the allocation of work by the management.

On behalf of the management, I want to refute the statement that she is not allowed by the management to go out. The management assert that they are allowed to go out if there is no work. She says she is minding 10 spindles. The average number of spindles taken care of in this mill is 20. May I ask her how old she is, as it may be on account of her age she is given 10 spindles ?

THE CHAIRMAN :—She can be asked why she gets 10 spindles and others get more.

MR. STONES :—Why do you get 10 spindles and others get more ? —All get an equal number of spindles. All get 10 spindles.

MR. STONES :—The management assert that they get more than that.

MR. KHAREGHAT :—What is the weight in one box ?—I do not know the weight per box.

MR. DANGE :—On 20s the usual rate is 2 annas ; for 100 lbs. it works out at 10 annas. In the scheme it is Re. 0-9-6.

MR. STONES :—It depends on what the lift is.

MR. KAMAT :—Have you told the management that you are willing to work 20 spindles and demanded more work from them, and have they refused it ?—If I am given more work, others will complain. So I have never told the management.

All are content to remain on 10 spindles each because of this feeling ?
—Yes.

ORAL EVIDENCE OF WORKERS IN THE WINDING DEPARTMENT OF THE KASTURCHAND MILLS.

- (1) Parvathi Govind, winder, working for more than 15 years.
- (2) Bayo Sayaji, doing the same work for about 15 to 16 years.
- (3) Godi Narayan, Winder, working for 12 to 13 years.
- (4) Jani Narayan, Cheese Winder, working for 8 to 9 years.
- (5) Parvati Rama, Cheese Winder, working for 12 years.
- (6) Bhima Ragho, Colour Winder, working for 15 years.

MR. ALWE :—How many spindles do you work ?—The first 3 on 10 spindles. The 4th and the 5th on 6 spindles ; and in the case of the sixth witness, if the number of women is more, 8 spindles only.

MR. STONES :—Nos. 4 and 5 are on cheese ; which type of machine are they on ? There are two types of machines in this mill ?—They are new machines.

MR. STONES :—Both are new machines. The spindle in the No. 50 machine is at right angles to the machine and in the No. 160, it is parallel to the machine.

MR. ALWE :—Are there male workers in your department ?—Yes. (This and the succeeding answers given by the first three witnesses.)

How many spindles do they wind ?—Fifteen.

Why do you receive 10 and they receive 15 ?—There is no difference in pay.

MR. STONES :—In pay, or in rate ?—We earn Rs. 17 to Rs. 18, and the boys earn at the most Rs. 20.

MR. ASVALE :—Only expert women earn Rs. 18. Boys who come earlier earn Rs. 20.

MR. STONES :—The point is of course that the boys start at the full working time, while the women work 9 hours.

MR. ALWE :—What is your time of attendance in the morning ?—In the morning we have to attend at 7-30.

When there is no work in the department, are you made to stay there, or are you allowed to go away ?—Now-a-days they allow us to go away. Formerly we had to sit there although there was no work. At present we are allowed to leave at 4 o'clock.

MR. DANGE :—The point is that if the supply of work stops at 12, they are asked to wait for 4 hours, and then they are allowed to go away. Is that not so ?—If the work stops at 12 o'clock, then we are allowed to go home at 4 o'clock.

MR. ALWE :—If the material finishes earlier, is it because of short material, or on account of too many workers employed for the same material ?—The number of workers is the same, but as the silk work has been stopped, we do not get sufficient work. For the last two years there was ample work ; we had to attend at 7 o'clock and leave at 6 o'clock in the evening. At present we have to attend at 7-30, and we have to leave at 4 o'clock, or even earlier.

THE CHAIRMAN :—They are being played off ?

MR. STONES :—Yes.

MR. DANGE :—Are there too many breakages and too much waste taking place in winding? It affects your earnings, and are you compensated for that?—The thread breaks and has to be knotted 100 times while winding one spindle. Out of 10 spindles, 5 are not going on properly.

MR. DANGE :—If there is bad yarn, out of 10 spindles, all of them are not running all the time.

MR. STONES :—So far as I can see, it is silk yarn. What yarn is it?—6s and 8s.

Is it silk or cotton?—It is coarse counts cotton.

MR. DANGE :—Is there any difference in your former salary and present salary?—There is great difference. In 1926 we received wages from Rs. 25 to Rs. 28, and at times Rs. 32 on 5 spindles. At present on 10 spindles an expert worker gets at the most Rs. 17 or Rs. 18.

What was the salary for witness No. 6 formerly, and what is it at present?—(Reply by witness. No. 6): In 1926 an expert worker received Rs. 45 to Rs. 50. At present she gets Rs. 15 to Rs. 18.

MR. ASVALE :—What do you mean by "expert"? What were you yourself getting?—An expert means one who works speedily. I myself got Rs. 50. At present I am getting Rs. 15 to Rs. 18.

What is the reason? Why do you get so much less?—I do not know.

Are you working in the same way as you were working when you were getting Rs. 45 to Rs. 50?—There is not a sufficient supply of work.

Do you get the same rate as before?—I do not understand. If I inquire, I am told that the rate is reduced.

Generally, for how many hours were you working when you were drawing Rs. 45 to Rs. 50?—I attended from 7-30 a.m. to 5-30 p.m.

Now, when do you attend?—At present I attend at 7-30 a.m. and leave at 4 p.m.

MR. STONES :—I want to make a statement and to put in the actual figures. This mill has tried to reduce the number of workers in proportion to the amount of work available, but the workers insisted on more workers being employed in the department. The mill has a fluctuating business. The amount of material available varies with the seasons. When the material is not there, they want to reduce the number of workers, but the workers object. It means that less work is given to them. I will put in a statement showing the wages in 1926 and the wages paid now.

THE CHAIRMAN :—Is there not a statement already put in?

MR. STONES :—Not for this department. The statement will contain the rates and the amount of work available, and the number of spindles.

MR. ASAVALE :—From the evidence it is quite clear that they are now working only 1½ hours less.

MR. STONES :—Not at all. The worker, knowing that there is not enough work for the whole day, will amble along with the work she has. Anyhow, the details will be given for you to study.

THE CHAIRMAN :—Have any of the women who were employed been discharged, because of there being less work, or are there the same number of women now?—The same number of women are working even at present.

THE CHAIRMAN :—The same is the case in England in the railways. They agree that the work will be distributed, so that each man gets 3 working days in a week.

MR. STONES :—They always hold on, hoping for the best. Apparently, with them it is a case of half a loaf for each being better than no loaf for some.

MR. KHAREGHAT :—What are your rates?—Formerly, they were 6 pies for 12s counts, 5 pies for 14s counts, 9 pies for 24s counts, 4 pies for 10s counts, and 2½ pies for 8s and 6s counts.

What is the rate now?—We do not know the rate. It is 10 annas for 100 lbs.

MR. KHAREGHAT :—How much was it before?—It was 6 pies per pound.

MR. STONES :—We will get the figures for you.

MR. KAMAT :—In grey winding, if you are asked to mind 20 spindles and you are paid Rs. 21-8-0 instead of Rs. 18, will you be satisfied?—We are not grey winders.

ORAL EVIDENCE OF Mrs. SAVITHRI SAKHARAM AND
Mrs. BHAGI RAGOBA,

Colour Winders of the Spring Mill.

THE CHAIRMAN :—How long have you been doing this work?

Mrs. SAVITHRI SAKHARAM :—For the last 12 or 13 years.

Mrs. BHAGI RAGOBA :—12 or 13 years.

MR. ASAVALE :—How many spindles do you work at present?—12.

What do you get per month?—If we get sufficient work we get Rs. 20. If not, from Rs 10 to Rs. 12.

Were you getting sufficient work before the strike?—The quantity of work at present is the same as before the strike.

MR. STONES :—The colour winding work will be spasmodic.

MR. ASVALE :—Suppose the spindles are increased will you be able to work them?—The rate has been reduced. So, we cannot earn enough for our maintenance by working for more hours.

MR. STONES :—More spindles or hours?

MR. DANGE :—She says : There is no encouragement for us to mind more spindles, if a lesser rate is given.

THE CHAIRMAN :—If you mind 20 spindles you will be able to earn more. Will you be willing to do that?—We will not be able to do that, because the thread is of a bad quality.

MR. ASVALE :—How many women are working in your mill?—130 women.

Do they distribute the work equally or unevenly?—All get equal work.

How are you managing with Rs. 13 or Rs. 14 you are earning at present?—We have to pull on with difficulty.

MR. ALWE :—Is the rate for winding the same as before?—For 30s the rate is two annas and for 20s. the rate is 4 annas.

MR. DANGE :—In one bundle there is an allotted number of knots. There are a certain number of knots in a bundle and the worker is paid as per bundle. If the number of knots in a bundle is increased, the rate remains the same but the worker has got to do a greater length of winding. The rate remains the same, though the length of winding to be done will be increased. This is an indirect method of reducing the rate. Is the number of knots in a bundle more than it was formerly?—The number of knots in 40s is more than it was formerly. It is more by 9 knots.

MR. KHAREGHAT :—As regards other counts?—In 20s and 30s the knots are the same. In 40s we suspect there are more knots.

MR. KHAREGHAT :—40s were only recently introduced.

THE CHAIRMAN :—What is the advantage of our going into this?

MR. DANGE :—This is an indirect method of reducing the rate.

MR. STONES :—They accuse the mills of giving 11-pound bundles instead of 10-pound bundles by adding more knots. Usually the hanks are made into knots and at the end of 10 pounds for 20s there will be 20 knots, for 30s there will be 30 knots and so on. I can give a reply to this after asking the mill concerned.

MR. ALWE :—Is the rate for 20s the same as it was before?—The same.

Have you to bring the bundles from the godown or are you given them in your department?

MR. STONES :—All this has been gone through. Mr. Harrison has stated it in his evidence that they have themselves to bring the bundles from the godown. This is only corroborating what Mr. Harrison has already admitted in his evidence which is before the Committee.

MR. ALWE :—Was the same system prevalent formerly or were there coolies to bring the bundles?—Formerly there was a coolie to bring the stores to the department.

THE CHAIRMAN :—Under the standardisation scheme, I think it is left to the mill to employ a bigari.

MR. STONES :—It is only in cases where the godown is far away, bigaries are shown in the statement.

MR. DANGE :—The scheme does not specifically state where the delivery of the stores should be made.

MR. STONES :—In most mills the godown is near and it is only in the Spring Mill the godown is on the top floor.

MR. DANGE :—The godowns are situated in various places in different mills. In places where the godowns are near the yarn is delivered near by. In other cases the place of delivery should be mentioned.

MR. STONES :—Provision for a bigari has been made in the standard scheme.

