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PROCEEDINGS
OF THE
BOMBAY FACTORY COMMISSION.



PROCEEDINGS OF A MEETING OF THE BOMBAY FACTORY
COMMISSION HELD IN THE OFFICE OF THE STEAM
BOILER INSPECTION ACT, ON WEDNESDAY
THE 14TH INSTANT, AT 4 P.M.

PRESENT.

F. F. Arbuthnot, Esq.	<i>President.</i>
The Hon'ble Rao Sahib Vishvanath Narayan Mandlik.	} <i>Members.</i>
Sir Munguldass Nathoobhey, C.S.I.	
H. Maxwell, Esq.	
T. Blaney, Esq.	
Morarjee Goculdass, Esq.	
Dinshaw Manockjee Petit, Esq.	
W. Moylan, Esq.	<i>Secretary.</i>

The President after explaining the object of the meeting read the following Government Notification published in the Government Gazette Extraordinary of 23rd March 1875, appointing the Commission.

NOTIFICATION.

GENERAL DEPARTMENT.

Bombay Castle, 23rd March, 1875.

His Excellency the Governor in Council is pleased to appoint the following gentlemen to be a Commission to enquire into and report on the present condition and system of work in the Factories in Bombay and its vicinity, with a view to determining whether any legislation is necessary for the regulation of the hours of labour especially in the case of women, young persons, and children, for the protection of labourers against accidents, for the proper ventilation and sanitation of the Factories, and generally for improving the condition of the work-people employed :—

PRESIDENT.

F. F. Arbuthnot, Esq.

MEMBERS.

The Honourable J. K. Rythell.	G. A. Kittredge, Esq.
" Rao Sahib Vishvanath	Thomas Blaney, Esq.
Narayan Mandlik.	Morarjee Goculdass, Esq.
Sir Munguldass Nathoobhoy, C. S. I.	Dinshaw Manockjee Petit, Esq.
Hamilton Maxwell, Esq.	

Mr. Moylan, Inspector of Steam Boilers, will act as Secretary to the Commission.

Copies of the Acts in force in the United Kingdom and of "Hints on the administration of Factory Acts" by Mr. Redgrave, Inspector of Factories, will be supplied to the Members of the Commission

A room in the Secretariate will be placed at the disposal of the Commission for their meetings.

By order,

E. W. RAVENSCROFT,

Acting Chief Secretary to Government.

The President intimated having received a letter from Mr. Kittredge resigning his post as a Commissioner in consequence of his departure to England on the 12th Instant.

The President informed the Commissioners that he had, in conformity with the Government Notification just read, forwarded to each of them a copy of the English Factory Acts, a copy of Mr. Redgrave's paper on these Acts together with a copy of the Report on the Factory System here by Mr. Moylan, the Inspector of Steam Boilers, and a copy of Government Resolution No. 976 dated 2nd April 1875 authorising the free issue of stationery and the disbursement of any incidental charge that may be incurred by the Commission to the extent of Rs. 250 per month for three months from 1st April 1875.

The President handed to the Commissioners Govt. Letter No 1134 of 14th April, calling for their report on the working of the Factory System in Bombay "and its vicinity" on or before 1st of July, as the Secretary of State had urged an immediate consideration of the subject in view, if necessary, to the introduction at once of a Factory Act, whereupon some discussion took place as to how the Commission was to be conducted during the absence of several of the members from Bombay on account of the hot weather.

The President proposed the following subjects for discussion, Dangers from Machinery; the Age of Children employed; the hours of work; sanitation; ventilation; education; holidays; the duties of Inspectors; and invited remarks on them.

As to the first of these viz. the "Dangers of Machinery" Mr. Dinshaw Manockjee Petit said that, when injuries occurred to the work-people it was invariably due to their own negligence, a view of the case which Sir Munguldass Nathoo-bhoy agreed in.

As to the "age of Children" Sir Munguldass Nathoo-bhoy observed, that it would be quite impossible to arrive at the exact age of a child, as among natives no register of births in a family were kept, nor did the parents trouble themselves about, or care to recollect, the dates of the births of their children, and that the adoption of some course, how to deal with this point might be come to after taking evidence upon it. The Honourable Rao Sahib maintained that, whatever an enquiry might result in, there was no doubt that children of such tender age as five years were employed and that some restriction should be placed on such a practice.

Respecting the "hours of work," Mr. Dinshaw Manockjee Petit said, that during the short days $9\frac{1}{2}$ hours, and during the long days 11 hours a day would be a suitable arrangement. Mr. Morarjee Goculdass observed that some of the work people often overstead their meal hours by even two hours which afforded them a long time to rest.

Regarding "sanitation" and "ventilation," as these questions appeared to involve some considerations requiring medical testimony, it was suggested that the Health Officer and some other medical gentlemen be requested to offer their opinions.

Noted and a copy of Mr. Kittredge's resignation to be forwarded to Government for their information.

Noted.

Resolved that a quorum to consist of the President, and one of the Commissioners with the Secretary shall be competent to transact the business of the Commission, and that a copy of their proceedings at each meeting should be sent to the absent members for their information and remarks; but that nothing should be finally arranged except at a full meeting of the Commissioners.

Resolved that further discussion on all these points should be deferred till evidence has been taken upon them, and that the following Mill Managers should be invited to attend at the next meeting, viz.:

Mr. Aspin,

Mr. Helm,

Mr. Motheeram Bhagubhoy,

and that the undermentioned gentlemen should be invited to attend as their services are required:

Mr. Thakurdass Vurjdass,

Mr. Merwanjee Framjee Panday,

Mr. Nusserwanjee Dadabhoy Katruk,

Dr Weir and

Dr. Joseph Anderson.

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As to the "holidays" the Honourable Rao Sahib suggested that work should be carried on on Sundays, and that each caste should take their own holidays.

As to "duties of Inspectors" Mr. Maxwell said that a Government Inspector was necessary.

It was proposed by the President that the next meeting be held on Wednesday the 21st Instant at 3 p. m., and every succeeding Wednesday till further notice. **Agreed to.**

F. F. ARBUTHNOT,
President.

Bombay, 14th April, 1875.

PROCEEDINGS OF THE SECOND MEETING OF THE BOMBAY
FACTORY COMMISSION HELD IN THE LIBRARY
ROOM, SECRETARIATE, ON WEDNESDAY
THE 21st APRIL 1875, AT 3 P.M.

PRESENT.

F. F. Arbuthnot, Esq. C. S.	<i>President.</i>
H. Maxwell, Esq.	} <i>Members.</i>
T. Blaney, Esq.	
W. Moylan, Esq.	<i>Secretary.</i>

Proceedings of the last meeting placed before the Commissioners. Read and confirmed.

Read Letter from Mr. James Aspin, Manager of the Hindustan Spinning and Weaving Mill, declining to appear for the purpose of giving evidence. Noted.

The following gentlemen were invited to be examined:—

J. Helm, Esq.
Mothiram Bhagubhoy, Esq.
Shavakshaw Dhunjeebhoy, Esq.

EXAMINATION OF MR. J. HELM.

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|--|---|
| 1. What is your name? | Jame Helm. |
| 2. Of what Mill are you the Manager? | Of the Bombay United Spinning and Weaving Mill. |
| 3. How many years have you been connected with Mills both in England and in India? | I have been connected with Mills in England and India together about 26 years; of this period I have been Manager in India 7 years. |
| 4. Never as Manager in England? | No. |
| 5. What was your profession in England? | Weaver and Jobber. |
| 6. I will ask you about the dangers of Machinery, what is your opinion about this? | No portion of the Machinery, that is in any way dangerous, should be left unguarded. |
| 7. How many accidents occur in the Mills in Bombay? | I can't say. |
| 8. But you are decidedly of opinion that they do occur? | Most decidedly. |
| 9. Is the Machinery usually guarded in the Mills in Bombay? | I know the greater portion of it is guarded. |
| 10. What is the lowest age of the children employed in your Mill? | Ten years and over. |
| 11. What is the lowest age of the children employed in the Mills in Bombay? | I should say from about 10 years from what I can judge; I have never enquired of anybody. There are some of them no older than 10. Ten is the minimum age of children employed in the Mill with which I am connected. |

12. How many hours are they employed daily ? About 12 hours.
13. Have they any interval of rest during those hours ? They stop only for half an hour in the middle of the day for meals.
14. At what period of the day is the half hour allowed ? From 12 A.M. till 12-30 P.M.
15. Do the children work all the rest of the time ? Yes, all the rest of the time.
16. Usually standing ? Yes, usually standing.
17. But not sitting ? Not sitting.
18. Do you think they ought to have a longer interval ? Yes, they ought to have one full hour in the middle of the day.
19. Then what is the lowest age when children ought to be employed ? I think those who are of the age of from 10 to 13 ought to be employed half time; and those from 13 and upwards, full time.
20. What in general is the physical capacity, the muscular power and development of these children, compared with those in England ? They are, I should say, 10 per cent. less in physical capacity than children in England, and although weaker and less robust than Lancashire children, there are some very fine ones among them.
21. What do the children do chiefly ? They are employed as Spinners and Winders; both of which are very light work. They have not any laborious work.
22. How long do women work ? They are employed just the same hours as men.
23. Do pregnant women also come to work until they are far advanced ? Yes, I should say they do.
24. What work are the girls employed in ? They are employed in the same easy work as the boys.
25. You say the present working hours are from 6 A.M. to 6 P.M. ? Yes.
26. There seem to be no fixed hours then ? No.
27. I believe there are cases in which people work almost from daylight to dark, daily, including Sundays. Don't you think this is too much ? Yes; I think it is too much.
28. You do think it is too much. Do you think they ought to have more time during the working hours ? Well, I think they ought to have more time during the working hours. They ought to have some more time to refresh themselves before recommencing their work. Some of the work people have to go half a mile to their homes for their meals and return within half an hour. I think that that time is too short for the purpose.
29. You would perhaps make it an hour ? Yes, an hour.
30. When do you think it best to let the work people have the hour ? I think it would be better to fix the hour from 11-30 A.M. to 12-30 P.M.
31. Would you give them any more time in the afternoon ? No, I would not, it is not necessary.
32. Not even 15 minutes in the afternoon ? No, I don't think it is necessary. It is not necessary for children.
33. As regards Sanitation; are the sanitary arrangements of the Mill in a very good condition ? Yes; the Mill is provided with Vehear water tanks and every other convenience required by the working people.
34. Are the sanitary arrangements here as good as they are in England ? Oh yes.
35. How many of your work people become ill ? Very few.
36. Do many of them absent themselves on account of illness ? Not many.

37. What are the prevailing diseases among them ?
Fever, sometimes Bilious and other bowel derangements.
38. Is the Ventilation good ?
The ventilation is very good. The sky-lights are all kept open during the hot weather. But we shut them in the wet season.
39. Why ?
To keep the rain out.
40. What was the state of Temperature to-day ?
The temperature in the centre of our Mill to-day at 1-30 P. M was 90 degrees Fahrenheit ; it was 90 degrees in the Blow-room at 1 P. M., and it was at 80 degrees there in the morning
41. Do any of the workmen suffer from the effects of cotton dust ?
The only people that suffer from the effects of cotton dust are the grinders ; but they tie a cloth over their mouths while at work.
42. Well then, about the education of children—Do you think that children ought to be educated ?
Yes, I think it would be a good thing if they were educated.
43. Do you think that the cost of their education ought to be a charge on the Mill-owners ?
The Mill-owners themselves should bear the cost of their education. I think it would be a good thing to carry out the system of education among the working classes. Children are very willing to attend school to receive instruction, as far as my experience goes.
44. How many children attend the school ?
All the children employed in the Mill with which I am connected daily attend the school at the Mill, in batches, for 2 hours at a time.
45. Do you cut anything from their pay ?
Nothing is deducted from their pay for the hours they spend in receiving instruction at the school, or for the cost of their instruction.
46. How long has the education system been adopted in your Mill ?
About 12 months. The children appear to be improving. They certainly show greater aptitude for their work.
47. Do you think there ought to be a legal enforcement of schools in Mills and also of attendance at them ?
Well, I think there ought to be.
48. As regards their working days. Are there no fixed rules for working days in the Mills ? Are there no regular Holidays but the Native Holidays ?
None, except the Native Holidays.
49. Is every Native Holiday taken ?
Well, on Parsee and Mahomedan Holidays, we never stop the work. It is only on Hindoo Holidays that we do so.
50. How many Holidays are allowed in the year.
I think we do not allow above 10 Holidays in the year.
51. Do they get monthly wages, or are they paid according to piece work ?
All hands employed in my Mill are engaged on piece work, and are not paid for Holidays. They are only paid according to the amount of the work they do.
52. Not even when they are absent or sick ?
If they are absent without leave, we deduct two days' pay for every day of absence ; and if with leave, the pay for the absent days only is deducted.
53. Do you think the Legislature should close the Mills on Sundays ?
I think it is necessary that the Mills should be closed on Sundays.
54. Why ?
Because if they are not closed on Sundays, there would be no time for properly cleaning and overhauling the machinery.

55. Is such an arrangement likely to be accepted by all ? I think the Mill owners would object most to this arrangement of closing the Mills on Sundays.
56. Do you think one Sunday in the month will be necessary to over-haul the machinery ? I don't consider one is enough, I don't think that even 2 would be enough
57. Do you consider that people should work the whole six days in the week ? Yes. They must work till 4 p m. on Saturday, they can then clean all the machinery during the remaining 2 hours
58. Are not some hands employed on work during holidays ? Just a few to make little repairs
59. Do you give them pay for those days ? Yes, we give them pay.
60. What is the difference between the wages of the women and those of the children ? Well, children get from Rs 5 to Rs 7 a month, and females from Rs. 7½ to Rs. 8 per month
61. And men ? From Rs 10 to Rs 15 a month; and some of them from Rs. 15 to Rs. 20.
62. Is Rs. 20 the highest pay ? About Rs 20 or Rs 22 is the highest pay. Skilled men and overseers get more, from Rs 50 to Rs. 60 per month
63. When are they paid ? They are paid about the 20th for the previous month.
64. Are any fines inflicted upon them ? Yes; fines are inflicted for different reasons, for spoiling work or for misconduct.
65. Are they heavy ? Fines in the aggregate are light.
66. And what becomes of the fine money ? The Company takes it. But the work people are not deprived of it without good reasons. The fines are inflicted to check misconduct and inattention to work.
67. Are the rules of the Mill known to all the work people ? Yes; we have a printed copy of the rules hung up on a Board in the Mill. The rules are read to the work people every pay day.
68. Would you give the children only half a day's work ? Yes
69. Are any advances made to the work people from their wages ? No, not in the shape of money.
70. How are the wages paid ? Each person can only draw the wages due to himself, and he is paid upon presenting a ticket showing what is due to him.
71. There is no understanding that the work people go to a particular shop to buy their food. The operatives are not compelled to spend their wages at any particular shop; nor is there any understanding to that effect
72. Have you any Savings Banks to put their money in ? No
73. Would it be a good thing to have such an institution ? Yes.
74. There are no Provident or Cooperative Societies connected with your Mill ? No.
75. What do you do, if any accident happens to any of the work people ? If a slight one, the sufferer is taken to his house; and we enquire from time to time how he is progressing. If he has received a serious injury he is sent to Hospital.
76. What do you do, if they happen to receive a lasting injury ? No special provision is made for incapacitating injuries. If we can re-employ the person we set him to light work, such as he is fit for.
77. Are there no other punishments in your Mill except fines. No
78. No flogging ? No flogging.

79. Not even boys ?
No. If we see anything wrong among the boys we fine them.
80. Do any of the women bring their infants to nurse in the Mill ?
I do not allow such women to come into my Mill. I don't allow a woman who has been just delivered of a child to come into my Mill. A mother is never allowed to have her infant in the Mill.
81. I suppose you have lots of wives employed in your Mill ?
Well, I don't know whether the workwomen are married each to a single man, or whether several women claim to be the wives of one man.
82. Well, do you know what proportion of men there are to the women, or of the various castes of people to each other, in your Mill ?
The operatives in my Mill are almost all Hindoos. There are a few Mahomedans and about half a dozen Parsees. No low caste operatives are allowed to be employed in my Mill.
83. Do you think it would be better to have some legislation for the operatives ?
I think a legislative enactment would be for the benefit of both the owners and the operatives in the Mills all over the country. I think the Act should not be made too severe at first ; the Government might go on improving it from time to time as necessity or experience may suggest.
84. Do you think that the Mill-owners could reasonably object to any modification being made in their system of working ?
I don't think they reasonably could.
85. Do you think from the great extension of the Mill work that has taken place of late, that competition is so very keen amongst Mill-owners as to induce them to work during extra hours ?
Competition will be keener with the increase of the number of Mills, and there will be decided temptations for the Mills to work as many additional hours as possible.
86. What is the difference in the amount of work done as compared with that of operatives at home ? What is the proportion of the work done here in any branch of industry in which they may be employed, to that done by the same class in England ?
I should think it would be at least from 5 to 7 per cent. The wages of the operatives here are as a rule from about 5 to 7 per cent less than that of similar operatives in England.
87. Is the employment of hands in your Mill permanent ?
Yes, permanent. There are very few strikes among them. Our operatives are, as a rule, very respectable and mannerly.
88. Is drunkenness unknown among them ?
It is almost unknown among them.
89. Do you know whether any disturbance from bad temper or caste prejudices have occurred ?
No, I have never known of any such disturbances.

EXAMINATION OF MR. MOTHIRAM BHAGUBHOY.

90. What is your name ?
Mothiram Bhagubhoy.
91. With what Mill are you connected ?
With the Frere and Mazagon Spinning and Weaving Companies, Limited.
92. How long have you been connected with the Cotton Spinning and Weaving industry ?
Ever since 1862, with an interval of 3 years from 1865 to 1868.
93. Are you acquainted with the general management of the Mill, or with a particular part of it ?
With the general management. I was lately Manager of the Jewraj Balloo's Spinning and Weaving Mill.
94. How many years have you been the Manager ?
For about three years.
95. In your experience how many people have suffered from accidents from Machinery ?
During the three years I have known of only 3 accidents in the said Mill.
96. Of what nature were they ?
In one instance an operative lost his finger ; in another, one received an injury in the foot and so on.
97. Where were you then ?
I was living on the premises.
98. Do you think that any part of the Machinery should be protected ?
I think there are some portions of the Machinery which still require to be guarded.

99. You say some portions of the Machinery require to be protected ? Yes, but in nearly all the Mills now the Machinery is generally protected
100. If any of the work people are hurt by the Machinery do you give any compensation ? No, we give no compensation. If they receive any injuries in the middle of the month we generally pay them their wages for the whole month
101. But nothing subsequently ? No.
102. If they are incapacitated for further employment do you give them any compensation ? No, I know of only one case of permanent incapacity to a Mill operative.
103. Well, about the children; what is the lowest age of children employed in your Mill ? The lowest age is 8 years. It is the minimum age of the children employed in the Mill. But there are no means of knowing their age accurately.
104. Do these children work the same time as the other people ? Yes, they keep the same hours.
105. What are those ? We employ them from 5-30 A.M. till 6-30 P.M. In the cold season from 6 A.M. to 5-45 P.M. This is done in Jewraj Balloo's Mill.
106. What intervals do you give them in the middle of the day ? Half an hour for meals from 12-30 A.M. to 1 P.M. But properly speaking this is allowed for recreation. They usually take their meals, which their parents or others bring to them, before the time allowed for recreation.
107. Don't you think it is too much for children to work so long ? I do.
108. What would you limit the hours of their work to ? I would limit the hours from 10 to 10 hours and a half.
109. Is the half hour allowed for recreation enough ? I don't think it is. I would increase the meal time in the middle of the day from 30 to 45 minutes. I limit the hours to 10 for both men and women. I would have the same 10 hours, with 45 minutes interval for all, both for men and women and children.
110. From what time would you commence the work ? I think in Winter from 7 A.M. to 5 P.M., and in Summer from 7-30 A.M. to 5-30 P.M. with 45 minutes interval.
111. And then you would give them all 45 minutes ? Yes.
112. Is your Mill provided with Necessaries and water ? Yes; it is provided with Privies and Urinals and Vehar water is supplied to the people.
113. Is there anything you have to say about ventilation and sanitation ? Is ventilation good in your Mill ? Yes; the windows are constantly kept open; the operatives do not complain of heat in the Mill, I would suggest that a garden be made in the compound of each Mill with a covered shed in it, where the operatives may be protected from the sun or rain when they are at their meals, or resting.
114. Is there any school for the people in your Mill ? No.
115. Do you think education is a good thing for the children ? If a school be established separately and education imparted in the Vernacular as well as in Mechanics, it would be a good thing.
116. Do you think there ought to be a general school for children and other operatives ? I think that the establishment of a professional school would be a better thing for them than giving them a general education. I wish that children should be educated in repairing and fitting their own Machines.
117. Should there be one school for all ? I mean that a general school should be established in more than one place, wherever there are three or four Mills within easy distance of each other.