MR. ALWE :—If there is no work are you allowed to go home?—We have to sit in the mill although there is no work.

MR. STONES :—Mr. Harrison in his evidence has definitely stated that the women workers are allowed to come and go as they like. I myself worked there as manager for one year and even during that period there was no restriction as regards leaving so far as women workers were concerned.

MR. DANGE :—The impression of the women must have been like this, because when the advances were being paid, some men might insist upon all women being present for they are required to pay 12 annas a day.

MR. ASVALE :—Are you still made to sit in the mill even without work?—We have to sit up to 5-30.

When you have no work, don't you ask for passes to go out?—We do ask.

Does not the management give you passes?—At present we get the passes at 4 o'clock and at times at 5 o'clock.

MR. ALWE :—When you have no work are you required to clean bobbins?—We have to clean bobbins.

Are you paid anything for cleaning bobbins?—We are not given anything for cleaning bobbins.

When are you asked to attend in the morning?—At 7 o'clock.

MR. STONES :—It is the usual practice for the winder to get her bobbins cleaned. They are not asked to clean all the bobbins in the department. There is a special cleaner for it.

THE CHAIRMAN :—Do they clean their own bobbins or all bobbins?—We clean bobbins in our department—those which are spoiled.

MR. STONES :—I will get the answer. Does the department keep a winder on daily wage?—No.

Is there one or two winders kept to wind off empty bobbins?—No.

ORAL EVIDENCE OF (1) SHANTI SAKARAM (2) CHANDRABAI BABAJI,
Weft Winders of the Spring Mills

THE CHAIRMAN :—How many years have you been working?—
SHANTI SAKARAM :—Four years. CHANDRABAI BABAJI :—Four or five years.

MR. ALWE :—The work given to you is measured in bundles: is the rate per bundle the same now as it was formerly?—The rate is the same.

Is there no cut in the rates?—No.

Is there any change in the number of knots in the bundle?—The knots on 24s have been increased by one or two.

Has the rate been increased to suit the change in the number of knots?—The rate has not been increased.

Formerly, were you bringing the materials from the godown, or was a coolie engaged for the purpose?—Formerly there was a coolie to bring the material to us, but at present there is none.

Do you receive anything for the time you have to spend in bringing the material?—We receive nothing for that, although we have to go up nine stairs and to come down nine stairs.

Do the owners allow you to go when your work is finished?—We are asked to attend at 7 o'clock in the morning and allowed to leave at 6 o'clock. If our work is finished before 6, we are not allowed to go.

Are the pirns brought to you at the place where you are working, or have you to go and bring it?—We have to go to the cloth department and bring the pirns.

When you receive any injury while going to bring the pirns, do you receive any compensation?

THE CHAIRMAN :—That is outside our terms of reference ; that is covered by the Workmen's Compensation Act.

Formerly, were you bringing the pirns yourself, or was a coolie engaged for the purpose?—Formerly, there was no coolie to bring the pirns, but there was a coolie to take them back ; but now, we have to do both ourselves—bring and take back the pirns.

Is there any separate binder or have you to bind it yourselves?—Formerly as well as now, we have to do the binding ourselves. We have also to do the cleaning work.

What are the hours of work now ; and what were they formerly?—Formerly, we used to attend from 7 o'clock in the morning till 6 in the evening ; but after Mr. Dange requested the mill authorities, we have been allowed to go at 5-30 p.m.

THE CHAIRMAN :—Does that mean that they have got no work after 5-30 p.m.?

MR. DANGE :—Probably owing to the system of fixed wages for them, the owners insisted on their remaining in the mill as all the other workers till 6 o'clock. We had a conference with the owners, and now it has been arranged that they should be allowed to go if there is not sufficient supply of work for them.

MR. ASVALE :—What is the usual wage that you get per month?—Before the strike, when there was sufficient work, we received a little less than Rs. 20, and when there was not sufficient work from Rs. 15 to Rs. 16.

How do you know that a yarn is 20s or 22s?—The muccadam informs us that a yarn is 20s or 22s.

But you yourselves do not know?—We may make out from the thickness of the yarn whether it is 20s or 22s. We cannot do it exactly, but the muccadam will tell us.

What is the rate of wages formerly?—As. 5 for 20s ; as. 6 for 24s and as. 3 for 15s per bundle. We are not able to maintain ourselves on this rate.

Then, how do you manage on such a small pay?—We manage with great difficulty.

MR. WATTS :—The representative of the Spring Mills informs me that they have only two counts, 20s and 24s ; they have not 22s—They spin also 15s.

THE CHAIRMAN :—Are 15s. spun ?

MR. WATTS :—Sometimes, but seldom.

ORAL EVIDENCE OF (1) JIZABAI AND (2) ANANDI,

Working in the Grey Winding Department of the Spring Mills.

THE CHAIRMAN :—How long have you been in the mill ?—JIZABAI :
From the time the mills started 20 years ago. ANANDI :—For 4 years.

MR. DANGE :—Do you know the rate for 20s per box ?—2 annas.

Can you tell the rate for 30s ?—2 annas. For 30s, 14s and for 40s
also the rate is 2 annas.

Can you say the weight of yarn in each box ?—We do not know.

What wages did you receive before the big strike on 20s ?—If there
was sufficient work we received Rs. 20. If there was not sufficient work,
we at times received Rs. 10 also.

If there was sufficient work, what was the wage you received if you
worked with full efficiency ?—We received Rs. 15 including allowances.

THE CHAIRMAN :—Why did you say you received Rs. 20 just now ?
—Formerly we received Rs. 20, but there were no allowances at that time,
but since the system of giving allowances started, we do not receive Rs. 20 ;
we receive only Rs. 15.

How many spindles do you work ?—Ten spindles.

Do all the workers in the department get an equal quantity of work ?
—Since the last month we receive an equal quantity of work. Before that,
the quantity of work was not equal. Some received more, some less.

Would you prefer full work for a smaller number of women, or would
you prefer fixing down the number of spindles and distributing the work as
it is available amongst the number of women working at present ?—We want
full work, and we also want all the workers to be there.

MR. ASVALE :—Would all the workers in the department be satisfied
with the wage of Rs. 21-4-0 for working full 26 days in a month ?—We will
not be satisfied. We cannot live within that sum.

How do you manage at present on Rs. 14 and Rs. 15 ?—We have to
borrow, and all the pots in our house have gone away.

Is there nobody to protect you ?—No. We have got young children.
One of us has got 2 and the other has got 3 children.

THE CHAIRMAN :—Are their husbands alive ?

MR. ASVALE :—No. They are widows.

How old are the children ?

THE CHAIRMAN :—If we go on in that way, we would have to find out the savings also. It is such an extensive matter, and by asking one or two questions you get only to the fringe of it.

MR. ALWE :—Are the boxes weighed in your presence?—We do not understand the weight, but we weigh it ourselves.

Is the size of the box now smaller as compared with the size of the box formerly?

THE CHAIRMAN :—That is outside the scope of our enquiry.

MR. WATTS :—Do they have only 10 spindles allotted to them on grey winding?—If the number of women is not sufficient, we get 20 spindles to work upon.

THE CHAIRMAN :—Do you mind having 20 spindles?—We find it difficult to wind 20 spindles.

MR. WATTS :—The representative of the mill says that at the mill the grey winders all get from 20 to 24 spindles, and not 10.—When the number of women is not sufficient, we get 20 to 24 spindles, but we find it very difficult on account of the low quality of the yarn. We have to make an additional statement. If we absent ourselves for one day, the board is taken away by the Naiken from the machine. If the glass rod of the winding machine is broken, we have to stay at home for 3 days.

THE CHAIRMAN :—You are not allowed to work for 3 days?—We are not allowed to work for 3 days. If a spindle is broken, we are made to stay at home for 4 days, and we have to pay a fine of Re. 1.

(The witnesses withdrew).

ORAL EVIDENCE OF (1) ANANDI MAHADU, AND (2) GOKULA BHIWA,
Working in the Reeling Section of the Spring Mills.

THE CHAIRMAN :—How long have you been working in the mills?
—(Anandi Mahadu) : I am working there from the starting of the mill.
(Gokula Bhiwa) : I am working since 4 months before the strike.

MR. ALWE :—On 20s. counts, how many doffs were you allotted for 4 annas?—16 doffs for 4 annas on 20s. counts.

How many at present?—At present they give 11 doffs for 4 annas. In the new qualities introduced, they give 15 to 16 doffs for 4 annas.

THE CHAIRMAN :—What is the new quality?

MR. WATTS :—They have got 20s, 24s, 36s. and 38s.

THE CHAIRMAN :—What is meant by doff?

MR. MANECKJI :—Four knots make one doff.

MR. DANGE :—This is payment on four-anna basis.

THE CHAIRMAN :—What does this discussion lead to ?

MR. ASVALE :—They will be required to work more according to the standard rate for less pay.

MR. KHAREGHAT :—Formerly how much were you getting ?

MR. ASVALE :—Before they say that they were getting 4 annas. for 16 doffs. Now, on coarser counts they have been asked to prepare 15 doffs for the same rate. This is harder work.

MR. KHAREGHAT :—Formerly you were working on 20s. and now ?—28s, 30s. and 40s.

MR. ALWE :—Is there any increase in the rate ?—No increase in the rate, though there is increase in the work.

Ordinarily what is your wage per month ?—If there is sufficient work we get Rs. 15. If there is not enough work we get Rs. 10.

What was your wage per month formerly ?—Formerly, although there was no allowance, we used to get Rs. 15 a month with less trouble.

MR. WATTS :—Is it a fact that some reelers get Rs. 30 a month ?—We have not received Rs. 30.

No one ?—Might have received. We do not know.

Are the reels weighed in your presence or in your absence ?—They are weighed in our presence.

Is the number the same as it was formerly ?—The number is the same as it was formerly.

Is there any difference in the rate now ?—In 28s. weft and 34s. for 9 doffs we were getting 4 annas. At present we get 4 annas. for 12 doffs. At present they demand 14 to 15 doffs for 28s, 30s, and 40s.

MR. WATTS :—Some mills are paying the same rate per hank on 20s. and 24s. We thought it hard and have provided an increased rate for 20s. under the standard list, as it is hard work.

MR. DANGE :—Are you asked to do any extra work ?—Yes ; we are asked to do extra work which is not included in reeling. We are given warp bobbins from the weaving shed.

MR. WATTS :—What for ?—For re-winding.

Are you paid for it ?

MR. DANGE :—They are not paid for it and it is their complaint.

THE CHAIRMAN :—We have noted that.

ORAL EVIDENCE OF MESSRS. DHONDU BAHU AND THUKARAM RAOJI, *Siders in the Spring Mill, having put in service of 16 years and 5 years respectively.*

MR. ASAVALE :—What is your present wage ?

MR. DHONDU BAHU :—My monthly wage is Rs. 29-12-0 on weft frame.

MR. THUKARAM RAOJI :—Rs. 28-14-0 on warp frame.

MR. ASAVALE :—How many spindles are there per frame ?—Weft frame 372 spindles.

Warp frame ?—352 spindles.

You are working on one side at present ?—Yes.

If two sides are given to you will you be able to manage both sides ?
—No.

Suppose your wage is increased ?—It is impossible to do the work.

What is the reason ?—We find it difficult to manage one side. How can we manage two sides ?

MR. ASAVALE :—In some mills, the workers are working two sides ; if there is any difficulty in your mills, you should explain it.—There are five or six kinds worked on 28 machines. There are 10s, 16s, 18s, 20s, 24s, 28s. No. 10s every half hour, 20s every hour and a quarter and so on. When there is much wastage, how can we manage two sides ?

How many doffer boys or tarwalas are there in the department ?
—The jobber has now to manage with less number of hands.

MR. KHAREGHAT :—That is the jobbers' difficulty, not yours ?—The jobber does not do the work himself ; we have to do the work. The jobber only exacts the work from us.

How many machines are there in one division ?—Twenty-eight.

How many tarwalas are there for the 28 machines ?—Eleven.

MR. DANGE :—What was the number formerly ?—There were 12 tarwalas for 14 machines.

How many doffer boys ?—Formerly there were 20 or 21 doffer boys in a department of 28 machines. At present the number is 27, but some of them are asked to work in other departments.

Where do they work ?—Six go to the cloth department, one does the cleaning work, one is taken to the wrapping department, one is engaged to bring the roving bobbins ; the remaining only work in the department. In all 18 remain to do the work of the department.

THE CHAIRMAN :—Mr. Dange, what is the point that you want to make out of that evidence ?

MR. DANGE :—There was reduction of hands going on before the strike, and there is a reduction of hands proposed under the standardisation scheme. In this mill there will be a reduction of wages in the spinning department. You will see from page 9, that the rate for spindles in frame 361/420 is Rs. 16-8 for twist and Rs. 17 for weft. Therefore there will be a reduction of 8 annas in this mill, because they have frames of 360 and 372.

THE CHAIRMAN :—We have to add the allowances—that is 70 per cent.

MR. WATTS :—Sir, the witness in giving his total wages stated that there was a bonus. I am told that the bonus has been consolidated in the wages since 1923. There is no such thing as bonus in this mill.

MR. ASVALE :—What do you get now ?—Rs. 29-12.

Including bonus and everything ?

MR. WATTS :—There is no bonus.

THE CHAIRMAN :—Could you check their statements by the musters ?

MR. WATTS :—Yes.

MR. DANGE :—Their statement is quite clear—Rs. 17-8 for weft and Rs. 17 for twist.

MR. WATTS :—What is the average wage of the piecers ?

MR. KHAREGHAT :—It is shown as Rs. 27-9 in 1926.

MR. WATTS :—Do you spin 34s, 40s and 44s ?—Yes.

Do you think you could mind two sides of 40s ?—No ; work on 40s is more troublesome.

MR. DANGE :—What is the salary of a doffer boy ?—Rs. 21-4.

MR. KHAREGHAT :—Including everything ?—Yes.

Of tarwalas ?—Rs. 23-12.

If the number of doffer boys and tarwalas are reduced, will the reduced number of workers be able to do the work ?—We experience great difficulty on account of the reduction in the number of doffer boys and tarwalas.

MR. WATTS :—You say on 8½s counts, you doff every 25 minutes. Once in how many minutes do you doff on 40s ?—Two hours.

Is it not a fact that in doffing, most of the ends break mostly at the doffing time, for 10s ?—If the tarwalas come at the proper time, there is less trouble ; otherwise, there is great difficulty.

The only point I want to bring out is that on 40s, they doff only doffs per day ?—Yes.

It spins all right for $1\frac{3}{4}$ hours, until the next doff. With 40s counts yarn, you have to doff only 5 times a day when the ends are broken. Could you not then manage two sides?—No, we cannot.

MR. KAMAT :—If the same sider is given the same counts throughout the day, will he not be able to mind two sides?—Even then, with this arrangement, they can mind only one side.

(The witness withdrew.)

ORAL EVIDENCE OF MAHADEV GOPAL OF THE SPRING MILLS.

THE CHAIRMAN :—How long have you been there?—I have been working for 6 years. I am doing drawing-in work.

MR. DANGE :—Is the double drawn variety worked in your mill?—Yes, at times.

What rate do you receive?—20 pies for 1,000 ends.

In the standardisation scheme the rate given is 14 pies.

Do you approve of it?—We will not then get even Rs. 15 as salary, and therefore we do not approve of that rate.

What is the rate you receive for plain cloth?—21 pies for 1,000 ends.

Do you know the rate on twills?—30 pies.

The rate on plain cloth is 21 pies, and for twills it is 30 pies. If it is brought to one level, will you accept it?—No.

Is there any difference in the work?—There is difference between the two sorts of work.

MR. ASAVALE :—What is the difference?—The way of working is different.

MR. DANGE :—In how many days would you finish a beam for plain work?—For 1,000 ends it takes one hour per beam; for twills it will take $1\frac{3}{4}$ hours for 1,000 ends.

In the standardisation scheme it is stated that there is no difference between plain cloth and twill for drawing-in work. Is that reasonable from your point of view?—No.

THE CHAIRMAN :—Why?—One takes one hour and the other takes $1\frac{3}{4}$ hours.

(The manager explained that in both cases there are 4 shafts. In the one case the first and the third shafts are taken together and the 2nd and 4th shafts are taken together; in the other case they are taken straight off, which is much easier, in his opinion.)

MR. ASAVALE :—Yes. He says that twills take $1\frac{3}{4}$ hours, where plains take 1 hour.

MR. DANGE :—Do you work on susi ?—Yes.

What is the rate ?—24 pies.

Do you work 5 shafts for all-over patterns ? On page 12 of the Amended Standardised Rates of Wages, Weaving Section, he gets 24 pies, and I want to ask what he is getting against that ?—From 5 to 11 shafts it is 48 pies.

That is for the second column ? That is doobby ?—There is a flat rate of 48 pies from 5 to 11 shafts.

Do you work on doobby dhotie border ?—Yes.

What is the rate for 8, 9 and 10 shafts ?—30 pies.

THE CHAIRMAN :—What column does it correspond to ?

MR. DANGE :—The third column.

What is the rate for drill in your department ?—35.

Are two beams worked ?—No.

Are there slide healds in your department ?—It takes two hours to get ready.

Why does it take so much time ?—If there is one defect the whole thing will have to be prepared again.

THE CHAIRMAN :—Do you get any extra rate ?—No.

MR. DANGE :—Is the number of beam carriers sufficient in your department ?—The number is less.

How many were there and how many are there at present ?—Formerly there were four and it has been reduced by one.

MR. WATTS :—Is there not a special healdman provided to get these things ready for them ?—There is a man but he is not sufficient.

The Committee adjourned till 11-15 a.m. on Wednesday the 9th January 1929.

Wednesday, 9th January 1929.

THE Committee met at the Town Hall, Bombay, at 11-15 a.m.

Present.

THE CHAIRMAN.

MR. KHAREGHAT,

MR. KAMAT.

MR. ASAVALE :—Mr. Chairman, here is a statement prepared by Mr. Rajab, working out the cuts under the standardisation scheme on certain sorts mentioned by him in his evidence so far as the Madhavji Dharamsey Mills are concerned.

MR. KHAREGHAT :—Has he given the actual calculations ?

MR. ASAVALE :—No ; the millowners can make the calculations.

MR. KHAREGHAT :—They are the examples given by Mr. Rajab in the course of his evidence ?

MR. RAJAB :—Yes.

ORAL EVIDENCE OF (1) MR. RAJAB GANESH, *Blow Room Department.* (2) MR. BAPU SAYAJI, *Card Room Department, of the Spring Mills.*

THE CHAIRMAN :—How many years have you been working in the Spring Mills ?—MR. RAJAB GANESH :—Seven years. MR. BAPU SAYAJI :—Four years.

MR. ASAVALE :—What are you in the blow room, Mr. Rajab ?—Finisher.

What wages do you get per month ?—Rs. 28-14-0.

Including the allowances ?—Yes.

Do you work on one machine or on two machines ?—One machine.

What work do you do as a finisher ?—I take out the laps.

Do you also take the laps on to your machine ?—The intermediate man puts the lap on to my machine ; I take it out from my machine and give it to the weighman.

Do you remove the droppings and fly ?—I have to do it.

Do you also clean the machine and oil it ?—Yes.

Supposing you have to do the work of the intermediate man ; will you be able to do it ?—No ; it will be very difficult.

MR. KHAREGHAT :—It is not proposed in the scheme that the finishers should do the work of the intermediate men also.

MR. ASAVALE :—It is proposed that one finisher should look after two machines. Will you be able to manage two machines ?—No.

MR. KAMAT :—Not even if you get Rs. 35 instead of Rs. 28-14-0 ? —Not even if I am offered Rs. 35.

THE CHAIRMAN :—There is a further alternative of giving three machines to two men.

MR. ASAVALE :—Supposing three machines are given to two men, will you be able to manage it ?—No. We find it very difficult to work on one machine.

THE CHAIRMAN :—Have you tried to work two machines ?—No.

MR. ASAVALE :—Out of the ten hours' working day, how much time do you spend ineffectively ?—I spend about half an hour for going out.

How do you manage to maintain yourself on Rs. 28 ?—We manage with great difficulty.

MR. DANGE :—Is it not a fact that the experiment of three machines to two men was tried in your mill ?—Yes, but the work was not satisfactory.

For how many days did they try to work that system ?—The experiment was tried only on one day from 10 a.m. to 12 noon.

Then, who stopped it ; did the owners order the stoppage ?—We left the work as we could not do it.

Did they promise any extra wages when they ordered you to do the work ?—There was no promise of extra wages.

Formerly, had you in your department extra fly men or men to remove droppings and fly ?—There were seven spare men in my department for removing the droppings.

MR. KHAREGHAT :—How many machines have you in your department ?—There are 19 finishers, 18 intermediate men, 9 openers and 9 feeders.

How many were extra ?—Seven. Out of those seven two used to remove the waste from the finisher scutchers and clean them when necessary.

MR. DANGE :—Were there extra men to oil and clean the machines ?—Formerly there were ; now, there are none.

Before the system of three machines for two men was introduced, was there a notice-board placed in your mill that extra wages would be given if two men worked three machines?—No.

THE CHAIRMAN :—When was this experiment tried?—Before the strike.

MR. DANGE :—When was the reduction in your department made?—Before the strike.