118. Do you think they might attend school to receive instruction for about 2 hours ?
- Well, in that case the work might be stopped.
119. Is it advisable to have schools or not ?
- Yes, but to give the children a professional training as well as for educating them in the Vernacular.
120. Are general schools desirable or not ?
- Yes; they are. But the children should be sent to school after their work in the Mill is over.
121. Would you give them a part of the 10 hours for their education ?
- Do you mean that if there are 100 children employed in a Mill, that all the children should be sent to the school at the same time ?
122. No, no; that is not necessary.
- Of course, if all the children are sent away to the school, how could the work be carried on ? Such a plan would necessitate the employment of extra hands to do the work in their absence. You can't have education introduced among the working people at all, except you employ extra hands.
123. What is your opinion of the lowest age of the child employed ?
- No child under 8 years is employed. I think the age of 8 is the proper one for children to be employed at in a Mill.
124. Would not you make any deduction in their working hours ?
- I think that children of tenderer age might some times be employed with greater benefit than older ones.
125. Do you think that children should work as many hours as the older ones do ?
- If we allow one hour less, I think we could employ them quite as well as older ones.
126. Do you think they should work on Sundays ?
- Sometimes they should, and sometimes they should not.
127. Should all the Mills be closed on Sundays ?
- For the comfort of the operatives Mills should be closed four days in the month; and I think these days should be Sundays.
128. Which of the two would object most to this, the Operatives or the Mill-owners ?
- The Mill-owners would be likely to object to it the most.
129. Do you think that four days would be necessary to overhaul the machinery of the Mills ?
- Yes. If the Mills are not closed four days in the month, I think the machinery would get spoiled, as the people would be too tired to do their work properly.
130. How do you pay their wages ?
- Some are paid by the month. If a month has 31 days we pay them 1 day's wages more. Some are paid by piece-work. We reckon Sundays as working days.
131. How many Holidays do you allow them in the year ?
- About 12 in the whole year. They are all Hindoo Holidays, Mills are closed on New Years' day and the Taboot day
132. What do you think if all the Mills are stopped on Sundays ?
- It is the intention of some to stop four days in the month. It would be much better, if work is stopped four days in the month, whether they were Holidays or not.
133. Do you allow wages on Hindoo Holidays ?
- Those who are employed on monthly wages receive their pay for Hindoo Holidays as well as for Sundays.
134. What is the average pay you give to the women, children and men ?
- Children get from Rs. 4 to Rs. 10; women, Rs. 7½, and men from Rs. 7 to Rs. 20.
135. Can they get anything more by piece-work ?
- No, not at my Mill.
136. What do the overseers get ?
- They get from Rs. 40 to Rs. 50 and Rs. 60, according to the nature of the work.
137. And skilled workmen ?
- From Rs. 30 to Rs. 50.

138. Are any of the women and children in your Mill or Jewraj Balloo's employed on heavy work ?

No They are employed in cleaning cotton or in winding and reeling Women and children are employed on light work suitable to their ages and sex

139. Now, do you think it would be a good thing, if there were a Legislative enactment for the protection of Industry in all its phases ?

It will be much better if the Mill-owners themselves should make an arrangement, than to have any Legislation If all the Mill-owners agree among themselves and make an arrangement for working the people at stated hours, it would be much better than a Legislative enactment

140. But then it will be difficult to make such an arrangement among all the Mill-owners.

Yes, it would be difficult.

141. Do you think the Mill-owners are likely to make such an arrangement without being forced to do so ?

The Association which has been started by some of the Mills will be able to do this.

142. What are the principal points that you think ought to be provided for in an enactment, supposing one is likely to be made ?

I would suggest that a Granary should be established at each Mill and that some arrangement be made for the wages of the people being paid regularly. At present they are paid about the 15th for the previous month.

143. What do you say about the people leaving their work ?

If a workman wishes to quit his employment, he must give 15 days notice. But on the other hand you will find that if the Manager or Agent is not willing to retain a man, he will be dismissed without any notice. Some provision should be made in this respect. An Inspector ought also to be appointed by Government to visit the Mills and see that the poor operatives are redressed when they have any grievances.

144. Are fines made and cut from their pay ?

We do not fine Hardly four or five instances have occurred to my recollection.

145. How many rules have you for the people ?

There are 15 in number

146. Do you read them to the work people ?

Well, I used to read them while I was in the "Arkwright," but not in the Jewraj Balloo Mill They are in English, Marathi and Gujerathi

147. Is the pay given in Cash ?

Yes.

148. Every man receives his pay in his own hands ?

Yes, in his own hands, and it is paid in the presence of the Muccadum and two or three others

149. Do the Muccadums take anything from their pay ?

No. Muccadums are not allowed to take anything from the pay of the work people If they did so, they would be instantly dismissed



PROCEEDINGS OF THE THIRD MEETING OF THE BOMBAY
FACTORY COMMISSION HELD IN THE LIBRARY ROOM,
SECRETARIATE, ON WEDNESDAY THE
28TH APRIL 1875, AT 3 P.M.

PRESENT.

F. F. Arbuthnot, Esq C S.	<i>President.</i>
T. Blaney, Esq.	} <i>Members.</i>
H. Maxwell, Esq.	
Sir Munguldaas Nathoobhoy	
W. Moylan, Esq.	<i>Secretary.</i>

EXAMINATION OF Mr. SHAVAKSHAW DHUNJEEBHOY.

150. Q. What is your name ?
A. Shavakshaw Dhunjeebhoj.
151. Q. Are you the Manager of any Mill ?
A. I was Secretary to the Alliance Spinning Company from 1866 to 1872, out of which period I passed one year in England.
152. Q. Are you still connected with it now ?
A. Not at present.
153. Q. Did the office of Secretary to that Mill involve any duties of a Manager also ?
A. I was partly a Manager too; I used to go to the Mill in the evening and also pay the salaries of the working people.
154. Q. Have you been connected with any other Mill in Bombay ?
A. No, but I was connected with a Spinning and Weaving Mill at Madras.
155. Q. In what capacity ?
A. I was engaged in that Mill as General Superintendent.
156. Q. Is the machinery protected in the Alliance Mill ?
A. Yes, it is very well protected.
157. Q. Is it protected in all the Mills in Bombay ?
A. Well, not in all, as far as I know; some are protected and some are not.
158. Q. Do you think that all the machinery should be protected ?
A. Yes.
159. Q. What is the lowest age of the children employed in your Mill ?
A. Seven years and upwards.

160. Q. Do they work as much as men do? What are their hours of labour?
- A. Yes, from 5-30 A.M. to 6-30 P.M. in summer, and from 6-15 A.M. to 5-30 P.M. in winter.
161. Q. Do the children work all that time?
- A. Yes; but they stop for half an hour from 8 o'clock in the morning for breakfast, and again for half an hour, from 1 o'clock in the afternoon for dinner.
162. Q. Do you think that their working time is too much?
- A. Yes. These hours are too long for children.
163. Q. What would you propose to limit it to?
- A. I should say half a day's work was quite enough for children between 7 and 14 years of age.
164. Q. Is their constitution generally delicate?
- A. Some are very delicate and some are not.
165. Q. Is the occupation, to which the children are put, light or heavy?
- A. Children and young persons are only employed on light work.
166. Q. But it involves standing all the time?
- A. Yes.
167. Q. Do you make any difference between the girls and boys?
- A. No.
168. Q. You say that the present working time is too much?
- A. Yes; I should think that there is very little time for their meals. They are obliged to get up at 3 o'clock in the morning to cook their meals before coming to work in the Mill.
169. Q. But what hours would you propose for grown-up persons?
- A. Ten hours a day.
170. Q. What hours would you propose for adults?
- A. Eleven in summer and Ten in winter is quite sufficient for adults.
171. Q. And what time would you give them for their meals out of these hours?
- A. I would give them from 30 to 40 minutes in the middle of the day.
172. Q. Do you think that women work as much as men?
- A. Women are sometimes employed on the Frames, but are generally employed on reeling.
173. Q. And they work as many hours as men?
- A. Yes. I think that females should be employed one hour less than males.

174. Q. Do pregnant women go to work ?
 A. They go till they are 5 or 6 months advanced in pregnancy. Those who go up-country to be confined cease to work early ; but those who stay in Bombay, work up to the 8th month of their pregnancy.
175. Q. Do nursing mothers ~~to~~ work at the Mill ?
 A. Yes.
176. Q. Do they bring their infants with them ?
 A. Sometimes they do and lay them aside in the Mill premises.
177. Q. Do the people complain generally of the hours of the work ?
 A. Those that are engaged on piece-work never complain, because the amount of their wages depends upon the amount of work they do. But those that are salaried do complain.
178. Q. About sanitation. Do you consider that the health of the work people is good ?
 A. Yes, ever since Vehar water has been supplied to them. The water supply is abundant so that they are enabled to wash with it as well as to drink it.
179. Q. Is the ventilation very good ?
 A. The windows of the Mill are only meant to give light, and are not used for ventilating it.
180. Q. Is there any roof ventilation ?
 A. No.
181. Q. Then the inside of the Mill is very hot ?
 A. Yes, very hot. If I go in, I can't stop there for a quarter of an hour.
182. Q. Do not you think that the Mill people suffer from the heat, or are they used to it ?
 A. No, because they are accustomed to it and besides they work almost naked.
183. Q. Do you know the temperature in your Mill ?
 A. I know the temperature is 90° in the hot weather. I have seen it 95 degrees in the Card room and in the Spinning room.
184. Q. Well then, is the atmosphere in the rooms bad on account of cotton dust ?
 A. No, it is so only in the Blowing room.
185. Q. Are there any mechanical means in your Mill for driving out the dust and making the atmosphere pure, such as Exhaust-Fans ?
 A. Well, they have one; but it is often blocked up by the dust, and it is only sometimes used.

186. Q. What is that for ?
 A. Only to let the dust go out. There is no Exhaust-Fan in the Blow room, so that the atmosphere is certainly loaded with dust.
187. Q. How do men work there ?
 A. They work there with a cloth over their mouths.
188. Q. Do you know anything about the Sizing room ?
 A. No ; we have none there.
189. Q. Do you think that Mill children ought to be educated ?
 A. Yes, certainly.
190. Q. How much time would you give for that purpose ?
 A. Do you mean to say that the Mill-owner should establish a school in the Mill ? My opinion is, that the children should get their education elsewhere, and if a Mill owner wishes to have educated hands, he can satisfy himself from the school certificates that the Candidates for employment can read and write.
191. Q. Then what do you mean to do with those who are already employed in the Mills ?
 A. They should receive their education in the Mills they belong to.
192. Q. Would you charge the children with the cost of their education, or the Mill owner ?
 A. The Mill owners.
193. Q. About Holidays ?
 A. The Mill labourers work from about 152 to 153 days in the 6 months. That is the average.
194. Q. And that would be 304 or 306 days in the year ?
 A. Yes.
195. Q. Do you close on Sundays ?
 A. They have never worked on Sundays while I was there.
196. Q. Do you think all the Mills ought to be closed on Sundays ?
 A. Yes; it is to the benefit of the Mill owners themselves that it should be so.
197. Q. What is that benefit ?
 A. To clean the machinery, to keep the Mill in good working order. These are advantages to the Mill owners.
198. Q. Are you decidedly of opinion that the Mills should be closed on Sundays ?
 A. Yes.

199. Q. Then how many native Holidays would that involve ?
- A. If 306 working days are taken in the year, and 52 Sundays taken as non-working days, it would leave 8 days in the year for native Holidays; which would I think be sufficient.
200. Q. Do they take Holidays on other occasions ?
- A. Yes; but when they do so, they forfeit their wages for the days of absence. They are chiefly Hindoos, almost all Hindoos. There are very few Mahomedans employed.
201. Q. Are they paid for the days on which they are absent ?
- A. If they stay away from work without permission, they forfeit 2 days' wages for each day of absence; but if permission is obtained the wages of the absent days only are deducted.
202. Q. Did you visit any Mills in England ?
- A. I visited only two when I was there, but merely to see some cloth.
203. Q. You know nothing about the work there ?
- A. No, on the occasions I refer to I went upon business matters.
204. Q. About wages. What do the boys get ?
- A. Those, who are of the age of from 7 to 14, receive from Rs. 2-8 to Rs. 3-8 or 4 Rupees per month.
205. Q. And women ?
- A. Rupees 7 per month, with extra time.
206. Q. And men ?
- A. From 6 to 15 a month. Jobbers and Fitters get more.
207. Q. Skilled work-men ?
- A. From 20 to 40 and upwards. Sometimes they get more than 40.
208. Q. Are wages paid monthly ?
- A. The work people are paid on the 15th of each month for the previous month.
209. Q. Are the work people in the habit of taking holidays on their own account during the week, and do all classes do it ?
- A. Yes they do, but they forfeit their wages.
210. Q. Supposing the Mills are closed on Sundays, who would suffer greater pecuniary loss, the Mill owners or the operatives ?
- A. The operatives will suffer in the loss of their wages for those days; and the Mill owners their profits.
211. Q. Your Mill would not be affected by such a thing ?
- A. No, because we never work on Sundays.

- 212 Q. Which of the two do you think would most dislike closing on Sundays, the Mill owners or the operatives ?
- A. It would be very good for the Mill owners to clean their machinery on Sundays.
213. Q Who would be likely to dislike closing Mills on Sundays, the operatives or the Mill owners ?
- A. Well, I don't think that the work people would object, because they require opportunities to go to the market to lay in provisions and other requirements.
214. Q Would it be a hardship to make them work all the days in the week ?
- A. Yes
- 215 Q Are they paid by piece-work ?
- A. No, by the month.
216. Q. Weavers too ?
- A. No, only Spinners. Weavers have been introduced only of late in the Alliance Mill.
- 217 Q If a Factory Act is worked in Bombay as it is in England and a part of the expense of working it is thrown on the operatives, would it not be a hardship on them ?
- A. Yes. Of course it would be a great hardship on them
- 218 Q Are the operatives provided with a shed to take their meals in ?
- A. No, there is no special accommodation for their meals
- 219 Q Where do the Mill people take their meals ?
- A They take their meals wherever they can.
- 220 Q. Do you think that, if a shed were erected for the purpose, it would be a convenience to the work people ?
- A. Yes, it would.
221. Q. Have you any printed rules for the regulation of the work of your Mill ?
- A. There are no printed rules, but we have written ones.
222. Q. Are they hung up ?
- A Yes, in a prominent part of the Mill.
223. Q Are they ever read to the people ?
- A. They are read by those, who can read, and afterwards explained by them to others, who cannot read
- 224 Q But are they not read out to the work people once a month ?
- A. No

EXAMINATION OF MR. NUSSERWANJEE DADABHOY.

225. Q What is your name?
A. Nusserwanjee Dadabhoj Katruck.
226. Q. Are you connected with any Mill?
A. Yes, with the Morarjee Goculdass Spinning and Weaving Mill. I am the acting Manager of that Mill.
227. Q. How long have you been connected with that Mill?
A. For the last five years.
228. Q. Previous to that were you employed in any Mill?
A. No, never in any other Mill.
229. Q. Have you any experience of other Mills?
A. No, I have no experience of any other Mills in this country; but I have been in Mills in England.
230. Q. Is the machinery protected in your Mill?
A. Yes it is.
231. Q. All the machinery?
A. All of it.
232. Q. Is it protected in all the Mills in Bombay?
A. I think, it is in most of the Mills in Bombay.
233. Q. Does it always require to be protected?
A. Yes.
234. Q. Have there been many accidents in your Mill?
A. We have had about 5 or 6 accidents during the last 4 years.
235. Q. Serious ones?
A. Two were fatal and the others were trivial ones. They were due to the carelessness of the men themselves and not to any other cause.
236. Q. Do you not think that such accidents could be prevented by some means or other?
A. No, they cannot be prevented.
237. Q. Not even by any care on the part of the owner?
A. No.
238. Q. But if the machinery is unguarded is there greater liability to accidents?
A. Yes; there is a greater liability to accidents when the machinery is left unguarded.
239. Q. Can the Mill be so guarded as altogether to prevent accidents?
A. No it cannot be altogether safe from accidents.

240. Q. What is the lowest age of children employed in your Mill ?
A. Eight years and over.
241. Q. No less than 8 ?
A. No less than 8.
242. Q. And how long do they work ?
A. Children work nearly the same hours as adults.
243. Q. What are those hours ?
A. In the short days they work nearly 12 hours a day, and in summer 12 hours and a half, including the time for meals.
244. Q. How much is that time ?
A. Half an hour. It is intended rather for recreation than for meals. It is given in the middle of the day.
245. Q. When do they take their meals ?
A. They take their meals any time between 8, 9, and 10 o'clock during working hours. They relieve each other in watching the machinery.
246. Q. Do you think that children ought to work as much as grown-up people ?
A. Yes, I should think so, as they have no hard work to do.
247. Q. No, no, that is not the question. Do you think they ought to work as long as men ?
A. Yes, I think the children ought to work as long as the men.
248. Q. Do they sit while working ?
A. No.
249. Q. Do they stand at the time of working ?
A. Yes, they stand all the time they are working.
250. Q. What is the actual working time of children ?
A. It is not above 4 hours.
251. Q. And what do they do during the remaining 8 hours ?
A. They take rest or attend School for instruction during the remaining 8 hours.
252. Q. Are all the children in your Mill treated in the same way ?
A. Not all, but most of them.
253. Q. What are the exceptions ?
A. Those who receive higher wages work the same hours as adults. They are made to work the same hours as the latter without respect to their age.
254. Q. How many hands are employed in the Mill ?
A. About eight hundred.

255. Q. Do all of them go to take their meals at one and the same time ?
- A. No, they do not all go at once to their meals, but only some go, while others are left to attend to the work ; then these go when the others have returned.
256. Q. Do you think that 12 hours and a half is too much ?
- A. I don't think so.
257. Q. Would you make it longer ?
- A. We can't make it longer.
258. Q. Why, would not it be for the benefit of the Mill owners themselves to make them work longer ?
- No, it would be hard to make them work longer. I think that 12½ hours work is sufficient, and not too much.
259. Q. Would Mill owners be glad to make them work longer ?
- A. Yes, of course they would be glad to make them work longer.
260. Q. What do you consider a fair day's work for women ?
- A. Of course they do not work exactly 12½ hours. They are allowed some time for meals and rest. We don't make it incumbent on all the work people to stand the whole day and work without an interval of rest. They take more time than other work people for various purposes during the working hours, such as for instance smoking, &c.
261. Q. Do you always work them so long as you do in the cold season ?
- A. No, we can't work them so long.
262. Q. Ought the Mills to be closed on Sundays ?
- A. No, I don't think they ought to be closed on Sundays.
263. Q. Do you think they ought ever to be closed ?
- A. Yes. Our Mill is closed every alternate Sunday.
264. Q. Why ?
- A. Because the machinery requires to be repaired. And besides, I think that 26 days in the year are necessary for rest for the operatives.
265. Q. How many leave days in your opinion are necessary for the due preservation of their health ?
- A. We give them nearly a month, or 25 or 26 days in the half year. It comes to nearly 56 days in the year. We give them 56 Holidays in the year, including 26 Sundays and their own Holidays, which are to the number of 17 to 18 in the year.

266. Q. Can you name them ?

A. Yes, they are :
1 for Shankranthi,
3 „ Holi,
1 „ Ramanomi,
1 „ Shivaráthri,
1 „ Yekádashi,
1 „ Naga Punchmi,
1 „ Coccanut day,
1 „ Ganesh Chouthi,
1 „ Dusra,
3 „ Devahi,
1 „ Taboot day,
1 on 30th June,
1 „ 31st December.

The last Boiler Inspection although made during the Dewallee holidays gave the work people two more holidays. We are also obliged to allow holidays when accidents occur to the machinery ; also on the eclipses we close for some hours.

267. Q. Yes, but that is only for a very short time in the day ?

A. I should rather say for a considerable time. You see the holidays thus come to about 60 days.

268. Q. How many days do they work in the month ?

A. 26 days

269. Q. How many days do you think they ought to have in the year ? About 50 ?

A. Yes, about 50.

270. Q. When do you clean the machinery ?

A. We clean it sometimes on Sundays and sometimes on Saturdays

271. Q. Are the people paid monthly salaries, or how ? What is the proportion of men doing work on monthly salaries to those employed on piece-work ?

A. Three-fourths of the people are employed on piece-work, while probably less than one-fourth are salaried

272. Q. Do you think that an interval of 30 minutes is sufficient for them, considering they work from early morning till night ?

A. Yes I do, because they do not work all the time and moreover they are well treated.

273. Q. About Ventilation ; is ventilation good ?

A. Yes very good

274. Q. How is it managed ?

A. By windows and skylights

275. Q. Are they large and ample in number ?

A. Yes.

276. Q. Are they all kept for the purpose of ventilation ?
 A. For both ventilation and light.
277. Q. Do you know how the thermometer stands this hot season ?
 A. It stands from 93° to 94° in the Mule Department, and higher in the engine room ; it is less in other rooms.
278. Q. Does the Carding machinery produce cotton dust ?
 A. No, it does not ; because it is covered.
279. Q. And is there no cotton dust in the Carding and Spinning rooms ?
 A. No.
280. Q. Is the atmosphere pure ?
 A. Yes, it is pure. In the Blow-room there is a little dust ; but there is more in the Grinding-room ; and the men work there with a cloth tied over their mouths, and work only for short intervals at a time, after which they go outside to relieve themselves by breathing freely.
281. Q. Do you provide extra men for that room ?
 A. Yes.
282. Q. Have you any means for exhausting the impure air in those rooms ? Any mechanical means ?
 A. No, we have no mechanical means for ridding the air of impurities in those rooms.
283. Q. Are there any means for taking off the dust from the Blow room ?
 A. Yes. The dust is forced by a fan-blast into the dust room from whence it is some time after removed.
284. Q. What is the name of the Machine which is employed to remove the dust ?
 A. It is the Fan. It goes into the dust. In the rooms of other Mills, the dust flies about, but in our Mill, it does not, because the Fan is used for carrying away the dust into a dust-room specially provided for that purpose.
285. Q. Well, is water provided there in sufficient quantity ?
 A. Yes, both hot and cold water.
286. Q. As well as Urinals and Privies ?
 A. Yes.
287. Q. Is there ever any sickness among the workmen ?
 A. No. If they absent themselves on account of sickness, we cut their pay for the days of absence.
288. Q. Do you employ medical men to attend to them ?
 A. No.

289. Q Are not even your European Superintendents attended by Medical men ?
 A. No We have a *Charitable Dispensary* close by. There is no necessity for engaging a European Doctor.
290. Q. What is the state of your Sizing room ?
 A. It is very good.
291. Q. How long does it take you to prepare your sizing ?
 • A. I think about a couple of hours, but I do not know much about it. •
292. Q I thought so, because it takes a longer time than that to dissolve the ingredients.
 A. Well perhaps so I do not know much about the process.
- 293 Q What do your people get a month ?
 A. Those employed on piece-work, get according to the amount of work they do The lowest that children earn is Rs 4½, and the highest Rs. 8 a month.
- 294 Q. And women ?
 Rs. 7½.
295. Q. Unskilled operatives ?
 A. From 7 to 10.
296. Q. And skilled men ?
 A. From about 15 to 50.
- 297 Do you pay them every month ?
 A. We pay them about the 20th of every month for the previous month, always keeping them 15 days in arrears
298. Q Do not you think that this system would make your operatives borrow money from the Marwarree money-lenders, and, would it not, be a pecuniary gain to the operatives if they were paid on the 1st, 2nd or 3rd of each month ?
 A. Yes, it would be, but the Mill owners would lose much by it.
299. Q. How ?
 A. Because the operatives would be able to leave them without giving proper notice, and also to strike work
- 300 Q. Have you printed rules ?
 A. Yes.
- 301 Q. Are they ever read out to the operatives ?
 A Yes when a new operative is employed
- 302 Q. Are they never read to all ?
 A No ; because they are generally known
303. Q. Do the people understand the rules ?
 A. Yes.
- 304 Q Perfectly ?
 A. Yes.

305. Q. Have you noticed during your five years' connection with the Mill that the skilled operatives, taken all together, have improved during that time?
- A. Yes.
306. Q. In your experience have the operatives improved in the knowledge of their duties?
- A. They have, and as a consequence obtained higher wages.
307. Q. Do you think that the Pay abstract of your Mill is higher now than it was before?
- A. Yes. Some of the people having improved in their work, earn more; others get higher wages than before; we find it profitable to give experienced hands higher wages than they got at first.
308. Q. About Education. Do you keep any school in your Mill?
- A. Yes.
309. Q. Do you think there ought to be a school in every Mill?
- A. Yes; I think so.
310. Q. Would you compel the children to go to school?
- A. Yes, in our Mill we compel them.
311. Q. You have said that they work 12½ hours in the Mill?
- A. Yes. But they actually work only 4 hours, and are sent to school for the rest of the time.
312. Q. Ought the charge of their education to be borne by the Mill owners?
- A. Yes; but it would be a good thing if one of the Directors defrayed the expenses.
313. Q. Are the charges at present paid by the Directors of the Mill?
- A. Yes by one of the Directors, viz.—Mr. Morajee.
314. Q. Do you know of any other Mill that has a school attached to it?
- A. Yes the Bombay United.
315. Q. Do you know who pays the charges of that school?
- A. I don't.
316. Q. Do the children seem willing to go to school?
- A. Yes; most of them are willing.
317. Q. How many hours' instruction does each child get at school daily?
- A. Two hours, daily.
318. Q. And what are they taught there?
- A. Marathi and Gujarati; and they are also taught singing and the divine prayers. We give them encouragement to attend school by distributing prizes on certain days.

319 Q. Do the girls attend the school as well as boys ?

A. No, girls refuse to go to school. They would rather leave the Mill than be educated.

I wish to say something more about the female operatives. In some respects they work differently from the men and their plan allows them to work an hour and a half less than the men.

320. Q. Do they get more leave ?

A. They are given a certain amount of work daily, after finishing which they are at liberty to go home, to get through the work allotted to them they need not come so early nor stay so late as the men. In this way, they work generally an hour and half less than the men.

As to the fact alluded to in the proceedings of the last Meeting that the natives keep no register of births, Sir Munguldass observed that all the higher class of natives keep their horoscopes. He was reminded that the above remark was made in reference to the lower class people.

The following gentlemen were proposed to be examined at the next Meeting of the Commission

1. Dr Weir
2. The Manager of the Albance Mill.
3. Mr. Anderson.
4. Mr Bowers
5. The Manager of the Oriental Mill

PROCEEDINGS OF THE FOURTH MEETING OF THE BOMBAY
 FACTORY COMMISSION HELD IN THE LIBRARY ROOM,
 SECRETARIATE, ON WEDNESDAY
 THE 5TH MAY 1875, AT 3 P.M.

PRESENT.

F. F. Arbutnot, Esq. C. S.	<i>President.</i>
Sir Munguldas Nathoobhoy, C. S. I.	} <i>Members.</i>
H. Maxwell, Esq.	
T. Blaney, Esq.	
Dinshaw Manockjee, Esq.	
W. Moylan, Esq.	<i>Secretary.</i>

EXAMINATION OF MR. TEMOOLJEE DHUNJEEBHOY.

- 321 Q What is your name ?
A Temoooljee Dhunjeebhoy.
- 322 Q To what Mill do you belong ?
A Alliance Spinning and Weaving.
- 323 Q Are you Manager ?
A Yes.
- 324 Q How long have you been Manager ?
A Six years.
- 325 Q Is your Mill both a spinning and a weaving one ?
A No, our's is at present only a spinning Mill.
- 326 Q Have you any experience of other Mills in Bombay ?
A I have worked in two different Mills for twenty years in two capacities, frame tenter and carling master, and as manager for the last six years.
- 327 Q Is machinery protected in your Mill ?
A Yes, all its parts are protected.
- 328 Q Is it protected in all Mills in Bombay ?
A Some makers protect their machinery, and some do not, but generally it is protected especially the dangerous parts.
- 329 Q A ... of opinion that it should be p ... ?
A Y

- 350 Q Are there, in your experience any accidents caused by the nonprotected condition of machinery in Bombay ?
- 331 A. Well, we had two accidents, but they occurred through the negligence of the work people themselves, and not from want of protection of the machinery.
- 331 Q. What is the lowest age of children employed in your Mill ?
- A. It is very difficult to ascertain that.
- 332 Q Well, what do you suppose it to be ?
- A. The youngest are about seven or eight years.
- 333 Q. What are their hours of labour ? How long do they work ?
- A. From sunrise to sunset with an interval of one hour for meals.
- 334 Q. When is that hour allowed ?
- A Half an hour in the morning from 8 to 8-30.
- 335 Q. And the other half ?
- A. From 12 to 12-30, and besides the people are allowed about ten minutes for smoking and necessary purposes.
- 336 Q. Do not you think these hours too long for children ?
- A. In one respect they may be said to be too long, but then the children are much better off than other outside children.
337. Q. What outside children do you mean ?
- A Children who spend their day under the heat of the sun in play and other things, picking cowdies, &c.
338. Q. Yes, but that is not work. The question is, if you think the hours too long or not ?
- A. Yes, I do.
339. Q. What hours would you propose for them then ?
- A. For children from 7 to 12 half time, for the rest full time.
- 340 Q What would you do with the remaining ?
- A. I would educate them during those hours.
- 341 Q What are the general hours of work ?
- A From sunset to sunrise, with one hour for meals, which are generally 12 to 12½ hours.
- 342 Q Do you close your Mill on Sundays ?
- A. Yes, we never work on Sundays.

- 343 Q. Do you think all Mills ought to be closed on Sundays ?
- A. Yes.
- 344 Q. Why ?
- A. Because the operatives would otherwise have no time to buy provisions or attend to their domestic affairs.
345. Q It would also be good for the Mill-owners, would it not ?
- A. Yes, it would.
346. Q. It would be good for the Machinery ?
- A. Yes, it would.
347. Q. Do you take the whole Sunday to clean your Machinery and put it into good condition ?
- A. Yes.
348. Q. If all Mills were closed on Sundays, who, do you think, would object ?
- A. Those engaged on piecework; for it is to their interest to work long and increase their earnings
- 349 Q. Do not you think the Mill owners would object ?
- A I can't say, but I think they might.
- 350 Q. Why would they object ?
- A. Because they would have much less out-turn and consequently so much less profit.
- 351 Q. For how many days in a year ought the Mills to be closed ?
- A, All Sundays with eight other holidays would, I think, be sufficient.
- 352 Q. That would leave about 305 working days a year ?
- A. Yes,
353. Q. Do these holidays include the days on which the Mill has to stop work on account of Boiler inspections ?
- A. No, neither that, nor holidays given an account of unforeseen accidents.
- 354 Q. Do you think owners and operatives would object to stop work one day every week ?
- A. Perhaps owners and men doing piece work would object.
- 355 Q Do not you think it would be good for both the property of the Mill-owners as well as the health of the operatives ?
- A. Yes, I think it would.

356. Q. Do you call any hands on holidays for cleaning purposes ?
- A. Yes, we call some hands, not to clean, but to repair any injuries the Machinery might have sustained. We, of course, pay them extra wages for the job
357. Q. Is the health of your operatives good ?
- A. Yes, generally good.
358. Q. Is sufficient water supplied to them ?
- A. Yes, Vehar water.
359. Q. Are there privies and urinals in your Mill ?
- A. Yes.
360. Q. Are they large and ample ?
- A. Yes.
361. Q. Is there a covered shed provided for the operatives to take their meals in and rest ?
- A. No.
362. Q. Is ventilation in your Mill good ?
- A. Yes, we have doors, windows and skylights.
363. Q. Do you keep them open ?
- A. Yes, in the hot season.
364. Q. Do you keep them all open ?
- A. No, not the doors and windows, only the skylights.
365. Q. Why do not you keep the doors and windows open ?
- A. Because it causes waste of cotton and thread.
366. Q. In the cold weather and monsoon, what do you keep open ?
- A. We have a bit of opening above the skylights, which serves for purposes of ventilation during those seasons.
367. Q. Is your roof open to the north ?
- A. Yes.
368. Q. Are the rooms hot ?
- A. They are kept to a certain temperature'
369. Q. What is that temperature ?
- A. 95° Fahrenheit.
370. Q. Why do you do so ?
- A. Because otherwise the damp affects the cotton, and causes waste

- 371 Q. Affects the cotton in what way ?
A. It breaks the thread.
- 372 Q. Where does the damp come from, of which you complain ?
A. It is in the atmosphere.
- 373 Q. Don't you think 95° too high a temperature for children of a tender age to work in ?
A. Yes, I think it is
- 374 Q. Would you propose lowering it ?
A. We tried to do so, but found it causing great waste of cotton and thread
- 375 Q. How low did you take the temperature, when making these experiments ?
A. To 80° Fahrenheit.
- 376 Q. Supposing you had taken 85 or between 85 and 90, do you think your experiments would have succeeded ?
A. We did not try
- 377 Q. Having failed at 80, you gave up all experiments ?
A. Yes.
- 378 Q. Do you think the Mill-owners should, at their expense, educate children ?
A. No. Employing children for half the day only would be a burden upon the Mill-owners, so the children ought to pay for their education
- 379 Q. Have you any experience of Mills in England ?
A. No personal experience ; but I have frequently discoursed about them with Lancashire men.
- 380 Q. If you made the children work half a day, what would you do with them during the remaining half ?
A. I would educate them
- 381 Q. Do you think educating the children would benefit the Mill-owners ?
A. No; though it might be beneficial to the children themselves, I don't think it would benefit the Mill-owners.

332. Q Do you think, if all the operatives in a Mill were educated, it would be as good as if all of them were not educated ?
- A Yes, I think so. The operatives require no education so far as their Mill work is concerned. I don't think a knowledge of the mere rudiments of reading and writing would much benefit them. It would perhaps spoil them by enabling them to read trashy works such as the Bhajans &c. I have an example of this in my Mill at present, so either they should be taught properly or not at all.
333. Q Are the operatives in your Mill regularly paid ?
- A Yes, on the 15th of every month, unless the 15th falls on a Sunday, when we pay on the day after.
334. Q. On what terms are the operatives engaged in your Mill ?
- A. On monthly wages, but in other Mills, they are engaged by piece-work. We pay a day and a quarter's wages for a day's work in consequence of the extra time they have to work
335. Q. What are the wages paid to children in your Mill ?
- A. It depends upon the work they do They get from Rs. 2 to 3½.
336. Q. And women ?
- A Rs. 7 and extra time.
337. Q. And men ?
- A Rs. 10 to 12.
338. Q. How many children, between 7 and 8 years of age, are employed in your Mill ?
- A. There are very few. Though it is difficult to ascertain their age, I take care not to employ children of such a tender age as seven years
339. Q. But which are employed in greater numbers, children under or above eight ?
- A. Children above eight.
390. Q In winter you don't pay extra wages ?
- A. Yes we do though we don't work so long.
391. Q But that is not extra work ?
- A Yes, it is
392. Q When do you commence work ?
- A. We commence at 5-30 a m and close at 6 p m

- 393 Q. How do you reckon the wages ?
- A. The regular day's work commences at 7½ a m and ends at 6 p. m., but as we commence earlier, we pay extra wages. In the monsoon we sometimes close earlier on account of its being cloudy and dark.
- 394 Q. You know nothing about weaving, so that you cannot be asked any questions about it?
- A. No

EXAMINATION OF DR. JOSEPH ANDERSON.

- 395 Q. What is your name ?
- A. Joseph Anderson.
396. Q. Your profession ?
- A. House surgeon to Sir Jamssetjee Jeebhoy's Hospital.
397. Q. For how many years have you been employed there ?
- A. Twenty-one.
- 398 Q. Are cases of accidents in Mills admitted into the hospital ?
- A. Serious cases are admitted, slight ones are not.
399. Q. Can you form any idea of the numbers of accidents in Mills ?
- A. It is difficult to give an exact number, but from what I can judge after looking into the records of the hospital, I may state that on an average about 4 cases are admitted in a month and about 14 or 15 dismissed.
- 400 Q. Then there are about 50 cases admitted in a year and 180 dismissed ?
- A. Yes.
401. Q. Are the accidents generally of a serious nature ?
- A. Not generally, but the cases admitted are always serious, almost invariably involving amputations or other operations.
402. Q. Do these accidents always arise from unprotected machinery ?
- A. Yes nearly all, and they are always attributed to their own fault.
- 403 Q. Do you know anything about machinery being encased in Bombay ?
- A. No.

- 404 Q What do the accidents chiefly arise from ?
- A From carelessness on the part of the operatives themselves,
405. Q. You could tell us perhaps, if any provision is made for the injured operatives by the Mill-owners ?
- A. Whenever any limbs are cut up or lost, I furnish the patient, when he is discharged, with a certificate stating the nature of the injury, and the operation performed, and I generally hear afterwards of some provision being made for him by his Mill owner.
- 406 Q Have you any evidence in your records of phthisis and other diseases of the chest and lungs being prevalent among Mill operatives, owing to their long confinement in Mills ?
- A Yes, there are cases, now and then, among Mill people of chest diseases, inflammation of the lungs and air passages, and derangement of the stomach, all of which are believed to be due to continual employment in Mills
407. Q Do you think free ventilation is necessary to prevent the prevalence of these diseases ?
- A. I think it is.
408. Q Do you think working in close rooms at a temperature of 95° from day to day injurious to children ?
- A Yes, I do
409. Q. Have you ever visited any Mills ?
- A. I am now Medical Officer of two Mills, one of which has been in my charge for 18 years
410. Q. Do you think the atmosphere of these Mills injurious ?
- A. Yes, I think the atmosphere is injurious to all.
411. Q. Do you think the temperature in Mills too high ?
- A. Yes, I do.
- 412 Q. Do not you think the atmosphere is fluffy ?
- A Yes, I do
- 413 Q Would it not be better to prevent the atmosphere being so fluffy by better ventilation ? say, by a screw ventilator ?
- A. Yes, it would
- 114 Q Do you think the hours of work too long for children ?
- A Yes, I do.

415. Q What do you think is the proper age for children to be employed in a Mill ?
- A. I think no children under eight should be employed. There is a boy now in the hospital of the age of six suffering from an accident at the carding machine.
416. Q Do not you think the present hours of work too long for all classes of operatives ?
- A. Yes, I do.
417. Q. How many holidays would you propose giving them in a year.
- A. Sixty-six, including Sundays.
418. Q Do you consider a day's rest after a week's work a physiological necessity for these people ?
- A. Yes, I do.
419. Q. How many hours of work would you propose ?
- A. Eleven, out of which one hour should be for meals and rest.
420. Q Are the diseases described by you confined to the Mill operatives only ?
- A. No.
421. Q. But would they not be produced by the high temperature and stuffy condition of the atmosphere in the Mills ?
- A. Yes, they would.
422. Q. Would they be produced more than in ordinary houses ?
- A. Yes.
423. Q Are you aware of the temperature in the heart of the native town during the hot season, in places where the lower classes reside ?
- A. Yes, I should say it is two or three degrees higher in the Mills than it is there, and that is because they live in the worst places.
424. Q You said that you had a boy in your hospital, suffering from the effects of an accident at the carding machine, but how could it be, since we don't employ boys at the carding machines ?
- A. I cannot say positively that it was the carding machinery, but this I am positive about, that the accident occurred at the Great Eastern Mills, and that the boy said that he was not working where the accident took place, but had strayed there from his proper duties.

- 425 Q Would you find it difficult to ascertain the age of children ?
- A. Yes, slightly.
- 426 Q Do you find sanitary arrangements satisfactory ?
- A. Yes.
427. Q. Do you think a covered shed for the operatives to take their meals and rest in would be a great convenience ?
- A. Yes, I do.
428. Q Do you think 30 minutes sufficient for the operatives to take their food in a healthy manner ?
- A. Yes, I do
429. Q. Is there any thing you can suggest to improve Mill ventilation ?
- A. No, I think it is as good as it can be, but the doors and windows should be kept open.
430. Q. Is there, in your opinion, a sufficient number of doors and windows in the Mills ?
- A. There are enough of them, but they are not kept open.
431. Q. Do you think it advisable that Government should pass a Factory Act ?
- A. Yes, I do think it advisable that some provisions should be made as regards the hours of work, and the employment of pregnant women, who should not be allowed to work after a certain period
- 432 Q. What would prevent these women from attending to other work, if prevented from working in Mills ?
- A. Nothing, but the other work would not perhaps be so bad as Mill work.
- 433 Q Would not working in a temperature of 95° produce a tendency to abortion in pregnant females ?
- A. No, I don't think so, but it would affect their health
- 434 Q Which of the two would you prefer, that pregnant women should work, get paid and get proper food, or that they should not work and get starved ?
- A. I prefer that they should leave off Mill work, and do some other light work, in the open air.

435 Q Up to what period of their pregnancy would you allow them to work ?

A Up to the sixth month There are some cases in which women are confined in the Mills. Such instances are by no means uncommon in England.

436 Q I never knew that.

A Quite possible, but I know such cases do occur.

Here Dr. Blaney remarked that if the members of the commission were so inclined, he would amuse them for an hour at least with instances of that kind.

EXAMINATION OF DR. WEIR.

437. Q. What is your name ?

A. Thomas Stevenson Weir.

438. Q. Your occupation ?

A. Health Officer to the Bombay Municipality.

439. Q. How many years have you been in Bombay ?

A. More than four years.

440 Q Have you tried to make yourself practically acquainted with Mills in Bombay ?

A Yes, I have, and I have visited some of them privately at different hours of the day.

441. Q. Have you visited any ?

A. Yes, I have visited almost every Mill in Bombay at different times.

442 Q. Frequently and at different hours ?

A. Yes.

443. Q For the purposes of the present enquiry or before it was thought of ?

A Before it was thought of.