How far back?—Two months before the general strike.

Did you protest about that reduction?—Yes; we did.

Was there a strike in your mill for that?—Yes; we went out on strike when two men were asked to work three machines.

MR. KAMAT :—Supposing the management had told you at that time that you would be given Rs. 31-8-0 if two men worked three machines and Rs. 35 if one man worked two machines, as is now proposed in the standardisation scheme, would you still have refused to work?—Yes; we would have, as it is not possible for us to do that work.

THE CHAIRMAN :—Even if they had doubled the wages, would you have left the work?—Yes; we would have left, as we cannot do that job.

MR. DANGE :—Supposing your pay had been doubled, what reason was there for you to refuse? Was it because you felt that there would be unemployment for your co-workers?

MR. KHAREGHAT :—He is not a philosopher; he thinks of himself.

THE CHAIRMAN :—Your question suggests the answer, Mr. Dange.

MR. ASVALE :—What work do you do in the card room?

MR. BAPU SAYAJI :—I am a stripper.

How many cards do you manage?—Sixteen cards.

Do you manage the 16 cards by yourself or with assistance?—A pair manages 16 cards.

What is your present salary?—Rs. 27.

Supposing you are given 24 cards, will you be able to manage them?—One day we were given that much work, but we went on strike. We cannot pull on with that much work.

What is the reason?—Dust is flying, and thereby we suffer from cough.

How much wage is a grinder paid?—The same pay, namely, Rs. 27.

Have you any knowledge whether grinders and strippers in other mills get the same salary as you get?—They do not get any more pay.

THE CHAIRMAN :—Do they have this system of 20 to 24 cards at present in any mill?

MR. SAKLATVALA :—Yes, they have the system in some mills. I will let you have the particulars.

MR. DANGE :—Do you know how many cards a fly gatherer looks after?—He looks after 40 cards.

(The witnesses withdrew.)

ORAL EVIDENCE OF (1) LAXUMAN BABAJI, (2) MARUTI
LAXUMAN, (3) MARUTI MURARI,

Working in the Roving Department of the Spring Mills.

THE CHAIRMAN :—How long have you been in the mill?—LAXUMAN BABAJI :—18 years. MARUTI LAXUMAN :—10 years. MARUTI MURARI :—9 years.

MR. DANGE :—In your mill, do you spin 20s warp on the roving?—Yes. 20s, 24s, as well as 40s.

How many hanks of 20s do you take out a day?—At times, 7; at times 8.

Approximately, what earnings did you get before the strike, and what were your earnings recently?—Before the strike, if we attended for 27 days in a month, we received Rs. 39. After the strike, we have not received that much pay as yet.

In October and November they got advances; and December pay they would be getting on the 14th of this month.

Is it not a fact that in your mill they work better cotton than in other mills?—Generally good cotton is used in our mill; occasionally they put in inferior cotton.

When there is fly mixing, do you produce the same number of hanks?—The outturn of work is lower.

How many doffer boys have you got for one roving frame? Formerly there were 42 doffer boys in the department, and 10 have been reduced.

How many frames?—42 roving frames, 21 inter. machines, and 14 slubbing machines in the whole department. For these there were 42 doffer boys formerly.

Were there any spares?—There were 6 spare boys on Rs. 34 and 6 more on Rs. 25-8-0.

When were these men reduced?—Last January there was a strike in our mill, and the boys were reduced at that time.

How many spindles are there to each roving frame?—168.

Ordinarily, what were the earnings of the slubber prior to the general strike?—Rs. 35 to Rs. 37.

Did you ever get Rs. 40?—Yes, when we worked for 27 days in a month.

MR. ASAVALE :—If you are given 50 per cent. more than your present salary, and you are asked to work double roving frames, will you be able to work?—No.

MR. KAMAT :—Before January last, you had 42 men *plus* some spare men. Since then some have been reduced. How is the department going on now with the reduced men?—The work is going on with great difficulty. We find it very troublesome.

MR. ASAVALE :—If the system of reducing the men is continued, will you be able to work as at present?—We will fall sick, and will have to go to the hospital.

Suppose the Millowners keep up the system, what will you do?—We will not go on.

THE CHAIRMAN :—There is a footnote on page 5 of the Standardised List for the spinning section that the wages of all tenters are based on 26 days of 10 hours each.

MR. SAKLATVALA :—If he works 27 days, he will get one-twenty-sixth more. The rate given there is Slubbing Tenters Rs. 38, Intermediate Tenters Rs. 35, and Roving Tenters Rs. 32.

THE CHAIRMAN :—They get about the same as the Labour Office return, which is Rs. 35.

MR. SAKLATVALA :—The witnesses said they did 7 to 8 hanks on 20s, and he gets Rs. 35.

MR. KHAREGHAT :—What is the exact rate per hank for 20s?—It is 17½ pies per hank.

What is the rate for 24s?—19 pies; it is 20 pies for 40s, 19½ pies for 14s and 10s. There are three departments of this sort in the mill, and the same number of men are working in each department. There has been the same reduction in the 3 departments.

MR. SAKLATVALA :—I just want to make one statement. Yesterday, Mr. Rajab had given certain figures about the cut in the Swadeshi Mills. These figures are substantially correct. We have worked them out, and we find they are substantially correct.

ORAL EVIDENCE OF (1) TUKARAM MOTIRAM, (2) DHONDU VITHU,
(3) PARSHARAM MARIBA, *Weavers in the Spring Mills.*

THE CHAIRMAN :—How long have you been in the mills?—TUKARAM MOTIRAM : 8 to 9 years. DHONDU VITHU : 17 to 18 years. PARSHARAM MARIBA : Since the starting of the mill, that is 20 years.

MR. MAHOMED UMAR RAJAB :—What is the rate per lb. in your mill for plain cloth?—The maximum rate is 6½ pies per lb.

What is the monthly earning on those looms?—We earn at the most Rs. 50 on 2 looms.

Is there any dobbie working in your mill?—Yes. It works in 50s. It is Calcutta fancy bordered dhoti.

What is the earning on those looms?—The rate on that sort is 15 pies.

What is the monthly earning?—Not more than Rs. 50.

The rate is higher, while the earning is equal to plain cloth. What is the reason for that?—Production is smaller, and we have to take greater care on account of the finer counts used.

Are there other dobbies working in your mill?—There are other dobbie machines which work in 56s, and the rate is 7½ pies per lb.

Have you any idea what will be the cut according to the new scheme of the Millowners?—According to the new scheme we will lose Rs. 25 to Rs. 30 per Rs. 100.

MR. ASVALE :—Can you mention any sorts in which there is such a cut?—40s, 9 pounds, 35 inches, 40 picks, 38s weft. For this sort the rate is 6½ pies and 1½ tagas can be finished in a day. Another sort : 36 inches dhoties ; 40 picks ; 10 yards ; 2½ lbs. Six pairs can be finished in a day and the rate is 7 pies.

MR. RAJAB :—Have you any system of fine in your mill?—Yes. When the machine is oiled oil splashes on the cloth which thereby becomes spoiled. For that we are fined.

THE CHAIRMAN :—Can you not be careful while cleaning the machine?—Although we are careful some oil does splash on the beam.

MR. RAJAB :—Are you fined for the frequent breakages, which are due to bad sizing?—If the cloth is spoiled very much an inquiry is held ; if not we are fined.

When the sizing is bad is it your mistake?—It is not our mistake.

Are you fined for that?—Yes.

If a smash takes place are you fined for that?—Yes; we are fined. If the picker is broken or if there is some defect in the machine, then the smash takes place, the shuttle stops and the cloth is spoiled or torn.

THE CHAIRMAN :—Is any inquiry held as to whether it is due to the defect in the machine?—We have to inform that there is defect in the machine.

Then what do they do?—Then they come and repair the machine.

Do they fine you if it has been found out that the fault is due to the defect in the machine?—We are not fined if the cloth is spoiled owing to a defect in the machine. But when the cloth is found spoiled when sent to the folding department we are fined.

MR. DANGE :—The point they want to convey is that immediately there is a smash he is not fined or the matter is not inquired into. But when the delivery of the cloth is made in the folding department, if it is found out that the cloth is spoiled, then an inquiry starts.

THE CHAIRMAN :—Does he not mean that when there is a smash he has got to report it?

MR. DANGE :—Yes; he has to.

MR. MAHOMED UMMAR RAJAB :—You have the ticket system in the weaving department?—Formerly there was no ticket system; at present there is.

Is there any dispute about it?—We have no quarrel about the system but we do not want it.

MR. ASVALE :—Why do you not want it?—As far as the weaving department is concerned, we are piece-workers and we won't be profited by the ticket system.

What do you lose thereby?—If we lose the ticket we are fined.

As piece-workers do you also waste time in taking and returning the tickets?—It takes time in going to take the tickets and in returning the tickets. It takes about 15 minutes. If we forget the ticket, we have to go and get it.

If you are late what happens?—If we are late by more than 5 minutes we are asked to go back home.

MR. MAHOMED UMMAR RAJAB :—Do you absent yourself frequently from your mills?—We generally never absent ourselves.

MR. ASAVALE :—Do the weavers absent themselves generally on the day following the pay-day?—No; they do not absent themselves. If they want to go out they ask for leave.

Suppose that you are given three looms instead of two as at present, will you be able to work them willingly?—It will be impossible to manage three looms.

Suppose you are given the wages of three looms, will you not work to get more pay?—Even then we will not be able to work.

What is the difficulty? Is it because the machine is defective, or because the material is bad or because you require more help? What is the reason?—Workmen alone can realise the difficulty. How can we express it?

MR. DANGE :—Is it a fact that you are now asking for an increase over the present weaving rates?—Our present rates are too low. We are asking for an increase.

Are you asked to clean the machine daily?—We are asked to clean the machine twice a day.

Is it the practice in the other mills?—No.

Have you protested against that?—We are protesting.

Do you lose in production by this practice?—We lose in production. Not only that, while cleaning the machine we are liable to accidents. If as a result of accidents we are compelled to stay at home, we stand to lose in wages.

You do not get any wages if as a result of accident you are compelled to stay at home?—No.

THE CHAIRMAN :—What is the nature of the cleaning you do?—We have to clean the two looms we work. While the looms are working cotton fluff settles on the machine and we have to remove it. That is the nature of the cleaning we have to do.

How much time does it take?—10 minutes in the morning and 15 minutes in the evening.

Does not the machine work very much better, if it is cleaned?—The machine works better, but we waste our time.

It is a good thing to clean the machine, provided some other man is appointed to do it?—If anybody else does it, we have no objection.

MR. WATTS :—What is their present wage?—Rs. 50 to Rs. 55. There were formerly 12 bigaries to lift the beam but we have at present only six.

So, we are compelled to lift the beams ourselves now. Two mochis have also been reduced.

MR. KHAREGHAT :—How many were there before?—There were six and now there are only 4. We do not receive stores in proper time and we have to lose much of our time on that account. If any part of the machine is broken, the jobber is unwilling to supply fresh parts, for fear of being fined. We are therefore compelled to pull on with the broken parts which results in spoiling the cloth. Then we are fined in the folding department for spoiled cloth.

MR. MOLONY :—A wrong impression may be created by the remarks of the witnesses with regard to fines. The total amount of fines per month in this mill amounts to Rs. 200 for 1,500 weavers. The whole of this amount is spent on welfare work. The ticket system is not a new system and it has been in force for the last three or four years.

THE CHAIRMAN :—Has the ticket system been in force for the last three or four years?—We admit that the ticket system was introduced three or four years ago. But we went on strike once or twice over that. Mr. Harrison abolished the system after we went on strike. Now, they have re-introduced it after the strike.

ORAL EVIDENCE of DHINDU GHANU, *belonging to the Draving-in Department of the Textile Mills, with a service of nine or ten years.*

MR. MAHOMED UMMAR RAJAB :—What is the rate for drawing-in 1,000 ends?—21 pies for plain.

MR. MAHOMED UMMAR RAJAB :—What is the rate for the same on dosuti (double yarn)?—24 pies.

MR. ASAVALE :—What is the rate for twill?—30 pies.

For susis?—24 pies.

MR. MAHOMED UMMAR RAJAB :—Are doobby sorts woven in your mill?—Yes.

What is the rate for 5 shafts?—5 to 6 shafts, 30 pies; 7 to 12 shafts, 48 pies.

Do you get any extra allowance for slider heald?—No.

MR. ASAVALE :—Is that pattern worked in your mill?—Yes.

MR. MAHOMED UMMAR RAJAB :—Is there any two-beam work in your mill?—No.

What do you get per thousand ends for doobby dhoties?—For Calcutta plain 21 pies.

For fancy ?—30 pies.

THE CHAIRMAN :—Have you got the rates for this mill, Mr. Watts ?

MR. WATTS :—Yes, the rates are :—

Plain	..	..	..	..	21 pies.
Colour	..	..	..	..	24 pies.
4 to 6 shafts	..	..	..	..	30 pies.
7 to 12 shafts	..	..	..	..	48 pies.
Over 12 shafts	..	..	..	..	72 pies.

This is as given by the weaving master of the mill.

THE CHAIRMAN :—What are the rates for dosuti ?

MR. WATTS :—The same as for plain.

THE CHAIRMAN :—The witness said 24 pies. Can he be referring to something else ?—(Witness) 24 pies is the rate for double colour.

What is the rate for susi ?—Susi colour 24 pies.

(Witness withdrew.)

ORAL EVIDENCE OF SABAJI BUDAJI, *Weaving Department,*
Textile Mills.

THE CHAIRMAN :—How many years have you been working in this mill ?—I was employed in the drawing-in department for five or six years ; and I am now in the weaving department for the last five years.

MR. ASVALE :—What wages do you get per month ?—On plain I receive Rs. 55 and on doobby from Rs. 70 to Rs. 79.

Have you got any samples of cloth produced by you ?—I have not got any samples.

On what sort do you draw from Rs. 70 to Rs. 79 ?—On drills—39" wide, 40s yarn, reed 44, weft 10s or 12s, pick 40 or 38. Rate is 7½ pies per lb.

MR. KHAREGHAT :—What is the production ?—60 yards per day. If both the beams are available for this we can make even Rs. 80 on this sort.

MR. ASVALE :—Do you say that you do not get proper supply of materials at present ?—Yes ; we do not get sufficient materials. Formerly we were working even at night, and therefore the machine has been spoiled ; moreover, the supply of shuttles is not sufficient.

MR. ALWE :—If the shafting gets broken, how many days does the machine stop ?—For one or two days.

If the shafting gets broken, are you required to attend the mill?
—Yes.

Do you receive pay for the period you are kept idle on account of the breakdown of the shafting?—No.

THE CHAIRMAN :—What is the use of asking that question ?

MR. DANGE :—This point in the Lancashire List in England is governed by an agreement between the millowners and the mill-workers by which the mill-workers are paid some compensation if they are kept waiting for the machinery to get ready.

THE CHAIRMAN :—We already know that they do not get anything here ; what is the good of asking witnesses on that and wasting time ?

MR. ASAVALE :—Do you absent yourselves without sufficient cause ?
—We never absent ourselves without sufficient cause.

Have you any other sample the rates for which you know?—Yes. 45" loom, 38" wide, 37½ yards long, 10 lbs. 24s warp, 18s to 20s weft, reed 40, pick 39 to 40,—rate 7¼ pies per lb.

MR. KHAREGHAT :—Production?—About 65 yards, if we receive sufficient material.

MR. ASAVALE :—Any other example?—32" loom, 27" width, 37½ yards long, 6 lbs., 44 reed, 40 to 42 pick—rate 10¼ pies per lb. Production 2 pieces per day for the first four or five days.

After that?—One piece per day for a day or two, and then again 2 pieces per day.

Do you know anything about the standardisation scheme ; have you gone through it yourself or have you inquired of others what rates have been provided in the scheme?—I have only learnt that there is a standardisation scheme and that is all.

MR. KAMAT :—Are you prepared to try to work on three looms at least for a day?—I am not prepared to work three looms even for a minute. With the sort of machinery that we have and insufficient supply of stores, it is difficult to work on three looms.

THE CHAIRMAN :—Mr. Watts, can you get these rates checked by the Textile Mill ?

MR. MALONEY :—I think the rates have come in, and the Committee can check the rates.

(The witness withdrew.)

ORAL EVIDENCE OF (1) MR. BABU RAHU, (2) MR. SITA VISHRAM,

Roving Department of the David Mills.

THE CHAIRMAN :—How many years have you worked in this mill ?
—MR. BABU RAHU : Eight to ten years. MR. SITA VISHRAM : Sixteen years.

MR. DANCE :—Were you working in the roving frame prior to the general strike ?—Yes.

At that time what were your earnings ?—Rs. 36 to Rs. 37.

How many spindles had you ?—MR. BABU RAHU : 144. MR. SITA VISHRAM : 164.

Mr. Babu Rahu, what was your wage prior to the general strike ?
—Rs. 36 to Rs. 37.

When were you given two frames to work ?—Four months before the strike.

What were your earnings after you took to working on two frames ?
—Rs. 39 to Rs. 40.

Could you not send double the production after you began to work on two frames ?—No.

Why not ?—There is much waste and the production does not go on continually on both the machines. There are many breakages, and we cannot keep both the machines working all the while.

Do you suffer in any other way on two machines ?—My health suffers.

Why ?—Dust enters the throat, and that causes illness.

MR. WATTS :—Does the dust enter your throat on two machines more than in one machine ?—While working on one machine, we work with some rest. While working on two machines we do not get any rest, not even to eat *pan*.

MR. DANCE :—I wanted to get from him what difference in earnings was caused.

SITA VISHRAM :—I was given two machines 4 months before the strike. Formerly we used to get, by working on one machine, Rs. 35 to Rs. 36. I get Rs. 39 to Rs. 40 by working on two machines.

MR. ASVALE :—Before the general strike, no sooner was this system introduced, were you not on strike ?—Yes.

THE CHAIRMAN :—On account of being given two frames?—Yes. We were on strike on account of being given two frames for working.

MR. ASAVALE :—Was it not for the same reason that the people generally went on general strike?

THE CHAIRMAN :—We have got all the history of the strike. We need not go into that.

SITA VISHRAM :—It was one of the principal reasons of the general strike.

MR. WATTS :—They say on one roving frame they get from Rs. 36 to Rs. 37, and on 2 roving frames they get only Rs. 40. But Mr. Stones stated that they get 50 per cent. more on 2 roving frames. Do you get Rs. 40 on two frames?—Yes.

THE CHAIRMAN :—We can have this checked.

MR. WATTS :—What counts are you working on now?—20s, 21s and 40s.

How many hanks per day can you get on a single frame on 21s?—5 to 6.

When working on 2 frames, how many hanks do you get?—5 to 6 per frame.

Is there any extra help allowed to you when working on 2 frames?—There is 1 doffer boy for 4 frames.

(The witness withdrew.)

MR. DANGE :—I would like to know from you, sir, if you propose to have a sample of grievances from each of the mills, or to treat the witnesses already examined as representing all the mills.

THE CHAIRMAN :—As regards the things about which they have given evidence, we take it that other weavers from other mills will give the same sort of evidence.

MR. DANGE :—I do not think it would be necessary to bring witnesses from each mill.

THE CHAIRMAN :—We are quite willing to take the witnesses already examined as samples. If others are called they would be simply repeating things.

MR. DANGE :—If the witnesses are brought, of course it will have the value of educating the workers in this method of appearing before a Committee and giving evidence.

MR. KAMAT :—At the expense of the public time.

MR. DANGE :—And it has a value in organisation.

THE CHAIRMAN :—We are not sitting to assist the organisation of the workers.

MR. DANGE :—I do not think it would be possible for us, in view of the situation that is developing in Bombay, to bring all the witnesses, because it would require some more leisure to get them organised for an inquiry. Therefore, I propose to cancel the other witnesses from the other mills, a list of which I had submitted to the Committee.

THE CHAIRMAN :—To-morrow there is Miss Wingate's evidence. The summing up will start on the 21st of this month.

The Committee adjourned till 11-15 a.m. on the 10th January 1929.

STATEMENT SUBMITTED BY MR. UMAR RAJAB SHOWING THE REDUCTIONS IN RATES FOR CERTAIN SORTS OF CLOTH
IN THE MADHAVJI DHARAMSI MILL ACCORDING TO STANDARD RATES.

No.	Variety.	Inches.	Yards.	Lbs.	Reed.	Picks.	Warp.	Weft.	Present rate per pound.	Cut according to the Scheme.
									Pies.	Per cent.
1	Drill with Universal Weft ..	29	40	14	44	48	14	14	6	21
2	Dobby with 10 shafts top beam Silk, Silk and Colour 25% ..	27	25	5	52	48	20	20	14	29
3	Dobby with Drop Box with 7 Shafts Top Beam 50% ..	27	30	4½	60	44	30	36	24	40
4	Colour Art Silk 2 shuttle Universal Weft Dobby with 10 Shafts top beam with 25% Colour ..	24	24	2½	60	52	36	50	27	25
5	Dobby with 8 shafts 25% coloured beam	24	24	3	44	36	24	24	12	26
6	Drop Box Fancy Border 4 Shafts 2 shuttle 100% Colour Universal seft	35	15	2¾	40	40	20	24	18	26

Thursday, 10th January, 1929.