444. Q You visited in your capacity of Health Officer ?

A Not always, sometimes.

445. Q As a general rule, is machinery protected in Bombay ?

A. As far as I know, it is protected.

446 Q Ought it to be protected ?

A. Yes

447 Q. Do you think an act is necessary to protect machinery ?

A No.

- 448 Q. What is the lowest age of children employed in Mills visited by you ?
 A. Some of them judging from their appearance seemed to me to be not more than from six to seven years of age
- 449 Q. Do you think them too young for their work ?
 A. Yes.
- 450 Q. What do you think is the minimum age at which they can be employed ?
 A. I think children over ten may be employed if they are healthy.
- 451 Q. Do you think the work at present done by children is too much ?
 A. I cannot say, as I have no experience of their hours of work.
- 452 Q. For children between 10, and 14, what hours would you consider sufficient ?
 A. Not more than six
- 453 Q. Would you call it half time ?
 A. A little more than half time.
- 454 Q. Do you think the operatives are generally overworked in the Mills ?
 A. I think the hours of work are too long.
- 455 Q. How long should women work ?
 A. I cannot give any decided opinion on that point.
- 456 Q. How many hours ought they (men) to work, do you think ?
 A. Ten, exclusive of meal hours.
- 457 Q. About holidays, do you think Mills ought to be closed on Sundays ?
 A. I do not think that it is possible to close the Mills in Bombay, on Sundays, but there ought to be four clear holidays every month.
- 458 Q. Would you consider this necessary for the health of the operatives ?
 A. Yes
- 459 Q. Do you think that after six days of labour, they should have one day for rest ?
 A. Yes, after every five or six days' work, they should have a day's rest.
- 460 Q. You would not like to have them work for 26 days and get four holidays at the end of the month, would you ?
 A. No I do not mean that

461. Q. Would you prohibit women from working at an advanced period of pregnancy ?
 A. Yes.
462. Q. Up to what month would you allow them to work ?
 A. Up to the end of the sixth.
463. Q. Would you consider it dangerous for them to work after that time ?
 A. Yes, but I would leave it to the discretion of the Mill-owners to give them lighter work if they liked.
464. Q. You would leave it to the women themselves not to work after that time ?
 A. No, I would make some regulations on the point.
465. Q. Is the sanitary arrangement in the Mills good ?
 A. Yes, the outside sanitary arrangements.
466. Q. Do you think the operatives should have a covered shed to take their meals in ?
 A. Yes, it would be a boon to them to have one.
467. Q. Have they got urinals and privies ?
 A. All the Mills are provided with ample privy accommodation, but there is only one so far as I know which has urinals.
468. Q. Is the ventilation good ?
 A. As a rule, I think the Mills are not sufficiently ventilated. Some are much better than others in this respect.
469. Q. Do you think the ventilation is not good in itself, or is it bad on account of the doors and windows being kept closed ?
 A. Generally speaking the ventilation of the Mills is not good, although there are some Mills in which many of the rooms are well ventilated. I know of two Mills in which there is an air space of from $\frac{1}{2}$ a foot to 2 feet to let in air at the top of the ridge windows in a good many of the rooms. But the ventilation ought not to solely depend on the doors and windows, for they cannot all be opened at once; it ought to be independent of them.
470. Q. What is the temperature generally in Mills ?
 A. It ranges from 87° to 93° F in the months of April and May.

471 Q. What should be the average temperature ?

A Not above 90°, as there are some Mills in which it does not go above that

472 Q. Can you mention any Mills, which do not allow a temperature higher than 90, because that involves the question whether the work can be done at a lower temperature ?

A I cannot answer that question directly, but the temperature in Manockjee Pettit's Mill on 22nd April was as follows^a—

Weaving shed...	1 45 P. M.	89°
Reeling room	1 55 "	91°
Winding room	"	90°
Spinning room	"	91°
Throstle spinning	2 15 "	89°

In Morarjee Goculdass' Mill on the 14th May it was as follows.—

Winding room...	12 50 P. M.	87 1°
Loom shed ..	1 0 "	93°
Blow room ..	1 5 "	92°
Carding room ..	1 10 "	89°
Reeling room ...	1 15 "	88°
Mule spinning } room 2nd floor }	1 22 "	90 2°
Do. 3rd floor ..	1 30 "	89°
Throstle spinning room	1 36 "	91°

473. Q What is the state of atmosphere in the Mills ?

A Generally speaking in the Carding and Blow rooms, the air is always dusty and fluffy.

474 Q. And in other rooms ?

A There is always a certain amount of cotton dust flying about.

475 Q If there was good ventilation, would this dust be diminished ?

A. Yes, considerably

476 Q Is the temperature 98° given above not too high for operatives to work in for long hours ?

A. Yes, I think it is

477. Q Could you recommend any maximum temperature to work in ?

A 90° F.

478. Q Where ventilation existed, would you insist upon its being opened out ?

A. Yes, but ventilation ought to be so secured that the monsoon would not interfere with it. And ought to be so arranged that draughts would not be created, if all the doors and windows in a Mill were opened there would be

such a draught created that the Mill hands lightly clad as they are most of them with nothing but a langótee on, could not endure it or work in it; this is why they object to the opening of the doors and windows.

479. Q. Is any one part of the business of a Mill more unhealthy than any other part ?
- A. I think working in the blow and grinding rooms must be unhealthy, unless there is good ventilation.
480. Q. Do you think ventilation here could be improved by a fan ventilator ?
- A. Yes.
481. Q. Do you think there are any means, by which the impure air of these rooms can be purified ?
- A. Yes, by letting in fresh air.
482. Q. Would diseases engendered in these rooms be fatal ?
- A. Not at once.
483. Q. Of course people would not fall down dead as soon as they caught the infection, but in course of time ?
- A. Yes, the working in the rooms would slowly undermine health.
484. Q. Have you been in sizing rooms ?
- A. Yes, in many of them.
485. Q. Do you find the smell offensive ?
- A. Yes, there is a sour smell in them.
486. Q. Do you know what time they keep sizing ?
- A. From 10 to 20 days, I am told.
487. Q. Is it composed of gluten and starch ?
- A. Chiefly of Wheaten flour.
488. Q. Would not the smell in the sizing room be injurious to health ?
- A. I think working in the sizing room if it was not properly ventilated, would be injurious to health.
489. Q. Is it not desirable that sizing should be used as fresh as possible ?
- A. Yes, it is, but a good deal depends on ventilation.
490. Q. Is the atmosphere in Mills worse than that in cotton, wool and grain cleaning godowns ?
- A. The air in the Spinning and Weaving rooms is purer than in the cotton cleaning, wool cleaning, and grain cleaning godowns in Bombay, but in the blow and grinding rooms it is more impure.

491. Q. Do you think these godowns also should be ventilated ?
- A. Yes, it is desirable.
492. Q. What hours do people work in these godowns ?
- A. I do not know. It is hard to say.
493. Q. Should things be left as they are, or an enactment passed ?
- A. As regards certain points, a legislative* enactment should be passed.
494. Q. What are those points ?
- A. Hours of labour, ventilation, age at which children should be employed and holidays.
495. Q. Do you think the Mill operatives are better off and better fed than work-people in the bazaar ?
- A. Yes, they are better off.
496. Q. There is not much dust in Manockjee Petit's blow room, as it has got flues underneath the machinery ?
- A. No, not much, a little.
497. Q. Do you think children should be educated ?
- A. Yes, but the hours for instruction should be taken out of the hours of work.
498. Q. Would you confine legislation to factories alone, or extend it to godowns and other places where unhealthy occupations are carried on ?
- A. I would extend it to all factories, not to godowns.
499. Q. To presses also ?
- A. Yes.
500. Q. To all factories worked by steam, you mean ?
- A. Yes.
501. Q. Which would you prefer, that children should work half a day, receive half wages and get half starved, or that they should work the whole day and earn enough for their living ?
- A. For boys from 10 to 14, six hours is sufficient working time. By employing children for half time only, there would be a better distribution of money, as more children would have to be employed.

502. Q. Do you think that even at the risk of reducing their income, they should not be permitted to work more than half-time ?
- A. I can scarcely answer that question ; but I think six hours sufficient working time, irrespective of pay.
503. Q. You have thousands of men employed in your department, how long do they work ?
- A. Some work for a long time, some don't
504. Q. How many holidays do they get in a month ?
- A. Half a holiday every Sunday and half a day in the Dewali &c.
505. Q. Are women and children employed in your department ?
- A. A few boys. A good many women.
506. Q. Do they work the same hours as men ?
- A. Yes,
507. Q. And they do the same work as men ?
- A. Yes.
508. Q. Is there anything further you would like to mention to the commission ?
- A. Yes, there are one or two points. I would recommend an improved system of ventilation in all the Mills and the construction of fan lights in two storied Mills, also that all new Mills should face east and west, and that no new Mill should be built south of the Victoria Gardens. In all the one storied Mills there should be a clear air space of at least one foot left at the top of the ridge windows, this does exist in a few rooms in two of the Mills, but it ought to be insisted on in all.
509. Q. Would you prefer corrugated iron or tiled roofs for Mills.
- A. It would prefer tiled roofs.
510. Q. Would you object to corrugated iron roofs ?
- A. Yes.
511. Q. Do you think overcrowded localities in the heart of the native town cooler than Mills ?
- A. Yes I do, inside the houses, in these localities it is cooler than in the Mills.

PROCEEDINGS OF THE FIFTH MEETING OF THE BOMBAY
FACTORY COMMISSION HELD IN THE LIBRARY ROOM,
SECRETARIATE, ON WEDNESDAY
THE 12TH MAY 1875, AT 3 P.M.

PRESENT.

F. F. Aibuthnot, Esq. C. S.	<i>President.</i>
Sir Munguldass Nathoobhoy, C. S. I.	} <i>Members.</i>
H. Maxwell, Esq.	
T. Blaney, Esq.	
W. Moylan, Esq.	<i>Secretary.</i>

EXAMINATION OF MR. MUNCHERJEE NOWROJEE BANAJEE.

512. Q. What is your name ?
A. Muncherjee Nowrojee Banajee.
513. Q. Are you connected with any Mill in Bombay ?
A. Independently of my business as a merchant, I act as Secretary to the New Great Eastern Spinning and Weaving Company.
514. Q. Are you manager also ?
A. Not exactly.
515. Q. How long have you been Secretary ?
A. A year and a half.
516. Q. Have you any previous experience of Mills in Bombay ?
A. No. Before that I was not connected with Mills in Bombay, except as director to some of them.
517. Q. Is machinery protected in your Mill ?
A. Yes.
518. Q. Thoroughly ?
A. Yes, thoroughly.
519. Q. Is it protected in all Mills in Bombay ?
A. In almost all.
520. Q. Do you think it necessary it should be protected ?
A. It is already well protected.

- 521 Q. No, but the question is this. By and by, as the Mill industry extends in Bombay, the chances of people getting careless about encasing machinery will be greater, and machinery might then be so exposed that nothing short of a legislative enactment would do to prevent accidents. Do not you think therefore that some legislative enactment is necessary with regard to protection of machinery?
- A. If there is such a necessity, which I don't think there is, a legislative enactment would do good.
- 522 Q. The question is, are you of opinion that machinery should be protected?
- A. Yes.
- *523 Q. Do you think sufficient space should be left between machines in Mills?
- A. Do you mean between the rooms or in the different departments?
- 524 Q. Between machines in the same room, so that the operatives might have ample space to work with security?
- A. There should be some distance between the machines. So far as I have seen such space is left in all Mills.
- 525 Q. What is the lowest age of children employed in your Mill?
- A. Boys of seven and upwards.
- 526 Q. And girls?
- A. They are of the same age as boys.
- 527 Q. How many children are employed in your Mill?
- A. Altogether 155, of whom 11 only are girls.
- 528 Q. How many women are employed?
- A. 89.
- 529 Q. And men?
- A. 781.
- 530 Q. Do children work for the same hours as men?
- A. No. They work only four to five hours a day, and even during those hours, their work is light.
- 531 Q. What are their hours of work?
- A. They come to the Mill when the work commences, and don't leave till it ends, but they don't work the whole day.

532. Q Are they not required to work the whole time ?

A. No.

533. Q What is their work ?

A Their work is removing full bobbins and replacing them by others, for which they are called in when wanted.

534. Q Where are the boys generally employed ?

A In the Throstle and Twisting Departments.

535. Q Is there no danger involved in their work ?

A. No, when they are called to remove the bobbins, the machine is stopped, so that there is no danger.

536. Q What are the general hours of work ?

A. In summer 12½ hours.

537. Q. But when do they commence ?

A. In summer from 5-30 A. M. to 6-30 P. M.

538. Q. And winter ?

A. From 6-30 A.M. to 5-30 P.M

539 Q Is any time allowed for recess ?

A. Yes.

540 Q When is the time for meals allowed ?

A. The workpeople take their meals during working hours.

541. Q. Is no particular time allowed for meals ?

A. No, they are allowed to take their meals at any time most convenient to themselves during working hours.

542 Q. Is no time allowed for other purposes ?

A. Yes, they are allowed some time to smoke.

543 Q What is that time ?

A They are allowed to go when they like.

544 Q Yes, but how long do they keep away for smoking purposes ?

A. They are allowed ten minutes on an average twice a day, and half an hour is allowed for recess

545 Q When is that half hour allowed ?

A. At noon from 12 30 to 1

- 546 Q. Where do they take their meals ?
A. In their own departments.
547. Q. Among the machinery ?
A. No, aside of the machines.
548. Q. Is there sufficient space in the rooms to take their meals in ?
A. Yes
549. Q. Do you think the hours of work too long ?
A. Considering the nature of the work I don't.
- 550 Q. Does the work done by them involve standing all the time ?
A Yes, it does.
551. Q Do not you think standing for a long time tires them ?
A They don't stand all the day
552. Q But do not you think the hours of work too long, as the work involves standing ?
A I have heard no complaints regarding that
- 553, Q Do not you think it would be a good thing if a shed or some covered accommodation was provided for them to take their meals in, rest or smoke ?
A. A shed for smoking is provided, but none for meals.
- 554 Q Do not you think it would be better to have one for meals ?
A. So far as I can see, it is not necessary, as the operatives have ample space in the rooms to take their meals as they do now
555. Q Is the shed for smoking a covered one ?
A. Yes.
556. Q. Do not you think it would be more healthy for them to take their meals outside in a free and cooler atmosphere ?
A. It may be, but it would not be so convenient for the operatives as at present
557. Q It would not be convenient for the Mill owners also, as the operatives now look after the machines while having meals ?
A No, it would be much the same to them, I believe.

558. Q. Do not you think the operatives should have a longer interval for recess ?
- A. No, I don't.
559. Q. How many holidays do you allow ? Do you close your Mill on Sundays ?
- A. No, we close every alternate Sunday.
560. Q. Do you think that it is necessary to close the Mill on Sundays ?
- A. I would close it once in a week, but not necessarily on a Sunday.
561. Q. Why would you close once a week ?
- A. To give the operatives rest.
562. Q. Not because the machinery would be better looked after ?
- A. No.
563. Q. Would it not be good for the machinery to close your Mill on Sundays ?
- A. No ; on the alternate Sundays that we work, we close the Mill at 4 P.M. to clean machinery.
564. Q. Is that all the attention your machinery gets ? You work it for a full fortnight and clean it in about two hours ?
- A. No, sometimes when necessary, we employ men at night to repair it, paying them extra for the job.
565. Q. How many holidays do you give your operatives ?
- A. All the Hindoo holidays.
566. Q. How many are they ?
- A. About 15 holidays in all, besides alternate Sundays.
567. Q. Then there are 41 holidays in a year ?
- A. Yes, and besides we allow the Mahomedan employes their holidays ; we allow them to go away early during the month of the Ramzan.
568. Q. But you do not close your Mills on those days ?
- A. Generally every year the Mill has to stop for some work requiring repairs to the Machinery. Last year the Mill had to be closed 6 days for adjusting the piston, also 3 or 4 days on account of Boiler inspection.
569. Q. And how many holidays, do you think, should the operatives have every year ?
- A. About 52.

570. Q. That is, including every other kind of holiday ?
- A. Yes.
571. Q. Do you think one holiday might be allowed every week ?
- A. Yes, for convenience sake I would allow a holiday once a week, but if the Mill was closed during the week on account of a native holiday or an accident, I would work on the Sunday after that to make up time.
572. Q. About sanitation, are there sufficient urinals and privies in your Mill ?
- A. There are sufficient privies but no urinals.
573. Q. Is there sufficient water ?
- A. Yes, Vechar water.
574. Q. Is there much of it ?
- A. Yes, the operatives can use as much as they like. There is a meter attached to the Mill.
575. Q. Is the health of your operatives good ?
- A. Yes, generally good, but during the monsoon the manager reports sickness caused by eating of indigestible fruits.
576. Q. Could you give us an average of the number of operatives that fall sick during a month ?
- A. Our operatives seldom stay away on account of sickness, whenever they do so, it is because they have to perform religious ceremonies or attend to their domestic concerns, or have to leave for their country.
577. Q. Is the ventilation of your Mill good ?
- A. Yes, very good.
578. Q. How is it effected ? By doors and windows ?
- A. Yes.
579. Q. Are there no ventilators ?
- A. No.
580. Q. How is the Sizing room ventilated ?
- A. By roof ventilators.
581. Q. Why are they put in there ?
- A. To carry away the vapour which arises when sizing is prepared.

- 582 Q Is this vapour offensive ?
A Yes, but on account of the good ventilation, it is not felt to be offensive.
- 583 Q How long does your sizing remain in the vats ? How long after you put in the flour is it all finished ?
A I don't know.
- 584 Q Is the temperature high during hot weather in your Mill ?
A Yes.
- 585 Q Do you know what it is ?
A It averages from 88° to 95° in May.
- 586 Q Is not a temperature of 95° very hot ?
A Yes.
- 587 Q Do you keep your doors and windows open ?
A Yes, all, except those on the windward side.
- 588 Q Do you say that in spite of so much ventilation, the temperature stands at 95° ?
A That is the highest, but generally it ranges between 90° and 91,⁵/₈ and is different in different departments.
- 589 Q Which room has the highest ?
A The sizing room.
- 590 Q And is not the heat oppressive there ?
A Yes, but it is not much felt on account of the good ventilation. Our Mill has been so built as to be specially adapted for free ventilation.
- 591 Q Do not you think you could improve your system of ventilation by introducing roof ventilators ?
A We intend having roof ventilators in departments, where necessary.
- 592 Q Is not the atmosphere in the Mill dusty and fluffy ?
A It is so only in two rooms.
- 593 Q Which are they ?
A The Blow room and Grinding room.
- 594 Q Do the operatives work there with their air passages unprotected ?
A No they work there with a cloth tied round their mouths and for short hours.

I said the "Grinding room" is apart from the other rooms, situated at the corner of the Mill, (a long way off from the other rooms,) and it has sufficient windows to carry away all the dust, the room is so situated that the dust can by no means find passage to the other rooms.

595 Q Are the children employed in your Mill educated?

A No.

596 Q Do you think they ought to be educated?

A I think that a merely elementary education would do them no good

597. Q. Are there any other operatives of your Mill educated?

A I find from a return received from the manager that only 153 of our operatives can read and write.

598. Q. Do not you think children should work only half a day and attend school the other half?

A. My opinion is that if education is to benefit them and make them skilled operatives when they grow up, technical education is the proper thing, but it is a question if that can be done unless by incurring considerable expense

599 Q Do you think the expenses of education would be beyond their means?

A Yes, they could not afford it

600 Q. Then you would virtually leave them without education?

A I think they should be left to provide it for themselves

601. Q Then you would have the Mill owners do nothing for their education?

A No, nothing?

602. Q Then it would be the same to the Mill owners whether the operatives were educated or not?

A Yes.

603 Q Have you ever been to England?

A. No.

604 Q. Have you got anything more to say?

A In conclusion I have to state that women don't work so long as men, there are 89 in our Mill, they have a certain amount of work allotted to them and as soon as it is finished they are at liberty to go away.

605 Q Are there not women paid by piecework ?

A No, they are engaged on monthly wages. They finish their work an hour and a half sooner than the other operatives. Whenever an operative is required to work on a holiday, he is paid double wages for that day. There is an impression generally abroad that many workmen have more than one wife, but so far as I can find out, of 871 operatives employed in my Mill, only 11 have two wives each and none of them three. Pregnant women are not compelled to work at our Mill and whenever they come to work, they do so of their own accord, and even then they are employed more for the sake of charity than anything else.

606 Q Up to what month are they allowed to work ?

A Up to the fourth or fifth.