THE Committee met at the Town Hall, Bombay, at 11-15 a.m.

Present.

THE CHAIRMAN,

MR. KHAREGHAT,

MR. KAMAT.

ORAL EVIDENCE OF MISS I. WINGATE,

*Industrial Secretary, National Committee of Young Women's
Christian Association.*

THE CHAIRMAN :—Would you mind telling us how long have you been in India doing this work?—I have been doing industrial work for the last year. I have been in India 16 years.

Have you studied in England?—Both in England and here as occasion arose.

Will you give us some idea as to what method you adopted in studying the conditions?—From October 1927 I was attached to an industrial survey on behalf of the National Christian Council. There were three of us—Miss Matheson who came from England, Mr. Reuben Manoharlal and myself—and we were deputed to work here. We were asked to visit the main industrial centres and make a report. The report is not yet printed.

What industries have you surveyed?—Cotton, jute, coal, iron and steel, tea and handloom weaving.

In what places?—Bombay, Ahmedabad, Sholapur, Cawnpore, Calcutta, Jamshedpur, Madras and Bangalore. These are the chief centres I personally visited.

Specially about women millhands in Bombay what opportunities have you had in observing their conditions of work and life?—We visited about 20 mills in Bombay. We studied not only women's conditions but also men's. On an average we spent about 2 hours in each mill we visited. We also met the Millowners' Association Committee and other leading millowners. We had a meeting of labour leaders and workpeople called for us at the Social Service League at Sandhurst Road. We were shown the housing conditions by Mr. Bakhale on three different occasions in three different parts of Bombay. For the last three months I have been working in Naigaum, a mill area, among women and children.

Do you meet them continually?—We visit them continually in their houses. We have classes for them and medical clinic.

Will you please refer to paragraph x of your written statement where you say :—

“ Along with the standardised wage there should be a daily or monthly minimum wage payable to all presenting themselves for work during the full working month.”

That is, you are of opinion that the workers should not suffer if the mill cannot give them enough work to occupy their time during the whole day?—Yes. It would not cover the periods when mills work short time. What I mean is this. When a mill is supposed to be working full time, it seems to me that there should be a guarantee that people presenting themselves for work should get a certain minimum wage.

Did you find during your inspection of the mills that workers were doing nothing, because the management could not give them work?—I did actually see women sitting idle on one or two occasions. A considerable number of complaints were made to us that such things happen frequently—especially by women. They have to sit and wait, because work was not given to them.

Then about the proposed standardised rates you say :—

“ It must be borne in mind that the rates for women are low and should be considered as supplementary to family earnings. A widow cannot keep herself and her children in decency on this wage.”

Some of the lower rates work out to 12 annas a day. Does your statement refer to that?—The average wage of a woman is from Rs. 15 to Rs. 25 for a month of 26 days. Rs. 15 is not enough for a woman to live on independently.

I think it has been recognised in some countries that the minimum wage for a woman should not cover the cost of maintaining any dependants?—Because in countries in the West almost all industrial women-workers are unmarried. It seems to me that there is really a great deal of difference in India. Practically all these women here are married. If a woman is supporting herself, she is usually a widow and she very often has children.

MR. KHAREGHAT :—Do you suggest that separate rates should be fixed for married women and widows?—No, I don't suggest that they should be paid separately, rates would have to be the same for all women.

THE CHAIRMAN :—Do you think that a woman's wage should be equal to a man's wage for equal work?—Certainly.

You then say :—

“ I understand there is no increase of work proposed for reelers and winders, but that only those women employed in spinning, would be asked to do increased work.”

It is now proposed under the scheme that a woman should be asked to do double the quantity of work she is now doing. Do you think that she can be reasonably asked to do that extra work?—It is very hard to answer. The conditions in different mills differ very much. In some mills I would say 'Yes'; and in other mills I would say emphatically 'No'. The conditions are so varied that even a non-expert like myself can very well see.

MR. MALONEY :—There is a general demand from the women themselves for an increase in the number of spindles.

THE CHAIRMAN :—That has been one view placed before us. The other view is that the women would prefer to get a lower wage than would be the case when the actual number of women necessary are employed which would give them a fair wage. Do you know anything about it?—The two views conflict with each other. I should say that they would be better off if they had more spindles.

Could you give us some idea as to whether the work in the reeling and winding departments is less exhausting than in the ring and spinning departments?—Winding is less exhausting than spinning.

That is what is stated by Broughton :—

“ The work of reeling in which the majority of women are employed is from a physical point of view not of an exhausting nature. It consists in winding the yarn round a frame which is worked either by power or by hand. The yarn is then tied up into bundles. The reeling department is generally at some distance from the din of the machinery. There is no excessive noise in the department itself and no artificial means for humidifying the air have to be adopted. The winding department, where the yarn is wound on to drum, cheese or pirn winders is very different and the conditions are much more exhausting.”

Do you agree with that?—Winding is more exhausting than reeling.

Then she goes on to say :—

“ So also in the ring-spinning the women have to work in among the machines and consequently the work causes greater fatigue.”—Yes.

MR. ASVALE :—Out of the 20 mills you inspected in Bombay how many were inspected with care?—There was no difference in the care with which we inspected the mills.

In what areas you inspected the mills?—We asked for a sample of the different types of mills. We got a list suggested by the Millowners' Association. We asked the Trade Union officials if they had any other mills to suggest for our inspection. They made 2 additions to the list and we inspected all the mills suggested by both of them. We were taken round the mills by the managers.

Would you please suggest a minimum wage?—I don't think I can usefully suggest any figure. My point was that in applying the standard rate, some provision must be made whereby a worker would not get below a certain amount.

You stated that you visited chawls. What did you find there?—We visited all types of chawls from the worst where conditions were appalling to chawls which are a tremendous improvement over the old ones. We visited the Development chawls, the Improvement Trust chawls, Mill chawls and private chawls, the worst were the privately owned chawls.

Do you think that a man getting Rs. 21 will be able to pay Rs. 7 or Rs. 8 as rent?—No.

A worker will be efficient if he is paid well. What is your opinion?—That has been aptly proved in other countries. Efficient labour is better-paid labour and low-paid labour is never efficient.

It has been suggested by the millowners that by cutting wages the worker will improve his efficiency by endeavouring to produce more?—I disagree.

You have stated in your written statement:—

“It has been repeatedly stated by the foremost employers that a cut in wages should be the last and not the first step in reducing the cost of production. The report given of the action taken by the mills on the report of the Tariff Board indicates that very few of the other recommendations have yet been carried into effect.”

Do you not think that until the other recommendations of the Tariff Board are carried out by the millowners, wages should not be cut?—I do think that; I think that a cut in wages should be the last step to be taken.

Have you any suggestions to make as to what should be the first step that the millowners should take?—That I am not competent to suggest.

Have you in mind other possible measures of reform, and if so, what reform should be introduced first in order to increase the efficiency of the worker and also to improve the economic condition of the industry. You have studied the conditions of the mill industry well?—I have studied the mill industry from the point of view of the conditions of the workpeople; I do not presume to have any opinion as to the management of the industry, and I do not think I can usefully say anything in answer to that question.

When you visited the mills, did you not inquire into the management of the mills?—In a general way, but not as an expert; everything bearing on the condition of the workpeople, which had any relation to the management, we did inquire into.

Do you think that the operatives in the mill industry can work continuously for two stretches of five hours without getting rest?—I think five

hours at a stretch is longer than the Bombay operative can work. I think it is impossible for a man, much less for a woman, to work for five hours continuously.

Do you think the hours of work should be reduced, so that the people may grow healthier and work more efficiently?—The suggestion I have made is that probably if the proposed half an hour break is given without extending the day, it will mean better production in the end. I personally think that the hours of work are longer than they actually work, and it has been admitted to us that they are working only $8\frac{1}{2}$ hours to 9 hours a day.

Have you studied the Standing Orders for Operatives?—Yes.

Do you think those rules should be applied as they are prepared by the Millowners?—I can answer if you specify any one.

Take the rule regarding search of operatives. "All male operatives are liable on leaving the mill premises to be searched by the gatemen and all female operatives are liable to be detained by the gatemen for search by the female searcher."—The wording is "liable to be searched." It will depend on how it is worked. If there are thefts, a rule that people are liable to be searched is fair. It will depend on how it is carried out. If people who are convicted of theft are searched it would be fair, but if you are going to search a man who bears a good character, that is rather unfair.

Then, there is the rule about play off. Rule 13 says:—

"The company may at any time or times and for any period or periods at their discretion in the event of a strike, fire, catastrophe, emergency or epidemic, or when it is necessary to do so because of the state of the trade stop any machine or machines, department or departments. The operatives employed on those machines or in those departments will be "played off", *i.e.*, temporarily stopped without notice and without compensation in lieu of notice. The employees so "played off" are not to be considered as dismissed from service, but are temporarily unemployed and will not be entitled to wages during such unemployment. Such employees will be given the first chance of work again on the resumption of work on such machines or departments."

Supposing a machine is stopped, will it be possible for the workers to know whether the machine stopped accidentally or due to deliberate manipulation by the employers? If the employers do not want to work a machine, instead of giving notice, they may resort to stopping the machine deliberately in order to "play off" the men.

THE CHAIRMAN:—It would be fraud.

MR. ASAVALA:—But a rule like this gives opportunity for such a thing. —It is a hardship in all industries, but it is understood. It does not happen only in India but in all countries when work is slack or there is a breakdown of machinery. I do not suppose it would be possible to change things in

India before they find a way out in other countries. As to fraud, it ought to be taken up with the management by the trade union leaders or the workers' representative. No rule will do away with the possibility of fraud.

Should there not be a rule that if the machinery is deliberately stopped by the millowners, they should be made liable to compensate the worker?—It assumes that such a thing would happen, which they would not wish to assume. A rule must be uniform for all the mills it must apply generally for all mills.

Then, the rule as regards the forfeiture of wages :—

“ Any operative desirous of leaving the company's service shall, on the last day of the month, or, if that day be a holiday, on the day previous, give one month's notice to the head of the Department concerned. If any permanent operative leaves without such notice he shall forfeit the whole or part of the wages due to him for the month at the discretion of the manager by way of liquidated damages.”

—I do not quite understand that rule—whether it means the month for which he has to give notice or the previous month for which he has worked.

Supposing a man works till the end of a month, and at the end of the month gets information about the death of a relative and he leaves without notice, then he forfeits the wages for the month he has worked.—If he has to forfeit the wages of the month for which he has worked, then it is unfair ; if the man has worked he must get his wages.

What do you think of this rule :—

“ Each jobber will be deemed to have knowledge of the rules under the Indian Factories Act as regards the employment of women and children and will be personally responsible to see those rules are not infringed.”

Do you think that the jobbers in the Indian mills are at present so literate as to understand the Indian Factories Act and that they should be held responsible instead of the managers ?

MR. KHAREGHAT :—The law holds the managers responsible ; they cannot shift that responsibility. It is proposed that the jobbers in addition to the managers should be held responsible.—It is desirable that the jobber should know that part of the law. It is so simple, and many of the jobbers are literate.

MR. ASVALE :—I beg your pardon ; they are all like the workers.—I should say I met some ; I could not say whether the majority are literate. I should say that they could understand the law affecting women.

There is another rule which requires piece-workers to take tickets with them when entering the mill and when leaving it ?—I am afraid I do not understand exactly what is meant by that—how it is meant to work.

MR. STONES :—He has a ticket with him which he presents when he enters the mill to show that he has entered.

MR. ASVALE :—Do you not think that it is a waste of time of the piece-worker?—It is commonly done in the West and in a good many of the mills in India.

MR. KHAREGHAT :—Not by the weavers, but by all others.

MR. STONES :—It is a common practice in the West?—Yes.

For all operatives?—Yes.

MR. DANGE :—Have you any idea as to the difficulty the mill industry is at present in?—I have some idea.

Do you think it is losing very heavily?—I cannot answer that question.

You have stated that increased efficiency is the pressing need of the hour. Can you say in what sense it is the pressing need of the hour? Is it to save the industry?—Statements have been made widely and generally that the mill industry is in a difficult position. If they are true, then obviously greater efficiency is needed. If greater efficiency is got, it will lead to better wages, and the workers also stand to gain by better efficiency.

You have merely accepted the general statement that the industry is in a difficult position?—That is all. I am neither a financier nor an expert in industry.

By increased efficiency, do you mean that the workers should spend less time in smoking and sitting, or do you think that they should be given more spindles and looms to attend to?—By greater efficiency, I mean, in a given time the worker should produce more and better work. It would obviously mean that he cannot spend very much time in sitting and smoking.

If a worker were given 400 spindles instead of 200 to mind, for the same wages or for a slight increase in the wages, would it be, in your sense, a simple increase in efficiency or speeding up?—It will depend entirely on whether the man is given more than he can do. If he could do more, it should be possible for him to do more. If he is given more than he can attend to, there will be a decrease in efficiency.

You have visited about 20 mills, and you say: "The amount of time wasted by operatives sitting in the compound smoking, etc., during working hours is obvious to any visitor to the mills." May I have an idea in what particular mill you saw this practice?—I should say there was no mill where I did not see it.

Have you any idea about the population of the mills?—About 5,000 or so.

Do you not think it reasonable that a man should go out during the day once or twice, say at least for five or ten minutes?—Would it not be necessary?—I think a five hours' spell is too long, and I do not think any man can work continuously for five hours.

Supposing, out of 4,000 workers, you find about 50 at a time loitering about in the mill, that will not work out to more than 15 minutes for each worker. Allotting 15 minutes for each worker, you will always have 50 workers loitering about in the mill.—I should say that instead of 50 I found 100 or 200 at least at a time. I think I have said that I do not think it is laziness; I think the worker is probably working just about as long as he can. He is not in really robust health, and I think it is probably useless to press men to work long hours without making some sort of provision for rest.

Do you not think that a certain percentage of the workers whom you found loitering about may be from that class which is not supplied with sufficient work by their employers?—It is possible, but that could not account for all. There were fewer weavers than spinners. I do not think that want of work really accounts for most of it.

You have no statistics to show that there were more spinners sitting than weavers?—How could you get such statistics?

Do you find much welfare work done by the employers in the mills?
—In some, yes.

Was it sufficient for the needs of the workers employed by the management?—That is rather a general question. Could you make it more definite?

Have you any idea as to how much money is spent by the millowners on welfare work?—I have from reports, which I imagine you also have.

Have you also any idea about the amount of forfeited wages that they credit to their treasury at the end of the year?—I have no information as to the exact amount.

MR. KHAREGHAT :—They do not credit forfeited wages. Only the unclaimed wages are credited.

MR. STONES :—It is now definitely stated that the forfeited wages will be earmarked for welfare purposes.

MR. STONES :—Some mills use this fund in various ways.

MR. DANGE :—Yes.

MR. STONES :—Some mills have a definite practice of allocating forfeited wages for welfare work. For example, Miss Wingate went to our mills but I do not think she was told the fact that in our mills any old employee who has worked for over 20 years is given a leaving bonus. We never advertise the fact, but it does exist. This fund and other funds at our disposal are used to give leaving bonuses to old employees.

MR. DANGE :—Forfeited wages and unclaimed wages are shown in one item. A lot of mills have the system of forfeiting unclaimed wages after a certain time.

THE CHAIRMAN :—The Millowners' Association have told us definitely that all members of the Association have been circularised that in future they should not credit the amount of forfeited wages to their own funds, but to keep it separate.

MR. DANGE :—I was trying to find out the credit the millowners want to take for welfare work and the amount of forfeited wages.

THE CHAIRMAN :—I do not suppose the witness can give us information on that.

MR. DANGE :—Have you got any idea about welfare work? Are the millowners doing it at their own cost?—I should say they do it at their own cost. But, at the same time, I feel that ultimately it would be much sounder if it were a contributory thing; I feel that the workpeople should contribute a certain amount, and they should not be entirely dependent on the management. But I think that is in the future for Indian labour.

I wanted to draw attention to this fact. Would you consider that the welfare work was being done by the millowners at their own cost, if you were told on the other side that this cost is being met from the forfeited and unclaimed wages?—I could not tell you how much of the cost is being met from fines and how much by the management. I have not looked up that point.

Did you see any maternity benefits being given to the women workers in the mills?—I could not tell you off-hand which mills give maternity benefits. Not many of them do that.

Generally the practice does not exist?—It is not the general practice.

You are of opinion that it should be brought about?—I think it should be done through legislation in some way.

MR. ASVALE :—It is being done. I had introduced a Bill in the Council, and it has been passed in the Select Committee, and it will come up for second reading soon.

MR. STONES :—Is it contributory?

MR. ASVALE :—No.

MR. STONES :—In other countries it is contributory.

MR. DANGE :—Have you any idea what the cut in wages will be by the standardisation scheme of the Millowners?—No. It is too complicated.

If you have no exact idea, may I know what you mean by saying that the scheme is fair and reasonable on the present basis?—I was supplied with figures as to what the average rate would be for reelers and winders. I compared those figures with those we had collected, and it seemed to me that they were about the same. That is what I meant. It seemed to me that the standardised rate was not changing the wage one way or the other very much.

At that time, you did not know whether the amount of work was enhanced by allotting more spindles or making any other change?—I was told that in the case of winders and reelers, the women would be doing the same amount of work.

In the winding department the system of giving work is by weighing the boxes, and allotting the work like that. Most of the women are ignorant about these weights and calculations, and that leaves much room for the subordinates in the management to play mischief in these calculations. Have you any idea how this should be checked? Could you make any suggestions?—Better supervision is the only way to check that.

Is there anything that the workers, by voluntary organisation could do?—Certainly, if the workers are organised, they are in a better position to get all these things put straight. I am a very strong believer in the workers being organised.

But organisation would only mean that the women would form themselves into a Trade Union. It will not give them at once the knowledge to know the weights and to check production, etc.?—Education would give them that.

That would be a long process?—It is necessary.

MR. STONES:—In the first section of the general observations, you raise a point that has been brought forward very keenly before the people who have gone through the standard lists. That is to say, it was found that it was not so much a matter of rates as a question of the amount of work allocated to a worker. I would like to state a definite case in our own mills, to point out more clearly what I mean. We found that the average wage of colour winders in our David Mills was well above Rs. 25 (I forget the exact figure), but in the other mills in our group it was Rs. 20, much less than in the David Mills. The rate in the David Mills was 48 pies for 10 lbs., and for the same type of yarn the rate in the other mills was 60 pies. That is although the wage was less, the rate was higher. On going into this, we found that it was not so much a question of rates as a question of the amount of work to be given to a worker. We found very often that a lot of workpeople turned up and the work was divided among them to give all of them employment, on the principle that half a day's work for all of them was better than a full day's work for a few of them. To be perfectly frank, we are in a quandary. If we give the full amount of work to the woman-worker to enable her to earn a wage which she can easily do, then we are compelled to discharge

a number of operatives. What is your solution for a problem of that nature? We cannot afford to pay higher rates, because we are in competition with other countries and other centres, and we have only the option of reducing the number of operatives?—It seems to me that is the obvious thing to do. Of course one realises the difficulties of such a course. At the same time, you cannot really pay people a fair wage unless they put in a fair day's work.

That is the problem before the Millowners. There are more women offering for work than there is work for. If all of them are given a minimum wage, it merely means giving the department an over-weighting charge that would make it impossible to do that business?—On the other hand, if you do not have some such thing, a standard wage does not mean anything.

In calculating the standard wage, we have adopted the English practice. We have put at the head an average of 14 annas. There is a note there which says "In arriving at the average wage the lowest one-fourth wage-earners should be eliminated, this to cover learners and inefficient and the average of remaining three-fourths to be ascertained." That is the English practice, and the wage is stated to be the average wage. It will not give a minimum wage. On the other hand, it is protection for the worker. So that, in one way, the principle of a minimum wage is established here, in that that wage is guaranteed to a full-time worker.

THE CHAIRMAN:—She would go a little further and say if there is "playing off" for slackness of trade, in that case, the mill ought to give sufficient to the worker?—It was not for "playing off," but for temporary slackness. We had a number of complaints from the women that they wasted time because work was not ready to come from other departments. They were not "played off"; they lost time.

MR. STONES:—If there were 16 workers, and there was work for only 6, the other 10 would be asked to go away; but they wait there in the hope that something will turn up; there is no other work to be obtained outside, and therefore the average wage comes down enormously. Our solution to that is to turn them out?—A satisfactory wage would seem impossible under these conditions.

That is the solution to that problem. To say "No." Suppose we have 40 workers. We know very well that there is enough work normally for only 20 workers. But you cannot drive the remaining 20 workers away. They all wait their turn?—It seemed to me that the standard rate was not quite meeting that point.

It will not meet that point. They will have to be dismissed; they cannot be employed, and it means further unemployment amongst the women workers.

You suggested a reduction of the working hours. In that connection, I think you are aware of the Washington Convention with reference to the

hours of labour. Do you know how many nations have fully ratified that Convention?—I could not give you the number off-hand.

I think there are 3, India and Bulgaria and one of the Czechoslovakian States. Even Great Britain has not ratified the Convention fully?—India has not ratified the 8-hour day.