607 Q Do you think that a legislative enactment is necessary ?

A No, I don't think it is. The Cotton manufacturing industry is still in its infancy, it is only during the last four or five years that it has prospered, and if an average of all the profits since the commencement is taken, it will be found that the dividends with some exceptions have not been more than 5 to 6 per cent. The Mill owners in Bombay have not hitherto conducted their business in so careless a manner, or in a manner so prejudicial to the interests of the operatives as to necessitate the introduction of a Factory Act, on the contrary, they have conducted to the establishment of a healthy local trade since the crisis of 1865; and have immensely contributed to the happiness and contentment of a large class of poor people, and such industry ought to be fostered and encouraged and not restricted by legislative enactments. If however government is bent upon introducing in this country a Factory Act, its provisions should be more of a character to check abuses, if any, than to hamper the internal economy of Mills which, in my humble opinion, are on the whole efficiently conducted.

608 Q Are you in favour of a legislative enactment ?

A No, I don't think it is absolutely necessary.

609 Q Do not you think the Mills will be doubled in the course of a year or two ?

A I should think not looking at the present state of the market. The Mills that have been set on foot are not likely to flourish.

610. Q. But, why ; some of them are being built ?

A. According to my information, they are not going to be worked.

611. Q. There are about fourteen Mills being built ?

A. Not so many, I think.

612. Q. Shall I enumerate them ?

A. Yes.

613. Q. There is one at Nagpada.

A. I know of about 6 or 7 Mills which are at present being built in Bombay and that though Companies have been registered and formed for others, they will not be started.

614. Q. Then do you think they are likely to be turned into hotels ?

A. No.

615. Q. What is the reason that makes you think they will not start ?

A. The present condition of the share market has a tendency to prevent the starting of Mills. I don't mean the above remark to apply to Mills in course of erection. There are some companies established for starting Mills, but they have not commenced to build, though calls have been made upon the shareholders

616. Q. Perhaps the shareholders refuse to respond to the calls ?

A. Yes, suits have already been filed in the High Court to compel payment

617. Q. What do you think is the lowest age at which children can be employed in Mills ?

A. Considering the light nature of the work they are put to, I think seven years would be the proper age

EXAMINATION OF MR. J. H. BOWER

618. Q. What is your name ?

A. J. H. Bower.

619. Q. What are you ?

A. Manager, Fleming Spinning and Weaving Co

620. Q. How long have you been manager ?
 A. For nearly two years.
621. Q. Have you any experience of other Mills in Bombay ?
 A. Yes, I was for nearly two years in the Great Eastern Mills.
622. Q. Is that your only other experience of Mills ?
 A. I have had besides nearly twenty years' experience of Mills in England.
623. Q. You are acquainted with all branches of the industry ?
 A. Yes.
624. Q. Is machinery protected in your Mill ?
 A. Yes.
625. Q. Is it so in all Mills in Bombay ?
 A. As far as I can see, all the dangerous parts of the machinery are as well protected here as in England. According to the English Factory Act all machinery and all shafting laid through the floor is required to be protected.
626. Q. In this country, would you leave it to the Mill owner to protect machinery or would you prefer an Act ?
 A. It is desirable to have an Act passed. I think the Inspector should have some discretionary power vested in him as regards shafting.
627. Q. You would say nothing about the machinery ?
 A. No, nothing, because, as it is, it is very well protected.
628. Q. Is there sufficient space left between the machines ?
 A. Yes, more than is usually left at Home.
629. Q. What is the lowest age of children employed in your Mill ?
 A. About seven to eight years.
630. Q. What are they employed as ?
 A. Doffers in the Throstle Spinning department. Their work is very light.
631. Q. Do you work the whole day ?
 A. Yes.
632. Q. Is not this work too much for them ?
 A. Yes.

633. Q. What are the hours of work ?
- A. As far as my experience goes, all Mills here work from daylight to dark, with an interval of half an hour for meals.
634. Q. Is that the case in your Mill also ?
- A. Yes
635. Q. About holidays ; how many holidays do you give in a month ?
- A. As a rule, we stop four days in a month, but many stop only two.
636. Q. Are not the working hours too long for children ?
- A. Yes, especially for the youngest.
637. Q. How many hours do you think they should work ?
- A. In England they work only five hours, and here also it should be the same.
638. Q. What would you do with them during the rest of the day ?
- A. I would educate them during that time
639. Q. What number of hours would you limit the operatives to ?
- A. Men might work for any time they like, but I would limit females and young persons to 60 hours per week.
640. Q. Would you have two sets of children for the day's work in every Mill ?
- A. Yes, they have two sets in England, one for the morning, and one for the afternoon
641. Q. How long do females and young persons work in England ?
- A. Fifty eight hours per week, formerly it used to be sixty.
642. Q. Do you think it is necessary to make some provisions as regards hours of work for Mill operatives ?
- A. No, I think it is only necessary to provide for females young persons and children.
643. Q. But any enactment that takes away women and children from the work would increase the work of the male operatives, would it not ?
- A. Yes, but the women and young persons might work by three relays as they do in Calcutta.
644. Q. Then if any Mill were worked by three relays, the law would not prevent it ?
- A. No

645. Q Do you close on Sundays ?
A. We don't close on Sundays, but we have four closing days every month.
646. Q Exclusive of holidays ?
A No, inclusive of them.
647. Q. That is about 52 holidays in a year ?
A Yes, about 52.
648. Q. I fancy you close once a week ?
A. No, sometimes the Mill is kept working for a fortnight.
649. Q. Do not you think it is best to close once a week ?
A. Yes.
650. Q. Do not you think it is best to close on a Sunday ?
A. No, the natives don't regard our Sunday, so I would not fix any day, but leave it to the Mill-owners to close on any day they like, provided they work only 60 hours a week.
651. Q There are some holidays, for which Mill-owners have to stop work for two days, so would you allow them to work on the Sunday after that to make up time ?
A. No, I would allow these days as extra holidays, for they occur only once or twice a year, during the Dewalee and Holee, I believe.
652. Q. Do you think one day's rest after a week's work sufficient.
A. Yes.
653. Q. Is it for the benefit of the operatives or the Mill-owners, that you propose closing Mills once a week ?
A. For the benefit of both. The operatives would find time to attend to their private affairs, and would come fresher to work, and the Mill-owners would get time to clean the machinery.
654. Q. Are Mill-owners in England allowed to make up by extra work the time lost on account of accidents or other unforeseen circumstances ?
A. No, in England no time whatever is allowed, to be made up in this way. Only water Mills, are allowed to make up lost time, whenever they stop on account of any impediment to their supply.
655. Q Are urnals and privies provided in your Mill ?
A Yes

- 656 Q. And Vehar water ?
A. Yes.
657. Q. Is there a shed at your Mill for the operatives to take their meals in ?
A. No.
- 658 Q Do not you think it is necessary there should be one ?
A. I can't say. People at our Mills take their meals during business hours in the mill.
- 659 Q Do you think they get more than half hour's rest ?
A. Yes.
660. Q. When is the interval allowed ?
A. From 12 to 12 30. It is generally used for purposes of recreation both by adults, and children.
661. Q Is there no particular hour at which the operatives take their meals ?
A. No, they do so at their own convenience.
662. Q Is the health of your operatives good ?
A. Yes, generally good ; there is not much sickness ?
663. Q Is the ventilation good ?
A. Yes, there are plenty of doors and windows.
664. Q Are they always kept open ?
A. Yes, but in such a way that they cannot raise draughts.
665. Q Are there no roof ventilators ?
A Yes, there are.
666. Q. Do you think the present state of ventilation can be improved ?
A. No, I don't think it.
667. Q Do you speak of your mill alone or of all the Mills ?
A. I don't think the Mills are deficient in means of ventilation, if they would only use them.
668. Q. What sort of atmosphere is there in the blow room ?
A. Well, it is dusty and unhealthy, but you can't help it.
669. Q Have you any special means of ventilation in the dust room ?
A. No, none.

- 670 Q. No fan ventilators ?
- A. No, I don't see how you could use fan ventilators there.
- 671 Q. Do not you think the dust could be lessened by the use of mechanical appliances ?
- A. No, I don't think it could. We already have flues with fans, which carry away a great amount of dust.
- 672 Q. Do the operatives work here with their an passages covered ?
- A. No, they do so only when clearing out the dust. The Grinding room has the largest quantity of dust and the operatives work there with their mouths and noses protected.
673. Q. Have you any special mechanical appliances there to drive away the dust ?
- A. No.
- 674 Q. Can you drive the dust away ?
- A. Yes, we could employ fans for the purpose.
- 675 Q. How many persons are employed in that room ?
- A. Only 3 or 4.
676. Q. What is the state of the atmosphere in the Sizing room ?
- A. Warm and not very sweet.
677. Q. How long does the Sizing remain in the vats ?
- A. As long as we can manage to keep it, from two to three months.
- 678 Q. It undergoes decomposition all that time ?
- A. I am not qualified to give an opinion as to the nature of the chemical changes it undergoes during that time.
- 679 Q. But do not the ingredients give out a bad smell ?
- A. Yes, they are allowed to ferment and this causes a sour smell.
680. Q. Is it during this fermentation that the gluten separates from the starch ?
- A. Yes.
- 681 Q. Does it take a very long time ?
- A. Yes.

682. Q. How often is the Sizing washed ?
- A. We wash it twice, but the more frequently it is washed, the better.
683. Q. The better the flour, the better it is for you, I believe ?
- A. Yes, the better the quality of the flour, the quicker is the starch prepared. The finer the flour, the better it is to prepare the starch.
684. Q. Is the Sizing room well ventilated ?
- A. Yes, we are obliged to ventilate it well to keep it clear of the noxious vapour emitted by the Sizing, which would otherwise prove dangerous to health.
685. Q. Is the ventilation in that room secured by doors and windows ?
- A. Yes, they are all kept open.
686. Q. Does the Sizing emit any stench ?
- A. Yes, a very sour smell.
687. Q. Do you think children ought to be educated ?
- A. Well, this is a very broad question, too much so to be answered in a few words. I was a very strong advocate for education of working children at home, but I have not sufficient experience of the children working in this country. However there is no doubt that education is a good thing.
688. Q. Do you think education would benefit them ?
- A. Yes, a slight education would be beneficial.
689. Q. Who should bear the cost of education, the Mill-owners or the children themselves ?
- A. I don't think Mill-owners should pay for it. I think it should be paid for by Government.
690. Q. Would you employ them half time if the education system was adopted ?
- A. Yes, for five hours.
691. Q. Do you think it necessary that there should be a legislative enactment as regards factories here ?
- A. I think it would be beneficial but then it should not be confined to Bombay alone, it should be made applicable to the whole of India, for I don't think it would be fair to handicap us against the rest of India.

692. Q. Then you are in favour of an Act ?
- A. Yes, but it ought not to impose a greater number of restrictions than can possibly be helped, nor should it unnecessarily hamper Mill-owners.
693. Q. From your long experience of factories at home and in this country, can you tell us the relative amount of work turned out by an adult in England and by one in this country?
- A. Here it requires a larger number of hands to attend to machinery than in England, but the machine itself will do the same amount of work.
694. Q. What, do you think, is the proportion of additional hands employed here ?
- A. At least 25 to 30 per cent
695. Q. It requires more hand labour here ?
- A. Yes.
696. Q. Is labour cheaper in this country.
- A. Yes very much.
697. Q. By how much ?
- A. About 50 per cent.
698. Q. How much does an adult operative earn in England ?
- A. Girls employed on power-looms in England earn £4 a month
699. Q. And an adult male operative engaged in the same occupation here ?
- A. He will earn Rs. 15 to Rs 20 a month here
A spinner in England earns 30 to 36 shillings a week, while one here gets Rs 20 to 24 a month. A piecer in England can be got for 14 shillings a week, while one can be got here for Rs 10 a month
700. Q. Is there any difficulty here in supplying Mills with labour ?
- A. No, none.
701. Q. Supposing Mills in Bombay were doubled, do you think there would be any difficulty then ?
- A. No.
702. Q. Do you think Mill operatives are well paid ?
- A. Yes, they are better paid than any other class of labourers in Bombay. It is also good for women.

703. Q Is there anything else you would wish to say ?

A Yes, that the Act, if one is made, should be as simple as possible

704 Q. Do you think a factory Act would be beneficial, if worked in the same way as other Government interferences with trades ?

A. I can't give an opinion, but I think a simple act carried out with an honest purpose would do.



PROCEEDINGS OF THE SIXTH MEETING OF THE BOMBAY
FACTORY COMMISSION HELD IN THE LIBRARY ROOM,
SECRETARIATE, ON WEDNESDAY
THE 19TH MAY 1875, AT 3 P.M.

PRESENT.

F. F. Arbuthnot, Esq. C S.	<i>President.</i>
Sir Munguldass Nathoobhoy, C. S. I.	} <i>Members.</i>
T. Blaney, Esq.	
W. Moylan, Esq.	<i>Secretary.</i>

EXAMINATION OF MR. ISAAC ALCOCK.

- 705 Q What is your name ?
A. Isaac Alcock.
- 706 Q What Mill do you belong to ?
A. I am Engineer, not Manager, to the New
Dhurumsey Poonjabhoy Spinning and
Weaving Mills, Coorla.
707. Q How long have you been connected with
Mills ?
A. For twelve or thirteen years in this
country.
708. Q. And at Home ?
A. I was not regularly employed in Mills
there, but I used to follow the occupation
of setting up machinery in new Mills,
and repairing that of old ones.
- 709 Q Are you acquainted with the internal
management of Mills in this country ?
A. I am, from what I have seen of them.
710. Q Is machinery protected in your Mill ?
A. Yes, parts of it.
- 711 Q All that can be protected ?
A. Yes. The revolving portions, cogwheels,
straps, rollers, in fact all those parts in
which operatives' clothes are likely to
get entangled are protected.
- 712 Q Do you think it should be protected ?
A. Yes.

- 713 Q. Is it, as a rule, protected in Mills in this country ?
- A. Yes, most of the machinery is protected by the makers. It is as well protected here as in England.
714. Q Are there many accidents in your Mill ?
- A. Not any serious ones, but a number of small ones.
715. Q Most of them are unavoidable, are they ?
- A. Yes, they can be generally traced to the carelessness or negligence of the operatives, to their habit of putting in their fingers everywhere.
- 716 Q. What is the minimum age of children employed in your Mill ?
- A. From five to six years.
717. Q What do you think to be the lowest age at which they should be employed ?
- A. I can't answer that question, but the work is suitable for children of five to six years
- 718 Q Would you allow children of such a tender age to be employed ?
- A. I see no objection to children of this age being employed, so long as the work is of a light nature.
- 719 Q. What are your hours of work ?
- A. 6 A.M. to 6-30 P.M
- 720 Q Do you work the same hours all the year round ?
- A. Well, during winter we are guided by the light, as an instance at Christmas time, we close work half an hour earlier.
- 721 Q How many hours should the children work ?
- A. As regards their comfort and health, the present hours are sufficient.
- 722 Q But do not you think the present hours of work too long for children ? How many hours, do you think, should they be employed ?
- A My opinion is that the present hours are too long for children, but I must decline to give an opinion as to how long they should be employed, as I have no great experience of the work in which they are employed I have always had adults working under me, but not young persons

723. Q. How many hours would you recommend for adults ?
- A. I don't think the present hours too long for them.
724. Q. What time do you allow them for meals ?
- A. One hour a day ?
725. Q. Only one interval during the day ?
- A. Yes.
726. Q. How many days in the year do you close your Mill ?
- A. Every alternate Sunday, and fifteen other holidays, about 41 days in all.
727. Q. Do you close on Sundays ?
- A. On alternate Sundays.
728. Q. Are there no other holidays besides ?
- A. On pay day, we allow the workpeople half a holiday to buy and lay in provisions.
729. Q. Do you close on alternate Sundays for the sake of your machinery, or your operatives ?
- A. One Sunday in a month would suffice for the machinery, but the other Sunday we give at the request of the operatives
730. Q. Should Mills be closed on Sundays ?
- A. Yes, I think they should.
731. Q. Any one day in the week would suit ?
- A. Yes, but I would prefer Sunday.
732. Q. Do you think one day of rest out of seven necessary for operatives.
- A. Yes.
733. Q. What are the advantages that would result to the operatives if Mills were closed once a week ?
- A. They might use the day as a day of rest, they would have time for household work, to go to the bazaar and bring provisions &c but they generally employ the day in knocking about here and there.
734. Q. What would be the advantages to the Millowners ?
- A. None, they would suffer loss from their machinery hung idle and moreover there is always less work produced in a Mill on the day after a holiday

735. Q. Who, do you think, would object most to closing Mills on Sundays, the Mill-owners or the operatives ?
- A. The Mill-owners.
736. Q. Because their profits would be diminished ?
- A. Yes, I should think so.
737. Q. How many days, do you think, ought a Mill to be closed during the year ?
- A. Fifty-two. These are necessary for rest for the operatives, and for the overhauling of machinery.
738. Q. Could not the machinery be repaired and overhauled on alternate Sundays ?
- A. There are some large pieces of machinery which could not be repaired in a short period of time.
739. Q. How many days, do you think, ought the operatives to be allowed every month ?
- A. I think the present stoppages are sufficient.
740. Q. What would be better for the Mills, closing one Sunday or two Sundays in a month ?
- A. I think two would be sufficient.
741. Q. Have Mill operatives improved in their work since the commencement of the Mill ?
- A. Yes, they have greatly improved during the last twelve years.
742. Q. Do you know anything about wages ?
- A. No.
743. Q. When are they paid their wages ?
- A. On the Saturday nearest to the 20th of every month.
744. Q. Is the health of the operatives good ?
- A. Yes, very good.
745. Q. Is your Mill provided with necessaries and urinals ?
- A. No, it is not, as there is jungle adjoining, where the operatives go for necessary purposes.
746. Q. Is water provided ?
- A. Yes, plenty of Vehar Water.
747. Q. Is the water supply better than in Bombay ?
- A. Yes.

- 748 Q Have you any means of ventilation in your Mill ?
- A Yes.
- 749 Q How is ventilation effected ?
- A. By openings in the roof.
- 750 Q By doors and windows also ? ,
- A. Yes, and by trap ventilators.
- 751 Q Are they sufficient ?
- A Yes.
- 752 Q Are they used in hot weather ?
- A Yes, they are always used in the present weather, but are closed during the monsoon.
- 753 Q. What is the temperature in your Mill ?
- A Generally 90° Fahrenheit, but it averages from 86° to 94°
- 754 Q. Do you know of any particular department of the Mill, such as the Grinding room, the Spinning room &c., where the temperature is the highest ?
- A. I have not made any special observations.
- 755 Q Do not you think the temperature too high in Mills ?
- A. No, as they always work in a high temperature.
756. Q. Is not 95° too high for children to work in ?
- A. No, because the atmosphere in Mills is always kept in motion by the revolving of the machines.
757. Q. If it goes to 100°, would it not be too high ?
- A. It would not be unhealthy, but it would be a disagreeable temperature to work in. The temperature in the Engine room is sometimes 105°, but no operatives get sick there, though it is disagreeable to work there.
- 758 Q Do any of the operatives suffer from cotton dust ?
- A. I don't know.
- 759 Q Is there any special ventilation provided in the Blow room and Grinding room ?
- A. Yes.

760. Q. By roof openings ?
A. No, by flues.
761. Q. Are there ridge openings ?
A. Yes.
762. Q. Any fan ventilators ?
A. The fan is a part of the machinery itself, it is not specially used for ventilation.
763. Q. Are children educated in your Mill ?
A. No.
764. Q. Do you think they should be educated ?
A. Yes.
765. Q. Should education be voluntary or compulsory ?
A. I think voluntary.
766. Q. Should it be mechanical or general ?
A. The generality of the people need have no mechanical education, but ordinary schooling.
767. Q. Do you think a legislative enactment is necessary for the purpose of fixing hours of work, protecting machinery and other matters connected with Mills ?
A. I think an enactment would be beneficial, especially when it is applied to correct carelessness or negligence, as there appears to be nobody to exercise a due control over Mills in this respect.
768. Q. Do you think the Act should be general ?
A. I don't think an Act is necessary for the operatives or for the regulation of hours of work.
769. Q. Nor would you interfere with days of work ?
A. No, because the more he works, the more he gets, and if you curtail his hours of work, you curtail his income.
770. Q. Do you think the Mill-owners would object to a modification of the present system of work ?
A. No, I don't think they would
771. Q. Don't you think extension of Mill-industry in Bombay and Western India would have the effect of making competition so keen as to induce Millowners to work longer hours ?
A. No, I don't think the Mill-owners would work longer hours.

- 772 Q Are strikes frequent in your Mill ?
A. No.
- 773 Q. If an enactment were passed, would an Inspector be necessary ?
A. Yes.
774. Q. If an Act were passed, who, do you think, should bear the expenses of working it, the Mill-owners or Government ?
A I think Government ought to bear the expense
- 775 Q Is there any difficulty in getting labour in this country ?
A Yes, in getting good labour.
- 776 Q. Skilled labour you mean.
A. Yes.
777. Q No difficulty with ordinary labour ?
A. No, none.
- 778 Q. Do you think there will be any such difficulty, when new Mills are started ?
A. No, but there would be some difficulty in obtaining skilled labour, for it takes years to train up persons to it.
779. Q Are Mill-owners in India better or worse off than English Mill-owners as regards labour ?
A. Worse off
- 780 Q How are they worse off ?
A. Because there are three times the number of labourers employed at a machine here to which there would be in England.
781. Q. What is the proportion of an operative's wages in England ?
A I don't know
- 782 Q. Do you know whether more work is spoiled here than in England ?
A. I know there is more cotton wasted here than in England.

EXAMINATION OF MR. WILLIAM DUNCAN

783. Q What is your name ?
A. William Duncan.
- 784 Q To what Press do you belong ?
A. The Prince of Wales.

785. Q. What are you there ?
A. Managing Engineer
786. Q. How many years have you been in Bombay ?
A. Sixteen, for six of which I have been connected with cotton presses.
787. Q. How many hands are there employed under you ?
A. 130.
788. Q. All men ?
A. No, not all men, there are some women, but no children
789. Q. What are women employed at ?
A. Picking cotton.
790. Q. Do women bring infants with them ?
A. Yes, they do.
791. Q. Is machinery protected in your press ?
A. Yes.
792. Q. Is it protected in all presses ?
A. In some, it is protected, in some it is not.
793. Q. Is your machinery well protected ?
A. Yes.
794. Q. Do you think it should be protected in all presses ?
A. Yes.
795. Q. What are your hours of work ?
A. From 8 a. m. to 5 p. m. for nine months in the year and, from daylight to dark for the remaining three months. During these three months, we are sometimes obliged to work for sixteen hours a day, the work being carried on by batches relieving each other at stated intervals
796. Q. Are the operatives engaged on monthly wages or by piece work ?
A. By piece work.
797. Q. Are the working hours too long ?
A. The working hours for three months, 12 hours a day, are long.
798. Q. Is any time allowed for meals ?
A. No, no time for meals is allowed in presses.

- 799 Q Then when do they take their meals ?
A They take their meals at convenient intervals.
- 800 Q Do you close your presses on Sundays ?
A We do not during the working season which lasts for three months
- 801 Q But during the nine months ?
A As a rule, we do close on Sundays
- 802 Q Should presses be closed on Sundays ?
A Yes.
- 803 Q What advantages would result from this ?
A The operatives would get a day of rest, the machinery would be in better order There are so many presses in Bombay that they could do all the work that others during six days in the week
- 804 Q Do you think Press-owners would object to closing on Sundays ?
A They would not, except during the three months
- 805 Q But do you think they would object to closing on Sundays during the three months ?
A Yes
- 806 Q Do you give the operatives any holidays ?
A Yes, all Hindoo and Mahomedan holidays
- 807 Q Is your Press provided with urinals and privies ?
A Yes
- 808 Q And water ?
A Yes
- 809 Q Is it well ventilated ?
A Yes, ours is the best ventilated Press in Bombay.
- 810 Q By what means is ventilation effected ?
A By doors and windows
- 811 Q Are there roof ventilators ?
A No
- 812 Q Are your means for ventilation sufficient ?
A Yes

813. Q. Do you always use them ?
- A Yes, they are always used when necessary.
- 814 Q Are all Presses in Bombay well ventilated ?
- A No, some are not.
- 815 Q Do you think an Act necessary for Presses in Bombay ?
- A Yes, to prevent their working on Sundays.
- 816 Q. What objections have you to prevent working on Sundays ?
- A. Why, I would insist upon Presses being closed on Sunday's on account of the Christians working there
- 817 Q Yes, but why should you insist on Sunday being the closing day where the majority of the operatives are Hindoos, and not Christian ? Have you any other reason than the one you have advanced ?
- A. Banks and all other offices are closed on Sundays, so I think Presses also should be closed.
- 818 Q. But that is, because there are more Christians than Hindoos in the banks, but, do you know any other reason than this ?
- A There are more cotton Presses in Bombay than are required, so they should close on Sundays.
- 819 Q Would not another day in the week suit as well ? Do you know any better day than Sunday for closing the press ?
- A. No.
- 820 Q Would an Act do good by prohibiting long hours of work ?
- A Yes, it would.
- 821 Q Do you think the hours of labour should be fixed ?
- A Yes.
- 822 Q Is there any other reason why there should be an enactment ?
- A Yes, that it should also provide for the hours of labour being properly timed
- 823 Q Should the Act be confined to Press only, or extend to Spinning and Weaving Mills and other Factories also ?
- A I am speaking only with reference to cotton Presses

- 824 Q. Do you think Press-owners would object to a modification of their present system of work ?
- A Yes, they would.
- 825 Q. Would you confine the Act to Bombay alone or extend it to the Mofussil also ?
- A. I think the Act should extend over the whole country.
826. Q. Is not working for twelve hours too long for the operatives ?
- A. Yes, they are quite done up after having worked for that length of time.
827. Q. Are strikes frequent among them ?
- A No, not frequent.
828. Q. Who do you think should bear the expenses of working the Factory Act, Government or the Owners ?
- A I can't answer that question.
- 829 Q. Is there any difficulty in procuring labour ?
- A No.

PROCEEDINGS OF THE SEVENTH MEETING OF THE BOMBAY
FACTORY COMMISSION HELD ON 20TH MAY
1875, AT 3 P.M.

PRESENT.

F. F. Arbuthnot, Esq. C. S.	<i>President.</i>
Sir Munguldass Nathooobhoy, C. S. L.	} <i>Members.</i>
H. Maxwell, Esq.	
T. Blaney, Esq.	
W. Moylan, Esq.	<i>Secretary.</i>

The Commission met at the Manockjee Petit's Spinning and Weaving Mill and after walking through the various Departments, the following evidence was taken on the premises.

EXAMINATION OF MR. BHANA NAIAK.

830. Q. What is your name ?
A. Bhana Naiak.
831. Q. In what department do you work ?
A. In the Spinning room.
832. Q. Are you Muccadam there ?
A. Yes.
833. Q. How many years have you been working in Mills ?
A. Thirteen.
834. Q. Have you been working all that time here ?
A. Yes ?
835. Q. What are your wages ?
A. Rs. 100 a month.
836. Q. What were your wages when you first entered the Mill ?
A. Ten rupees a month.
837. Q. How many hours do you work daily ?
A. Twelve.
838. Q. Do you work more hours in summer than in winter ?
A. No, the hours are always the same.

839. Q Are you allowed any time for meals ?
A. Yes, half an hour.
840. Q. Are you satisfied with your hours of work, or should they be reduced ?
A. The hours of work are sufficient. If you reduce my hours of work, you reduce my wages.
841. Q. How many hours are all the operatives willing to work ?
A. They are satisfied with the present hours.
842. Q. Do boys also work the whole day ?
A. No, they work for half an hour and play for half an hour, and so get through the day.
843. Q. Do the boys get fatigued by their work ?
A. No.
844. Q. Do women get fatigued ?
A. No, they don't, as they work in pairs, so one gets an opportunity for relaxation while the other works.
845. Q. What is your caste ?
A. Cohe.
846. Q. Are you an inhabitant of Bombay ?
A. Yes.
847. Q. Were you born in Bombay ?
A. Yes.
848. Q. How many holidays do you get in a month ?
A. We have two closing days in a month ?
849. Q. Alternate Sundays ?
A. Yes.
850. Q. Is that leave enough ?
A. Yes.
851. Q. Do you get Hindoo holidays ?
A. Yes, about 14 or 15 every year.
852. Q. Would you like four holidays a month for females and children ?
A. Yes, it would be beneficial to have four holidays.
853. Q. Yes, but would it be beneficial to get these holidays, if you get also less pay ?
A. No, it would not be beneficial to us in that case.

854 Q You must consider and tell us, would it be a good thing to get four holidays every month instead of two, though you might lose two days' wages ?

A. Yes, it would be a good thing, but the loss of four days' pay would be a serious matter to some of us poor operatives.

855 Q Do you get sufficient water ?

A. Yes, and meals also.

856 Q. You do not get meals, do you ?

A. I mean we don't take our meals among the machinery, but in the adjoining verandah.

857. Q. Are all the operatives satisfied with the hours of work ?

A. Yes.

858 Q. Your caste people also work as grooms, gardeners, mussals; so which work is generally preferred, work in private households or in Mills ?

A. That depends upon habit, the work to which any man has a fancy to.

859 Q. But if you had a son, would you bring him up to Mill work or choose some other occupation for him ?

A. Why, I would bring him up to the trade to which I belong, I would teach him Mill work

860. Q. What would your relatives and friends prefer, Mill work or some other trade ?

A. They would prefer employment in Mills if they could get it.

861 Q. Do you not know for a fact, that Mill work is so much preferred that mucedams are often bribed by persons to get employment ?

A. I don't know ; such things don't happen in my Mill.

862. Q Do not the females and children complain of overwork ?

A No, our operatives are happy and are generally satisfied with the work and treatment.

EXAMINATION OF SYED TYAB ALLY.

863 Q What is your name ?

A Syed Tyab Ally

864 Q. Are you a Mussulman ?

A Yes.

865. Q. Were you born in Bombay ?
A. No, in the Deccan
866. Q. Whereabout in the Deccan ?
A. At Muncha, a village in the Deccan.
867. Q. When did you come to Bombay ?
A. About twenty years ago.
868. Q. What department do you work in ?
A. The Weaving department.
869. Q. Are you foreman there ?
A. Yes.
870. Q. What are your wages ?
A. Sometimes Rs 60 and sometimes Rs 80 a month.
871. Q. How many years are you in this Mill ?
A. Ten to eleven.
872. Q. What was your pay at the commencement of your service here ?
A. Twenty two rupees.
873. Q. What was your work then ?
A. That of a muccadam.
874. Q. Were you employed in any other Mill ?
A. Yes, I was at the Coorla and the Bombay United Mills.
875. Q. How many hours do you work daily ?
A. Twelve.
876. Q. Do you get any recess ?
A. Yes, at twelve o'clock, noon.
877. Q. How much time is it ?
A. Half an hour.
878. Q. Does that time afford sufficient relaxation ?
A. Yes.
879. Q. Is the work too much for women and children ?
A. I would like reduced hours of work, were it not that it would affect my pay.

- 880 Q How many holidays do you get in a month ?
- A. Alternate Sundays.
881. Q Any other holidays ?
- A Yes, we get all native holidays.
882. Q. How many are they ?
- A. About 13 to 14
883. Q. Would it be good to close four days in a month ?
- A. No, two days are sufficient.
884. Q. Are you able to attend satisfactorily to all your household work in these two days ?
- A. Well, four holidays a month would be desirable, but it would entail loss of wages
- 885 Q. And this operatives would not like, I suppose ?
- A. No
- 886 Q Do you get sufficient water ?
- A Yes
887. Q Is the temperature hot ?
- A. Yes, during hot weather, but then we open the windows.
- 888 Q. Is there a shed for meals ?
- A. No, we take them among the machinery.
- 889 Q Do they take meals where they work ?
- A. Yes.
890. Q Are meals taken during the meal hours ?
- A. No, the majority of the operatives take their meals at 9 o'clock.
- 891 Q. Is the work stopped during that time ?
- A. No, we manage it among ourselves.
- 892 Q You do not take a second meal, do you ?
- A. No but some do at 1 o'clock in the afternoon
- 893 Q Do the boys eat twice ?
- A I can't say

EXAMINATION OF THREE BOYS BELONGING TO THE MILL

894. Q. What is your name ?
A. Vittojee.
895. Q. Your age ?
A. Ten years.
896. Q. Where is your country ?
A. Rutnagiri.
897. Q. How long have you been in this Mill ?
A. One year.
898. Q. What is your pay ?
A. Five rupees a month.
899. Q. Would you like to get more ?
A. Yes, I would.
900. Q. Is not your present pay enough for your maintenance ?
A. No.
901. Q. (To another Boy) What is your pay ?
A. Four rupees a month.
902. Q. Age ?
A. 13.
903. Q. How long have you been here ?
A. 5 years.
904. Q. Can you maintain yourself on your present pay ?
A. No.
905. Q. Do you like your work ?
A. Yes.
906. Q. How many holidays do you get every month ?
A. Two Sundays.
907. Q. Is that enough ?
A. Yes.
908. Q. Would not you like four holidays every month ?
A. If I take four holidays, how am I to fill my belly ?

- 909 Q But do not you get tired with your work ?
A. No, I get my meals here, I am allowed to play here, so how should I feel tired.
- 910 Q What time do you get for play ?
A. Half an hour now and then.
- 911 Q Do you get any other holidays besides two Sundays ?
A. Yes, we get seven days for the Dewali
912. Q Do you get any other recess besides meal time ?
A. No.
- 213 Q (To a third Boy) What is your age ?
A. Twelve or thirteen
914. Q How long have you been here ?
A. Five years.
915. Q. What is your work ?
A. Carrying bobbins.
916. Q. Can you do any other work ?
A. Yes. I am to be transferred soon to another department where I will get eight rupees a month.
- 917 Q. Do you get your pay regularly ?
A. Yes, but wages are cut when we stay away
- 918 Q When do you receive your pay ?
A. Sometimes on the 12th and sometimes on the 13th.
919. Q. Would you like to work half a day and attend school for the other half ?
A. Yes
- 920 Q. But you would not get your half days wages then ?
A. If so, what am I to eat ?

EXAMINATION OF SIX WOMEN WORKING AT THE MILL

921. Q. Where are you employed ?
A. In this Mill.
- 922 Q What do you get ?
A. Some of us get six and some seven rupees per month.

- 923 Q. Are you engaged on monthly wages ?
A. Yes
- 924 Q. But if you do not work, you are not paid ?
A. No
925. Q. When do you come to the Mills daily ?
A. We come at six in the morning and go away at six in the evening
926. Q Do you get recess ?
A. Yes, half an hour.
927. Q. Would you like your hours of work to be reduced ?
A. Any diminution of working hours, as it would be attended with loss of income, would not be satisfactory
- 928 Q But do you find the hours long ?
A. Yes
929. Q Where are your children ?
A We have them at home
- 930 Q. But who suckles your infants ?
A. If our houses are close, we go there to suckle them.
931. Q But supposing you have no one to take charge of them at home ?
A If we have a responsible person to take care of our children, we take this employment, if not, we don't.
- 932 Q Are your wages sufficient ?
A. Yes, fairly sufficient
- 933 Q If you get more paying work, would you leave off this Mill employment ?
A. I can't say, why should I seek other work after working here so long ?
- 934 Q Where do you live ?
A. One of us lives near Ramlal's Waree, another near the Chunan Kilo, a third at Walkeshwar, near Mr. Dinshaw's house a fourth near the Girgaum Police Office
935. Q Do you get sufficient water ?
A. Yes
- 936 Q Do you find the temperature hot ?
A. We, poor people don't care for heat

937. Q. Do your husbands work in the Mills ?

A. The husbands of two of us work in Mills,
and those of other two are gardeners.

After this the Commissioners visited the Gurgaum Spinning Mill. Finding that the operatives employed here were not allowed Vehar water for drinking purposes, the President suggested the Agent's allowing them to use it in future. After going through the Mill, the following questions were put to some children employed in the Mill.

938 Q. How many years are you in this Mill ?

A. Six.

939 Q. What is your age ?

A. 13.

940. Q. How long is it since you are here ?

A. Five years.

941 Q. Did you serve in any other Mill ?

A. Yes, the Manockjee Petit's.

942 Q. How long were you there ?

A. Two years.

943. Q. What are your wages ?

A. Seven Rupees a month.

944 Q. Are you paid monthly wages or by
piece work ?

A. By monthly wages.

945 Q. How many holidays do you get every
month

A. Two

946. Q. Would four holidays in a month be better?

A. Yes

947 Q. But would you like to get four holidays,
if you were to get reduced pay ?

A. No, then we would not like any holidays.

948 Q. Are you allowed any time for meals?

A. Yes, half an hour.

949 Q. How many meals do you take in the
Mill ?

A. One

950 Q. Do all boys take one meal ?

A. Yes

951. Q. You do so during working hours ?
A. Yes.
952. Q. You are pale , were you ever sick ?
A. No.
953. Q. Why did you leave Manookjee Petit's Mill.
A. To go to my country I visited it three years ago I was without employment for one year, and am here for the last two years.
954. Q. Does not your work fatigue you ?
A. No, we are habituated to it.
955. Q. Where do you live ?
A. Malabar Hill
956. Q. Have you got a father ?
A. Yes, he is an invalid.
957. Q. He does not work ?
A. No.
958. Q. Then how does he mantain himself ?
A. There are three of us brothers, and we mantain him out of our earnings
969. Q. What is your age ?
A. Ten years, though I am short in stature.
960. Q. Are you sick ?
A. No, but I have been weak since chuldhood.
981. Q. Does not your work fatigue you ?
A. Not now, I used to get fatigued formerly.

PROCEEDINGS OF THE EIGHTH MEETING OF THE BOMBAY
FACTORY COMMISSION HELD IN THE LIBRARY ROOM,
SECRETARIATE ON WEDNESDAY, 2ND JUNE
1875, AT 3 P.M.

PRESENT.

F. F. Arbuthnot, Esq. C S.	<i>President.</i>
H. Maxwell, Esq.	} <i>Members.</i>
T. Blaney, Esq.	
Morarjee Goculdass, Esq.	
W. Moylan, Esq.	<i>Secretary.</i>

EXAMINATION OF RAO BAHADOOR BECHERDASS AMBAIDASS.

- 962 Q. What is your name ?
A. Becherdass Ambaidass.
963. Q. Where do you live ?
A. At Ahmedabad.
964. Q. Have you got any Mill there ?
A. Yes.
965. Q. A Spinning and Weaving Mill ?
A. Yes.
966. Q. How long have you been connected
with this Mill ?
A. Since 1864.
- 967 Q. Have you any experience of the ma-
nagement of Mills ?
A. Yes, since 1867.
968. Q. Is the machinery of your Mill pro-
tected ?
A. Yes.
969. Q. Do you think it ought to be protected
in all Mills ?
A. Yes.
970. Q. Do many accidents happen in your
Mill ?
A. No, not many.

971. Q. What is the lowest age of children employed in your Mill ?
A. Eight years and upwards.
972. Q. Where are they employed ?
A. In the Throstle department.
973. Q. Do not you think eight years too young an age ?
A. No, I don't think so.
974. Q. Then do you think they should be employed at eight years of age ?
A. Yes.
975. Q. How many hours do they work ?
A. From sunrise to sunset.
976. Q. Do children work all that time ?
*A. Yes, with the exception of an interval for recreation.
977. Q. Is the interval for half an hour ?
A. Yes.
978. Q. Is it from 12 to 12-30 ?
A. Yes.
979. Q. Do women and children work continually all that time ?
A. Yes, but they are allowed intervals of five minutes at times to go out for smoking and other purposes.
980. Q. But they remain on the premises from sunrise to sunset ? They are under the control of a master for that time ?
A. Yes.
981. Q. Do they take their meals during working hours ?
A. Yes.
982. Q. Do you close your Mill on Sundays ?
A. Yes, we do so at 12 o'clock to clean machinery.
983. Q. Every Sunday ?
A. Yes.
984. Q. Do you pay your operatives by piece-work or by monthly wages ?
A. By both.
985. Q. How many other holidays do you give them besides Sundays ?
A. Eleven.

986. Q. Should Mills be closed on Sundays ?
 A. Yes, to clean machinery.
987. Q. Supposing you have had a holiday in the preceding week, do you work on the Sunday after the holiday ?
 A. Yes, if the work has been interrupted on any of the week days, we work on the Sunday after that to make up lost time, otherwise we don't.
988. Q. Do you approve of closing one day in a week ?
 A. Yes, I do.
989. Q. Would you have the day of rest to be Sunday or any other day of the week ?
 A. One day a week is necessary, no matter whether it is Sunday or any other day.
990. Q. How many holidays, including Sundays and everything, should be allowed to the operatives every year ?
 A. 59 to 63.
991. Q. Would it be any advantage to the operatives to close Mills on Sundays ?
 A. Yes, it would give them a day's rest.
992. Q. If Sundays were fixed by law as the closing days would it be a hardship upon the operatives ?
 A. Of course not.
993. Q. Is your Mill well supplied with water ?
 A. Yes.
994. Q. Are privies and urinals provided ?
 A. Yes, they are very cleanly kept and now and then white washed and disinfected.
995. Q. What should be the working hours for children.
 A. They can work the whole day without inconvenience.
996. Q. But would you have them work from sunrise to sunset, 13½ hours? The question is what should be the maximum number of their daily working hours ?
 A. 10½ to 11 hours.
997. Q. But what should the number be 10½ or 11 ?
 A. I would prefer ten hours work in the cold season and 11 hours in the other seasons.