The Washington Convention refers to a 60-hour week. Our big trouble is Japanese competition. They have not ratified the Convention. It is advocated that we have a shorter day. Are you acquainted with the conditions of female labour in the Southern States of the United States of America?—Not at first-hand.

Some of the States employ women 60 hours a week at night. We are up against that competition. How are we to be compensated for unfair conditions existing in other countries?—I do not suppose you are suggesting that we should go back.

No. We probably are also for ideal conditions. But in cotton manufacture, the ideal has got to run along with the practical. When we have competitors who are still permitted to work women 60 hours at night in so-called advanced industrial countries such as the United States, how are we to go on and increase our cost of production by reducing the number of hours of work? That is our problem.—My point was not suggesting a reduction of hours in that sense; but it seemed to me that the workers are giving $8\frac{1}{2}$ to $9\frac{1}{2}$ hours' work, which is as much as they are physically able to give; and if the mills could arrange to have regular rest periods and get $9\frac{1}{2}$ hours' work, they might do better than when working $11\frac{1}{2}$ hours.

That is a moot point. When we moved down from 12 hours to 10, we found some mills got increased production. Some mills did not get any alteration in the production at all. So that, from our past experience the probability is that we should get a loss in production in that period.—Why?

There was a loss from 12 to 10. Some of the difference was made up in many cases, and we found in Bombay we got in some cases a direct proportion of production as 12 is to 10. If it was 12 lbs. in 12 hours, it was 10 lbs. in 10 hours. In others, they made up from the 10 something towards the 12. The up-country mills certainly made all theirs up. They were more efficient than we were in Bombay, and made up in many cases the full proportion of the drop in hours. In Bombay we could not.—Conditions are harder in the Bombay mills, I should say.

On piece-work, we did get the same amount of work, but in spinning we did not get it?—We asked them questions going round, and we got replies from various people. Very few people seem to think that the loss was serious in the end.

In many of our own mills, certainly in the piece-work departments, they made up the full amount.

Mr. Asavale asked you whether you knew that the Millowners had tackled every other point mentioned in the Report of the Tariff Board. Do you know what the Millowners have done?—I have read the Millowners' statement that was presented to this Committee on that question.

Is there any suggestion that you could make, as to what we could do in cases where we have not done enough on?—I feel it is rather outside my sphere. Taking the report and reading the several proposals made in the Tariff Board, the report seemed to indicate that by no means all of the recommendations had been carried out.

We have tackled every avenue in one way or another. We maintain that some have not been carried out because they are outside our control?—One or two were stated to be outside your control, and it seemed to me that in regard to other improvements the replies were nearly all qualified.

MR. KAMAT :—There is one remark on page 2 of your statement, namely, "It seems to be assumed that the inefficiency is all on the side of the workers. My experience would lead me to believe that this is by no means the case." I presume you suggest that there is inefficiency on the part of the management?—Yes, in some cases.

I should like you to tell the Committee in what respects you think the management in the mills in Bombay requires improving?—It seemed to us in going round that there were some people in rather high positions, who were not as fully qualified for their work as they might have been, and any such person in a position of authority, who is not fully qualified and not fully conversant with the work from the bottom up, is almost bound to mean inefficiency.

You mean technical men such as weaving masters or spinning masters, and such men?—Men in various positions of responsibility like that, not all are fully trained from the bottom up in their work.

Did you notice any other form of inefficiency?—I think that is the one on which we are most sure of our own opinions. There were other complaints of inefficiency, as for instance old machinery and such things, which mean a hardship on the workers.

Speaking about minimum wage, Mr. Stones explained the situation with reference to the women who work on piece-work, that there is not enough work which the industry can provide for the number of women coming in, especially from up-country. That explains away only the piece-work rates. Have you any remarks to offer with reference to a minimum wage for those women who serve on time or daily wages?—It is not so necessary there. If it is time rate, and they are working the full day, presumably they will be paid the full wage. It is on piece-work, where they get paid on production, that the wages vary according to the amount of work. On time rate they will get their full month's wages, if they present themselves for work for a month.

Mr. Stones explained that there was a wage provided in the standardisation scheme, below which of course they would not go. The question is not whether a standard rate is provided. The question is whether that standard, as provided, is adequate, and I shall give you just an idea as to what an average wage would come to for a woman. It comes to something like Re. 0-11-6 and 12 annas and for men it would come to 14 annas as the minimum. I would ask you, speaking about women, whether you would consider some where about 12 annas is a fair wage provided for in the standard scheme either relatively to the wages of men or absolutely?—I think they are the present rates as they were reported to us. I take it there is no question of increasing the wages at present.

In the case of spinners the average wage is 14 annas. a day. Would you consider it a fair living wage?—I do not think that the spinner's wage is adequate.

Speaking relatively, if a man's minimum wage is 14 annas. to 15 annas. a day, would you consider 11 annas, to 12 annas. a fair wage for women?—For equal work there must be equal pay.

This country has not accepted equality of wages yet?—But in some mills both men and women spinners are paid the same rate.

MR. STONES:—In most mills in Bombay the spinners and siders whether men, women, boys or youths, get the same pay.

MR. KAMAT:—When you visited the homes of these labourers, did you observe whether they lived extravagantly or otherwise?—They cannot be very extravagant on Rs. 25. A considerable portion of it goes as rent. There is a considerable amount of drinking and a good deal of money goes in this. I do not think that they are very extravagant in any other way. That is the chief way in which money is wasted.

Can you tell me how they arrange for the morning meal in England?—12 to 1 is the time for the noon meal. But a good many of the mills are now providing 10 or 15 minutes in the morning as well as in the afternoon for tea. That is being increasingly done in factories in England.

What is your suggestion to suit Indian conditions?—I consider half an hour is too short a period. I drew attention to some of the difficulties. In many mill compounds there is not enough space for all men to sit and take their meals. All of them cannot get water quickly at one time. Further, a considerable number of men go home for meals, so shortening the one hour rest period would mean hardships. These are the three difficulties I found.

Apart from these practical difficulties you suggest in some other connection that it would be wise to have a break in a stretch of 5 hours' work. Do you think that a break of 15 minutes as you suggest in the afternoon would be sufficient to relieve the tension of five hours' stretch of work?—It certainly does in other countries, and it is worth trying in India. If it were

possible to have a regular break of 15 minutes or so in the afternoon and allow the people to have relief it would be a great gain both to the men and the employers, because it means regular work and regular rest.

MR. STONES :—Does this system of having a break in the morning and in the afternoon exist in cotton mills in England?—I do not know how largely it exists now in the cotton industry. So far as the cotton industry is concerned, the machines do not stop but the women are allowed to have tea.

When you visited the mills, were you aided by any expert advice in judging of the efficiency of management?—No; we just used our common-sense.

There are very few men who combine the qualifications of both a weaver and a carder. This is a very broad department where we have specialists of different departments of the industry. The manager may be an expert in either spinning or weaving. When he wants to do anything with regard to the department in which he is not an expert, he always depends upon the advice of his assistant of that particular department. In Bombay in many cases the manager happens to be a relative of the agents. He has to depend on the advice of his European or Indian assistant who would be getting four times the manager's pay.

MISS WINGATE :—As an instance, one assistant in a department complained to us of having orders from a superior with no expert knowledge that it had to be done, irrespective of the results.

MR. DANGE :—With regard to the dismissal of workers in the Pearl Mill and restarting it, a copy of the letter has been forwarded to this Committee. Would you take it up for consideration to-day, sir?

THE CHAIRMAN :—Have you sent notice to the other side?

MR. DANGE :—I have sent notice to the Committee.

MR. STONES :—It is only fair to give us an opportunity to reply.

THE CHAIRMAN :—It is better to have the discussion to-morrow and have their point of view also.

MR. STONES :—I want to submit this statement which we have been asked to prepare.

MR. KHAREGHAT :—With respect to the statement regarding the comparative wages for different sorts, may I know whether there is any objection to giving a copy of the wages for individual mills to the members of the Joint Strike Committee, not with the names of the mills, but without the names?

MR. STONES :—The consolidated statement of wages has been worked out from the statement for individual mills, and therefore it is essential that the Joint Strike Committee should see it. It is only a question of getting copies made.

MR. KAMAT :—You have worked out the percentages only arithmetically ?

MR. STONES :—Yes, and in that way the consolidation is inaccurate. One mill may have only 40 looms on a given sort ; another mill may have 200 looms. We have not taken account of the number of looms or the proportion of production ; we have merely added up and divided the figure by the number of mills.

MR. KHAREGHAT :—Mr. Saklatvala has sent us 28 samples from 40" to 46" looms, with the rates worked out for them. I did not specify the width of the looms ; I said " Send us the most common." Is there anything to show what the production is of these particular kinds ?

MR. STONES :—The Government of India publish a monthly list showing production in longcloth, etc. Therefrom you will find that 60 to 70 per cent. is of shirtings and longcloth.

MR. KHAREGHAT :—I want the figures for the most common sorts ; for sorts which form the bulk of the production.

MR. STONES :—I think we can give you those figures ; it is easy, as we supply those figures to the Government of India. We can give you a general classification.

I have here another statement which gives for a whole series of cloths the Lancashire rates, the Millowners' rates, and the percentage of Uniform rates. I am not going to tender that as evidence unless you wish it. I worked out that statement to find out if we had gone off the rails in preparing the standardisation list. Where the rates varied, I wanted to find out the reason.

MR. KHAREGHAT :—There is no objection to giving them this information ?

MR. STONES :—None.

Sir, one point was raised in evidence yesterday, by men from the David Mill that they would not get a 50 per cent. increase in that mill if they accepted the rational scheme. I have worked out the rates, and I find the rates vary. But under the new standardisation scheme we have proposed 50 per cent. extra on the Millowners' Standard List. If you wish me to put in the statement as an exhibit, I am willing to do so.

THE CHAIRMAN :—Have you got those new leave rules ?

MR. STONES :—We had fixed a meeting for yesterday, but we had to cancel it. We have had to cancel our meeting twice or thrice for one reason or another, for example, the sporadic strikes. We are holding a meeting to-morrow to dispose of it finally.

THE CHAIRMAN :—We meet to-morrow at 11-15 to discuss the dispute in the Pearl Mills.

MR. DANGE :—What is to be the procedure for summing up when we meet on the 21st ?

THE CHAIRMAN :—Have you been to a court of law, Mr. Dange ?

MR. DANGE :—Yes.

THE CHAIRMAN :—You don't go into great detail, but the main points are summed up. You draw our attention to a particular evidence on which you rely in support of your contention.

MR. STONES :—We shall lead on our own items, and the labour representatives can lead on their own. We shall lead on the Standardisation List, and they on the Seventeen Demands.

The Committee was adjourned till 11-15 a.m. on Friday the 17th January 1929.