998. Q. Are the children busy with their work the whole day ?
- A. Oh, no, they are often allowed to go out for smoking and other purposes. They play in the Mills at times, so you see there are many intervals for relaxation for them during the working hours
999. Q. That is the case everywhere, but they have to stay in the Mill all the time ?
- A. Yes.
1000. Q. Then how many hours do they actually work during the whole day ?
- A. I can't say, but I believe about nine hours.
1001. Q. But how many hours, do you think, should they work ?
- A. I can't say, but nine hours would be the proper thing.
1002. Q. Not more than nine ?
- A. Why, they would hardly work nine hours even, they would spend some part of that time in play.
1003. Q. Do you think they could work nine hours without their health being affected ?
- A. Yes.
1004. Q. Do not you think the present hours of work, sunrise to sunset, too long ?
- A. Yes, but operatives don't come to work exactly at sunrise.
1005. Q. Well then, what are the fixed hours of work in winter ?
- A. From about 7 A. M., to about 5:30 P. M.
1006. Q. And in summer ?
- A. From about 6 A. M., to about 6 30 P. M
1007. Q. Do not you think these hours too long for children of eight years ?
- A. If the children work for the *whole* of this time, the hours *would* be too long
1008. Q. Have the operatives any covered shed to take their meals in ?
- A. There are *chotris* where they dine under the shade of Neem and other trees

1009. Q. But is no covered shed or other accommodation provided ?
- A. No, it is so pleasant to dine under the shade of large trees that we generally like to dine under them.
1010. Q. Would you like to take your meals under trees ?
- A. Yes, I would, and have often done so.
1011. Q. But should a covered shed be provided ?
- A. No, what is the use of a covered shed, when there is the shade of big trees ?
1012. Q. It never rains in Ahmedabad ?
- A. Yes, it does, but when it rains, they can take their meals in the verandahs.
1013. Q. Then trees are not *always* useful ?
- A. No, not always.
1014. Q. Is your Mill well ventilated ?
- A. Yes.
1015. Q. Do you know the range of temperature in your Mill ?
- A. Yes, it is 85 to 90°.
1016. Q. In what month ?
- A. March and April.
1017. Q. That does not agree with the register kept in the civil Hospital ?
- A. Yes, it does. The temperature in the cantonment is 100° and in the city it is 105° and in my Mill it averages between 85° and 89°. It is hotter in the city than it is in the cantonment.
1018. Q. Do you say it is hotter in the camp and city than in the Mill.
- A. Yes, in my house sometimes the temperature rises to 98°.
1019. Q. Are the working classes better off now than they were before Mills were started in Ahmedabad ?
- A. Yes. In 1864, when the Government dismissed the irregular force, I, who was *russalak* of the force, was struck with their want of employment, and so I started a Mill.
1020. Q. Yes, but the question is, were many poor people out of employment before Mills were started ?
- A. Yes, Mills have provided employment for a large portion of the poor classes.

- 1021 Q. Then are there no poor people now in Ahmedabad ?
- A. Yes, there are, but their general condition has vastly improved since Mills were started
1022. Q What wages do they get ?
- A. From Rs. 2 to 50 a month.
- 1023 Q Do the operatives get 50 ?
- A. No, the muccadums
- 1024 Q Then what do operatives get ?
- A From Rs. 7 to 14.
1025. Q Have you got a school in your Mill ?
- A. No.
1026. Q Do the children go to school ?
- A. No, they are generally of the Cole and Waghree class, and they neither go to, nor care for a school.
- 1027 Q. Are the Waghrees professional beggars ?
- A. Yes, almost so.
1028. Q They do not drink ?
- A. Oh yes, they do.
- 1029 Q Should children and young persons be educated ?
- A. Yes, it would be a good thing for them, if they preferred it
1030. Q Would they work better if they were educated ?
- A. No.
1031. Q. Then would they work worse ?
- A. Yes, they would not pay so much attention as they do now.
1032. Q You would make education voluntary, not compulsory ?
- A. Yes.
1033. Q. Would you employ educated operatives ?
- A. Yes, of course, why should I not do so.
1034. Q. Do you think an Act is necessary to regulate the working of Mills ?
- A It is not at all necessary.

1035 Q. Do you think the Mill owners could form an Association among themselves for the regulation of the working of Mills independently of an enactment ?

A. Yes, I think so

1036. Q. There are certain details in working of Mills that require regulation, are there not ? such as protection of machinery ?

A. Why, machinery is already very well protected.

1037 Q. But there are some other details besides that, are there not ?

A. Yes, there are

1038. Q. What are they ?

A. Mill owners should meet together and consult as to what measures would be best for themselves and the operatives

1039 Q. Yes, but what would you arrange ?

A. Why, we would arrange about improvement of machinery.

1040. Q. But do you think these arrangements would be faithfully carried out ?

A. Yes.

1041. Q. Do not you think Government interference would be beneficial to both, operatives and Mill owners ?

A. No

1042 Q. Would it be injurious ?

A. Yes

1043. Q. In what way ?

A. In more than one way I know from experience what correspondence with Government on any subject means, and the dilatory nature of the correspondence that would take place between Government and Mill owners would in many instances prove detrimental to the regular working of Mills.

1044. Q. Then do you think Government interference would do more harm than good ?

A. Yes, I think so.

1045. Q. Is there much sickness among the operatives in your Mill ?

A. No.

- 1046 Q Do the operatives keep their health well, that is, is not their health impaired by Mill work ?
- A. Yes ; their health is not impaired by Mill work.
1047. Q. Are Mill operatives in Ahmedabad better off than the same class of men working in the town ?
- A. Yes, they are undoubtedly better off.
1048. Q. Are mill operatives better paid than those working in the city ?
- A. Yes.
1049. Q. Do you mean that people engaged in the arts and manufactures earn less than mill operatives ?
- A. That depends on the trade itself, some earn less, some more. Silk and kin-cob manufacturers earn more, cotton manufacturers less.
- 1050 Q. But do not you think the mill operatives are happier than other out door labourers ?
- A. Yes, I think so.

EXAMINATION OF MR. TAPIDASS VURJDASS

1051. Q. What is your name ?
- A. Tapidass Vurjdass.
1052. Q. To what Mill do you belong ?
- A. To the Alliance. Formerly it was a Spinning Mill only, now it is both, a Spinning as well as a Weaving Mill.
1053. Q. Are you Manager there ?
- A. No, I am Secretary and Treasurer.
1054. Q. Are you Life Secretary ?
- A. No.
1055. Q. How many years are you connected with this Mill ?
- A. Since 1866, when I was Director and Chairman ; since 1869 I have been Secretary.
1056. Q. Are you acquainted with all Mill work ?
- A. Yes.
1057. Q. Is machinery in your Mill protected ?
- A. Yes.

- 1058 Q. Well protected ?
A. Yes.
1059. Q. Should it be so in all Mills ?
A. Yes, but it is already well protected.
1060. Q. What is the lowest age of children employed in your Mill ?
A. Seven, there are about thirty children of that age employed in my Mill.
1061. Q. There are none under seven ?
A. No.
1062. Q. What are the general hours of work ?
A. From sunrise to sunset.
1063. Q. Is any interval for recreation allowed ?
A. Yes, half an hour's interval at 8 A. M. and another half an hour's at 12 P. M.
1064. Q. Do children work all that time ?
A. Yes, they do, but their work is very light.
1065. Q. Do they get any other time for rest ?
A. Yes, they do.
- 1066 Q. Do they go out during working hours ?
A. Yes, they are allowed to go out for meals and necessary purposes. They get nearly three hours more of recess than adults.
1067. Q. What is the minimum age at which children should be employed in Mills ?
A. Seven years and upwards.
- 1068 Q. Do you close your Mill on Sundays ?
A. Yes, always.
- 1069 Q. Do you think it would be good to close Mills once a week ?
A. It is both good and bad, I close every Sunday, but I think two Sundays in a month would be enough.
- 1070 Q. Do you give any other holidays besides Sundays ?
A. Yes.
1071. Q. How many ?
A. 8 or 9.

1072. Q. How many days do you close in a year.
 A. That depends upon circumstances, but 40 to 50 would be sufficient
1073. Q. Is Vehar water provided at your Mill ?
 A. Yes
1074. Q. And privies and urinals ?
 A. Yes, we have a doctor also for our operatives.
1075. Q. Who is that doctor ?
 A. Dr. Rustomje Bahadoorjee.
1076. Q. Is your Mill well ventilated ?
 A. Yes.
1077. Q. What are the means of ventilation ?
 A. Doors, windows and roof ventilators.
1078. Q. Are these sufficient ?
 A. Yes.
1079. Q. Are they always used ?
 A. Yes, except in cold weather.
1080. Q. Do you know anything about the temperature in your Mill ?
 A. I have never marked it myself but from what I have heard, I can say that it ranges from 85° to 90°.
1081. Q. Is the temperature hot ?
 A. No I don't find it very hot, but it would be better if it were a little hot
1082. Q. Is there a school attached to your Mill ?
 A. No.
1083. Q. Do the children attend any school ?
 A. If they like to do so, there is no one to prevent them.
1084. Q. Should they be educated ?
 A. Yes
1085. Q. Should education be voluntary or compulsory ?
 A. Voluntary
1086. Q. Do you think an act is necessary for the regulation of the working of Mills ?
 A. No, an act would not work well in India.

- 1087 Q Would Government interference prove oppressive ?
- A Yes, it would press hard both upon operatives and Mill owners.
- 1088 Q What do you base your calculations upon ?
- A. The operatives are free to stay in any Mill, they can leave the service at any time they like ; they can avail themselves of any situation with higher wages, and so why should an Act be enforced ? Also Mill industry being in its infancy it should not be restricted.
- 1089 Q Are your operatives healthy ?
- A. Yes.
- 1090 Q. Does no sickness prevail among them ?
- A Their health is generally good , but they sometimes consume indigestible fruits and get sick.
- 1091 Q Are not Mill operatives happier than outdoor labourers ?
- A Yes, ten times happier than outdoor *bagaries*.
- 1092 Q Are they satisfied with their work ?
- A. Yes, very well satisfied.
- 1093 Q But we must not compare Mill operatives to *bagaries*, they are always more skilled than *bagaries*. The question is, are they happier than other outdoor labourers ?
- A Yes, they are happier, and employment in Mills has also tended to reduce crime

EXAMINATION OF MR. JOSEPH SHARPE.

- 1094 Q What is your name ?
- A Joseph Sharpe.
- 1095 Q With what Press are you connected ?
- A I am Engineer to the Apollo Press Co.
- 1096 Q. How long is it since you are there ?
- A. Twelve months.
- 1097 Q Have you any experience of other Presses ?
- A No.

1098. Q Is machinery protected in your Press ?
A. Yes, a portion of it.
1099. Q Ought it to be protected in all Presses ?
A. Yes.
1100. Q. There are no children employed in your Press.
A. Yes, there are.
1101. Q. What is their lowest age ?
A. Six years and upwards.
1102. Q. What is their work ?
A. Picking up waste cotton.
1103. Q. Does your machinery require protection ?
A. Yes.
1104. Q Do all parts of it require protection ?
A. No, the dangerous parts of it.
1105. Q What are the hours of work in your Press ?
A. Generally from 6 A. M., to 6 P. M., or from sunrise to sunset.
1106. Q. Were you ever requested to have any bales made up at night ?
A. No, not since I have been employed
1107. Q. Do you close on Sundays ?
A. No
1108. Q. You do not close all the year round ?
A We don't close during the busy season.
1109. Q How long does the busy season last ?
A Three months. During the other nine months, we close on Sundays because there is not so much demand for work
1110. Q. Do you think Presses ought to be closed once a week ?
A. Yes
1111. Q To clean machinery ?
A. Yes, and to give time for rest to the operatives
1112. Q. Do you give any other holidays ?
A Yes, all native holidays.

1113. Q How many are they ?
 A. About 8 to 10 in the year.
1114. Q. Is water provided at your Press ?
 A. Yes, but the supply is rather deficient just now.
1115. Q. Are Urinals and Privies provided ?
 A. No, the operatives go to the Sea for necessary purposes.
1116. Q. Are your Operatives healthy ?
 A. Yes.
1117. Q. Do they get tired with their work ?
 A. The coolies do, as they work continually for twelve hours.
1118. Q But the Children, do they get tired ?
 A. No.
1119. Q How is the ventilation of your Press ?
 A. Very good.
1120. Q. Do these Coolies perspire heavily and profusely ?
 A. Yes, they also drink a good deal of water.
1121. Q. Is their work harder than that of Mill Operatives ?
 A. Oh yes, ten times as hard.
1122. Q. How many, do you think, should be their working hours ?
 A. The working hours for Coolies should be six, as their work is so hard.
1123. Q. Are they paid by the bale.
 A. Yes.
1124. Q. Do they suffer much from Cotton dust ?
 A. Yes.
1125. Q. Are they allowed any time for meals ?
 A. No.
1126. Q Are they allowed no meal hours at all ?
 A. No.
1127. Q. Then they take their meals when they find an opportunity ?
 A. Yes

- 1128 Q. Is it very hot in your Press ?
A. No, because our Press is so well ventilated.
1129. Q. Are any women employed at the picking work ?
A. Yes.
1130. Q. Do you think a Legislative Enactment is necessary to regulate the working of Presses ?
A. Yes, it is particularly necessary to enforce the closing of Presses once a week.
- 1131 Q. How long do women work ?
A. For the same hours as men.
1132. Q. What, at picking cotton ?
A. Yes.
1133. Q. Should the day for closing once a week be Sunday ?
A. Yes.
1134. Q. Why would you close Presses once a week, to clean machinery or for the good of the operatives ?
A. For both purposes.
1135. Q. Should the age of Children employed be legislated for ?
A. Yes.
1136. Q. Is there anything else requiring legislation ?
A. I don't remember.
- 1137 Q. Is an act necessary for the protection of machinery ?
A. Yes, as it is only partially protected
1138. Q. Have you any difficulty in securing labour ?
A. Yes
1139. Q. Why, because the work is hard ?
A. No, but because members of only one caste work in Presses.
1140. Q. Are you acquainted with any Mills in Bombay ?
A. No
1141. Q. With any at Home ?
A. No

- 1142 Q Would you apply the act to Mills also ?
A Yes.
- 1143 Q. Who are the Agents of your Press ?
A Remington & Co.
1144. Q Do you know anything about the temperature in your Press ?
A It is always cool at our Press, on account of its being so well ventilated.
-

EXAMINATION OF Mr. D. HENDERSON.

1145. Q. What is your name ?
A. D. Henderson.
1146. Q. To what Press do you belong ?
A. I am Engineer to the Indian, formerly the Bombay Press Co.
1147. Q Where is that Press ?
A At Colaba.
- 1148 Q How long have you been connected with the Press ?
A. Seven years.
1149. Q. Are you Manager and Engineer ?
A. No, only Engineer.
1150. Q. Who are the Agents of the Press ?
A. Gaddum & Co
- 1151 Q. Is your machinery protected ?
A. Yes.
1152. Q. Ought it to be protected in all Mills and Presses ?
A. Yes.
1153. Q Are children employed at your Press ?
A. Yes, a few to pick up waste cotton
- 1154 Q. What is their lowest age ?
A. Ten to twelve.
1155. Q. What are your hours of work ?
A. Oh, they are much too long.
- 1156 Q How many are they ?
A. For the last ten weeks, we have been working from 5 a.m., to 9 p.m., sixteen hours every day

- 1157 Q. How long have you to work like this ?
A. For two months.
- 1158 Q. The work is very heavy, I suppose ?
A. Oh yes, very heavy and disagreeable.
1159. Q. Do you think the work in Cotton Presses to be very much harder than in Mills ?
A. Oh yes, from what I have seen of it, it is much harder.
1160. Q. You do not close your Press on Sundays?
A. Not during the busy season, but we close during the other ten months
1161. Q. Do you get any other holidays ?
A. They don't give many holidays, since January last we have had only one holiday.
1162. Q. Would it be a good thing if Presses were closed once a week ?
A. Oh yes, a very good thing.
1163. Q. Ought this to be enforced by law ?
A. Oh yes, there is no other way of doing it.
1164. Q. You do not believe in Mill owners and Press owners forming an Association and protecting the interests of the operatives ?
A. No, they have no consciences
1165. Q. How many holidays would you like to have in a year ?
A. I think one day every week would be fair.
1166. Q. Would fifty two days in the year suffice ?
A. Yes, that would be fair,
1167. Q. Are your Operatives healthy ?
A. No, most of them suffer much from asthma.
1168. Q. Do you think the work kills them ?
A. Yes.
1169. Q. Because the hours are too long for such heavy work ?
A. Yes.

1170. Q What do you think, how many working hours should there be ?
- A. From personal experience I can say that the Operatives fall off and get fatigued after eight hours' work.
1171. Q. Would you let them off after six hours then ?
- A. No, I would not have them work longer than eight hours.
1172. Q. Is your Press provided with plenty of Vehar water ?
- A. Yes.
1173. Q Is the ventilation good ?
- A. Yes.
- 1174 Q. Is it hot in your Press ?
- A. Oh yes, very hot in the Engine room ; it is 110° there, in other parts of the press it is 90°.
1175. Q. Do you think an Enactment is necessary to effect modifications in the present system of work ?
- A. I don't see how you can do without it. How do you expect to effect changes without an enactment ?
- 1176 Q. Would you extend it to all India or confine it to Bombay only ?
- A. I can't say.
1177. Q. But do not you see there is one Government throughout the whole of India ; would it be right to hamper one part of the country with the Act and leave other parts free ?
- A. Yes, the Act should then be imperial.
1178. Q Should the Act be simple, or should it go into details ?
- A. The simpler it is, the better it will be understood.
1179. Q. Has the system of working for such long hours been in vogue for many years ?
- A I found the system at work when I joined the Press.
1180. Q. You say you have been working hard since January ?
- A. Yes

1181 Q. Do you work hard every year in this way ?

A. Yes, or how could we make up about 30,000 Bales ?

1182. Q. Has there been any Government interference with your Press ?

A. No.

1183 Q. What are the wages of Operatives at your Press ?

A. The highest wages are a rupee a day.

After the above evidence was finished, the President read a letter from the Honble J. K. Rythell regretting his having been unable to attend the meetings of the Commission on account of failing health, resigning his post as member of the Commission in consequence of his being obliged to proceed to England, and offering for the serious consideration of the Commission the following remarks regarding overworking of operatives in Cotton Presses here and in the Mofussil.

"I see that reference has been made to the long hours worked during the season in Press houses. I am inclined to think that interference would be a mistake however. The really busy season at a Press house lasts for about three months only in the year. When the bulk of any one cotton crop is ripe, the Presses in that district work early and late, and sometimes work at night and day, (with double gangs however when they work all night). Only full grown powerful men are employed at the Cotton Presses, and as they are paid by the bale, and have to earn their whole year's livelihood in about three or four, or at the outside five, months, the men are naturally extremely anxious to work early and late to make as much money as they can, for they remain in enforced idleness more than half the year. Now to restrict the Presses to 9 or 10 hours' work per diem would necessitate the erection of many new Presses in some of the districts, and would prevent the hamals from laying by a little money for the slack season. Men who are compelled to take six or eight months' complete rest annually, may work overtime, I think, for three months or so without much injury to health.

Women and Children work in the Ginning Factories in Guzerat, but the long hours of work only last for about two months, and the Gins only work for about four months in the year, consequently all the work people are very anxious to make a good harvest while work can be had.

If it be contemplated to legislate for cotton Press-houses and Ginning Factories, I think you will agree with me that the facts I have mentioned should receive serious consideration."

PROCEEDINGS OF THE NINTH MEETING OF THE BOMBAY
FACTORY COMMISSION HELD ON WEDNESDAY,
THE 9TH JUNE 1875, AT 4.30 P.M.

PRESENT.

F. F. Arbuthnot, Esq. C. S.	<i>President.</i>
Sir Munguldas Nathooobhoy, C. S. I.	} <i>Members.</i>
T. Blaney, Esq.	
Morarjee Goculdass, Esq.	
W. Moylan, Esq	<i>Secretary.</i>

The Commission met at the Scott Press, Colaba, and after going over the Press, the following evidence was taken on the premises.

EXAMINATION OF ASSUR VEERJEE.

1184. Q. What is your name?
A. Assur Veerjee.
1185. Q. What are you?
A. Muccadam to the Scott Press.
1186. Q. Do you supply the Press with labourers?
A. Yes.
1187. Q. How many years have you been connected with the Press?
A. Seven or eight.
1188. Q. How many men do you supply daily?
A. From 100 to 125.
1189. Q. Do you find any difficulty in supplying this labour?
A. No, none.
1190. Q. What are the men you supply chiefly employed on?
A. Pressing and weighing cotton &c.
1191. Q. Do not they clean cotton?
A. No. Men, who do this, are sent by the parties, whose cotton is being pressed.
1192. Q. Do not you supply women and children?
A. No.

- 1193 Q How many men do you supply daily on an average ?
- A I can't say.
- 1194 Q But approximately ?
- A. Sometimes I supply from 175 to 200 men per day, but the number depends on the amount of work to be done.
- 1195 Q. How many hours do these men work ?
- A. Generally from 8 a. m. to 5 p. m., but we work longer during the busy season.
- 1196 Q How many hours do you work during that season ?
- A. Generally from 4 30. a. m. to 6 30 p m , but sometimes to oblige a merchant, we work till 12 p. m., but this occurs only four or five times during the season.
- 1197 Q Do not you commence work during the season at 4 a. m. ?
- A. Only sometimes, generally we commence at 6.
- 1198 Q During the three months of the busy season, the working hours are from 6 a. m. to 6 p. m ?
- A. Yes, but for about four or five days in the year, the hours are longer.
1199. Q. Do the work people ever get sick ?
- A I can't say.
- 1200 Q. But you ought to be able to tell us whether they are ever sick ?
- A. Yes, they sometimes do get sick, but I generally allow them a day's rest after two days' work.
- 1201 Q. Are all labourers allowed this rest ? Do all work only twenty days in the month ?
- A. Yes, almost all.
1202. Q But do not they ever get sick during working hours ?
- A. In the hot season sometimes, they feel feverish and leave off working
- 1203 Q. Are they paid by piece-work or monthly wages ?
- A. By piece-work.
- 1204 Q. How much does a man earn daily ?
- A From 1 to 2 rupees according to the amount of his work.

EXAMINATION OF MR. G. BROOKS.

- 1205 Q What is your name ?
A. George Brooks.
1206. Q. What are you ?
A. Superintendent, Colaba Press Co.
1207. Q. Are you manager of this Press ?
A. Yes.
1208. Q. How many years are you in this Press ?
A. Ten years. Since 1865.
- 1209 Q. Is your machinery protected ?
A. Not quite so well as it ought to be, but we intend protecting it thoroughly in time.
- 1210 Q. Do you think it ought to be protected ?
A. Yes.
1211. Q. Do many accidents occur in this Press ?
A. No, not many, we had two last year.
1212. Q. I think you told us while going through the Press that you had seven Presses ?
A. Yes.
- 1213 Q Are they all fully employed in the busy season ?
A. Yes.
1214. Q. When does the season commence ?
A The season commences in October, but the busy season lasts only for three months.
1215. Q. Please name the months ?
A March, April and May.
1216. Q. What are the ordinary hours of work during the year ?
A. From 8 A. M. to 5 P. M.
1217. Q. And in the busy season ?
A. The regular hours are from 6 A. M., to 6 P. M.
- 1218 Q. But when you are pressed by work ?
A We begin then at 4 A. M., and knock off at 7 P. M.

1219. Q. Do you never work later than that ?
 A. Yes, we sometimes work from 4 A. M., to 11 P. M.
1220. Q. But that is very rare ?
 A. Yes, very rare.
1221. Q. Do you work with the same set of men all this time ?
 A. Yes, but probably they don't come to work the next day.
1222. Q. Do you close on Sundays ?
 A. Not during the busy season.
1223. Q. But during the rest of the year ?
 A. Yes, we do, unless there is much work.
1224. Q. Would it be advisable to close Presses on Sundays ?
 A. Yes. As the men are worked now, rest for one day a week would be beneficial.
1225. Q. Do you consider Press labour heavy ?
 A. Of the two kinds of labour employed in Presses, piece work labour is the heavier.
1226. Q. Do you think this work debilitates their health ?
 A. I have not noticed that, but it is a fact that they turn out a greater number of bales during the first half of the day than during the other half.
1227. Q. Do many of them sleep on the premises during the season ?
 A. They do so only when they have been working till late at night.
1228. Q. Are there no meal hours ?
 A. No, none for men who are engaged by piece-work.
1229. Q. Are there no hours of rest ?
 A. No, none.
1230. Q. Do not you reduce your hands after the busy season is over ?
 A. No. The contractor has always to keep in readiness seven gangs for the work, no matter whether they are employed or not.

1231. Q. But they are paid only when they work ?
- A. Yes
1232. Q. How many persons are there to each gang ?
- A. 15.
1233. Q. Does the muccadam pay them ?
- A. No.
1234. Q. What wages do these men get ?
- A. They are paid according to the amount of their work.
1235. Q. Yes, but how much does a man get on an average ?
- A. The tindal earns two rupees and an ordinary pressman one rupee a day.
1236. Q. Is Vehar water supplied to the work people ?
- A. Yes.
1237. Q. As much as they want ?
- A. Yes.
1238. Q. Is privy accommodation provided ?
- A. Yes.
1239. Q. Do your operatives keep their health ? Do they ever get sick ?
- A. Some of them get sick at the end of the season.
1240. Q. Is it true that all labourers in your Press, after working two days, take rest on the third ?
- A. Yes. The muccadam has always two gangs of men in reserve to relieve those at work, and thus almost all of them can have rest on the third day after working for two days.
1241. Q. But they do not get paid for the day of rest ?
- A. No.
1242. Q. Is the muccadam obliged to do this, so as to be able to give you fresh men daily for your work ?
- A. No, he keeps the two extra gangs for his own security, to keep his men fresh and to relieve any one who might get sick.

1243. Q. Is it very hot in your press during this part of the year ?

A. Yes.

1244. Q. And very dusty too ?

A. Not more so than in other places, we have fans on each of the shafts to keep the dust moving and to take it away.

1245. Q. But they are small ineffectual things, are they not ? The Commission saw them to-day.

A. Perhaps the Commission witnessed them under unfavourable circumstances. During the season we keep the roof open so that the dust can be carried away freely. The season is almost over.

1246. Q. No children are employed at your Press ?

A. No, none, we used to employ them formerly.

1247. Q. And no women ?

A. No.

1248. Q. Do you think an Act is necessary to regulate the working of Cotton Presses ?

A. I don't think so.

1249. Q. Why not ?

A. Because the people whom the Act would affect would not be benefited, the people employed by piece-work would not like to have their hours of work curtailed, and consequently their income reduced.

1250. Q. But it would be beneficial to men employed on monthly salaries ?

A. Yes.

1251. Q. Then the piece-work labourers would rather remain as they are ?

A. Yes.

EXAMINATION OF RAMA ANTIOEA

1252. Q. What is your name ?

A. Rama.

1253. Q. Your father's name ?

A. Antoba.

1254. Q. What is your work ?
A. Press-work.
1255. Q. What is your native country ?
A. Joona in the Poona Collectorate.
1256. Q. How long have you been here ?
A. I have been nine years in this Press.
1257. Q. Where were you before that ?
A. I worked at a Hand-Press, Fort, for two or three years.
1258. Q. How are you paid, by monthly wages or piece-work ?
A. By piece-work.
1259. Q. How much do you get monthly ?
A. That depends on my work.
1260. Q. Yes, but how much on an average ?
A. I earn about fifty rupees a month during the busy season and fifteen during the slack season.
1261. Q. Do you ever get sick ?
A. No.
1262. Q. Do any other labourers get sick ?
A. No.
1263. Q. Do labourers ever stay away on account of sickness ?
A. No, but it is the general practice that labourers in our Press stay away on the third day.
1264. Q. Why ?
A. To take rest.
1265. Q. Out of a hundred persons employed in the Press, how many, do you think, stay away in this way ?
A. I can't say, some take rest, some don't.
1266. Q. Do you get Vehar water ?
A. Yes.
1267. Q. Sufficient ?
A. Yes.
1268. Q. When work is heavy, at what time do you come to the Press ?
A. In extreme cases at 2 or 3 A. M.

1269 Q. And when do you close ?

A. 6 P. M.

1270. Q. Never later than that ?

A. Yes, sometimes at 8 P. M.

1271 Q. Never after that ?

A. Yes, sometimes in rare cases. Last year we worked for the whole night once.

1272. Q. Did you work voluntarily ?

A. Yes.

1273 Q. When do you take your meals ?

A. Whenever an opportunity offers. We are often compelled to eat while at work to save time. When this is the case we feed ourselves with one hand while we work with the other.

1274. Q. But have you no regular hours for meals as Mill people have ?

A. No.

The Commission after this visited the Prince of Wales and the Indian Presses. At the latter, one of the coolies working there, being asked by Dr Blaney whether he was allowed to have a Holiday after two days' work on the third day, said there was no such practice in his Press, and that no Holidays were granted during the busy season.



PROCEEDINGS OF THE TENTH AND FINAL MEETING OF
THE BOMBAY FACTORY COMMISSION HELD IN THE
LIBRARY ROOM, SECRETARIATE, ON WEDNESDAY,
THE 16TH JUNE 1875, AT 3.30 P.M.

PRESENT.

F. F. Arbuthnot, Esq. C. S.	<i>President.</i>
Sir Mungaldas Nathooobhoy, C. S. I.	} <i>Members.</i>
H. Maxwell, Esq.	
T. Blaney, Esq.	
Morajee Goculdass, Esq.	
Dinshaw Manockjee Potit, Esq.	
W. Moylan, Esq.	<i>Secretary.</i>

Read the following letter from J. Sharp, Engineer to the Apollo Press Company, who was examined at the Eighth Meeting of the Commission on 2nd June 1875.

The Apollo Presses
Colaba, 9th June 1875.

To
The Secretary,

BOMBAY FACTORY COMMISSION.

SIR,

Referring to that portion of my evidence, given before the Factory Commission on the 2nd Instant, which was published in the "Bombay Gazette" on the 5th instant, I think that the Commission are likely to form an erroneous impression as to the manner in which business is conducted by the Apollo Press Company, and I therefore beg that the following remarks may be read with the evidence you have recorded as given by me.

I said "we generally work from sunrise to sunset." I should have limited this to the three or four months of the busy season. During the rest of the year, work does not commence before 7, 8, and sometimes 9 o'clock, terminating at 4, 5 or 6 o'clock according to the amount of pressing business that there may be offering.

To my answers.—

"I think the Presses ought to be closed once a week to give the men rest."

"The coolies get tired with twelve hours' work."

"They work much harder than men do in Mills."

"I do not think the coolies should work more than six hours in the Presses."

"The men are paid by the day."

I wish to add that the coolies in overworking themselves, as they do, in my opinion are influenced by the desire to make as much money as they can earn during the busy season. After the rains begin and during the greater portion of the year, those who trust to employment at our Presses, and I believe a large majority of them do, receive small wages, being paid not by the day, but by the number of bales that the Presses turn out; and I think the coolies would regard it as a great hardship, if they are prevented from working as many hours as they are willing to do. When I said "I think a legislative enactment is necessary," I meant it should only be to compel the closing of all Factories on Sunday, and to prevent women and children from being employed for so many hours as they seem to be.

The women and children that I mentioned as being employed in the Press buildings are, I find, the servants of the owners of the Cotton, and not, I find, in any way, of the contractors for the Press Company.

I should further mention that the engineers and mechanics employed by this Company are paid for overtime on a regular scale, when their hours of work are longer than from 8 A. M. to 4½ P. M.

Begging that you will have the goodness to lay this letter before the Commission.

I have the honor to be,

Sir,

Your obedient Servant,

J. SHARP,

Engineer, Apollo Press Company.

The President then read a draft report, and asked the individual members of the Commission to vote whether they considered legislation necessary or not. Mr. Arbuthnot and Dr. Blaney were in favour of a simple legislative enactment, and Mr. Maxwell, Sir Munguldass, Mr. Morarjee and Mr. Dinshaw did not consider that legislation was necessary. It was then resolved that the Report should be circulated with the printed summary of the evidence and the detailed evidence among the Members of the Commission for their signature and for any separate remarks they might wish to offer.

F. F. ARBUTHNOT.

President.

SUMMARY OF EVIDENCE.

SECOND MEETING, 21ST APRIL, 1875.

EVIDENCE OF MR. JAMES HELM, MANAGER OF THE BOMBAY UNITED
SPINNING AND WEAVING MILL.

Has been 26 years connected with Mills and has been Manager in India 7 years. No portion of the dangerous parts of machinery should be left unguarded. He cannot say how many accidents occur in the Mills, but they do decidedly occur. The greater portion of Mill machinery here is guarded. The lowest age of the children in his Mill is ten years and over. He should say, that is the lowest age of children employed in the Mills here. They work for about 12 hours daily with an interval of half an hour at mid-day for meals. They are at work all the rest of the time in a standing posture. They ought to have one full hour at mid-day. Those from 10 to 13 years old should work half-time and those who are upwards of 13 years should work full time. The physical capacity, muscular power and development of these children is 10 per cent. less than that of those in England, but, although weaker and less robust than Lancashire children, there are some very fine ones among them. They are chiefly employed as Spinners and Winders, and their work is very light, and not laborious. Women are employed the same hours as the men. Pregnant women work till far advanced. Girls are employed on the same easy work as boys. The present working hours are from 6 A. M. to 6 P. M. But there are no fixed hours. Thought it is too much for people to work, as in some cases they do, from day-light till dark daily, including Sundays. Thought they ought to have more time during working hours to refresh themselves before recommencing work in the afternoon, as some go half a mile for their meals and no time is left to refresh themselves after returning. He would make it an hour from 11-30 A. M. to 12-30 P. M. It would not be necessary to give them any more time, not even 15 minutes in the afternoon. The sanitary arrangements are very good, quite as good as in England. Vegetable water, tanks and every other convenience are provided. Few work-people fall ill, nor do many absent themselves on account of illness. Fever, bilious and other bowel derangements are the prevailing ailments. Ventilation is very good. The sky-lights are open during hot weather and shut in the wet season to keep the rain out. The temperature in the centre of the Mill to-day at 1-30 P. M. was 90° Fahrenheit; it was 90° in the Blow room at 1 P. M. and 80° in the morning. The only sufferers from cotton dust are the Grinders, who tie a cloth over their mouth while at work. It would be a good thing to educate the children. Mill-owners should bear the cost. The children are willing to receive instruction. In his Mill they attend School in batches for 2 hours at a time. Nothing whatever is deducted from their wages on this account. The system has existed about 12 months. The children are improving and show greater aptitude for work. Schools should be enforced on Mills. There are no regular holidays except the Hindoo holidays in his Mill, and it is only on those holidays that they stop work. They do not allow more than 10 holidays in the year. As all the hands are paid according to piece-work, they get no wages for holidays. They are paid according to the amount of work they do, and if they absent themselves without leave they deduct two days pay for every one day of absence, and if absent with leave, the pay for the absent days only is deducted. Mills should be closed on Sundays, or else there is no time for cleaning and overhauling the machinery properly. The Mill-owners would object most to closing Mills on Sundays. Did not consider one or even two Sundays enough. The people should work the whole six days and leave off at 4 P. M. on Saturdays to clean the machinery. A few hours are employed on holidays to make little repairs. They pay them for those days. Children get from Rs. 5 to Rs. 7 a month, females from Rs. 7½ to Rs. 8 per month, and men from Rs. 10 to Rs. 15 a month, and some of them from Rs. 15 to Rs. 20. The highest they get is about Rs. 20 or Rs. 22. Skilled men and overseers get from Rs. 50 to Rs. 60 per month. They are paid about the 20th of every month for the preceding month. Fines are inflicted for spoiling work, or for misconduct. Fines in the aggregate are light. The Company takes the fine money. The work-people are not deprived of it without good reason. The fines

are inflicted to check misconduct and inattention to work. A printed copy of the rules is hung up in the Mill and read out every pay day. He would allow children to work only for half a day. No advances in the shape of money are made to the work-people. Each person can only draw the wages due to himself. The operatives are not compelled to spend their wages at a particular shop, nor is there an understanding to that effect. They have no Savings Banks, or Provident, or Co-operative Societies in the Mill. Savings Banks would be a good thing to have. When a slight accident occurs to a workman, he is taken to his house and they enquire about his progress. If he has received a serious injury he is sent to Hospital. No special provision is made for a man if thus incapacitated for work. If they can re-employ him he is set to light work, such as he is fit for. There are no other punishments except fines. No flogging; not even amongst boys, who are only fined for anything wrong. They do not allow women with nursing children to attend the Mill. Infants are not allowed in the Mill. Cannot tell whether there is a plurality of wives to one man in the Mill. The operatives are chiefly Hindoos, only a few Mahomedans and Parsees. No low caste people are employed. An enactment would benefit both Mill-owners and operatives. It should not be too severe at first, but its powers should be gradually increased as necessity or experience may suggest. Mill-owners could not reasonably object to some modifications in the present working system. Competition will be keener as Mills increase and will offer greater inducements to work additional hours. The difference of out-turn of work by women in England and here is at least 5 to 7 per cent. There is a difference of 5 to 7 per cent between their wages. Employment in his Mill is permanent. There are few strikes. The operatives as a rule are very respectable and mannerly. Drunkenness is almost unknown among them, and he has never known disturbances to occur amongst them either from bad temper or caste prejudices.

SECOND MEETING, 21ST APRIL, 1875.

EVIDENCE OF MR. MOTHIRAM BHAGOOBHOY, GENERAL SUPERINTENDENT,
FRERE AND MAZAGON SPINNING AND WEAVING
COMPANY, LIMITED.

Has been connected with the Cotton Spinning and Weaving Industry since 1862, with an interval of 3 years between 1865-68, and is acquainted with the general management of Mills, was lately Manager of the Jewraj Baloo's Spinning and Weaving Mill for about 3 years, during which time only 3 accidents occurred there, one man lost his finger, another hurt his foot. He was living on the premises at the time. Some portions of the machinery of Mills still requires to be guarded, but in nearly all the Mills it is generally protected. They give no compensation for injuries. If the injuries occur about the middle of the month they give the sufferers a full month's wages, and nothing subsequently. He knows of only one case of permanent incapacity of an operative from injuries received by him. The youngest children employed in the Mill are eight years old, but there are no means of knowing their age accurately. The children work the same hours as the other people, viz. from 5-30 A. M. till 5-45 P. M. In the cold season from 6 A. M. till 5-45 P. M. with an interval of half an hour from 12-30 to 1 P. M. which is enjoyed rather as a time for recreation than for taking meals. Meals are usually partaken of before that time. The working time is too long for children and he would limit it from 10 to 10½ hours, would increase the meal time to 30 or 45 minutes. Would limit the hours to 10 for men, women, and children and give them all an interval of 45 minutes. Would begin work in winter at 7 A. M. and close at 5 P. M., and in summer he would begin at 7-30 A. M. and close at 5-30 P. M. His Mill is provided with Privies and Urinals and Vchar water. The windows of the Mill are constantly kept open. The operatives do not complain of heat in the Mill. Would suggest a garden to be made in the compound of each Mill and a shed erected, in it for the people to eat their meals and rest in. There is no school in his Mill. It would be a good thing if a school, separate from

the Mill, were established to teach the Vernacular as well as Mechanics. A professional education would be better than a general one. The children should be taught to repair and fit up their own machines. A general school should be established in the neighbourhood of several Mills, so as to be within easy reach of the children. It might stop the work if they were all sent to school for two hours. It is certainly advisable to have general schools, with the object of giving children a professional training, as well as for educating them in the Vernacular, and they should be sent to these schools, after their work is over. He would give them a part of the ten working hours for school, but if they were all sent at once it would necessitate the employment of extra hands. By such a plan you could not introduce education without increasing the expenses of a Mill. Children under 8 years are not employed, and that is the proper age at which to employ Mill children. Children of a tenderer age than this might be employed with greater benefit than older ones, and they could be very well employed if they had an hour's less work. The children should sometimes work on Sundays. The Mills should be closed four days in the month and these days should be Sundays. The Mill-owners would object to it the most. The machinery would be likely to get spoiled if the Mills are not kept closed for 4 days, as otherwise the people would be too tired to clean it properly. Some work-people are paid by the month. If a month has 31 days we pay them one day's wages more. Some are paid by piece-work. We reckon Sundays as working days. They allow about 12 holidays in the year. They are all Hindoo Holidays. Mills are also closed on New Year's and Taboot days. It is the intention of some Mills to stop four days in the month, and it would be well to stop work for four days whether they were holidays or not. Those receiving monthly wages get pay for holidays as well as Sundays. Children get from Rs. 4 to Rs. 10. Women Rs. 7½ and men from Rs. 7 to Rs. 20. They can earn no more at piece-work at his Mill. The Overseers get from Rs. 40 to Rs. 50 and Rs. 60. Skilled workmen from Rs. 30 to Rs. 50. Women and children are employed in cleaning cotton or in winding and reeling, and their work is suitable to their ages and sex. It would be much better if the Mill-owners made their own arrangements for the protection of Industry in all its phases, than to subject them to a legislative enactment. It would be difficult to make them come to an arrangement, but the Mill Association will be able to obviate the necessity of forcing them to do so.

THIRD MEETING, 28TH APRIL, 1875.

EVIDENCE OF MR. SHAVAKSHAW DHUNJEEHOY, LATE SECRETARY
TO THE ALLIANCE SPINNING COMPANY

He was partly Secretary and partly Manager of the above Mill. Has never been connected with any other Mill in Bombay, but has been General Superintendent of one at Madras. The machinery is very well protected in the Alliance Mill. It is not, as far as he knows, protected in all the Mills. It should be protected. The lowest age of the children employed is 7 years and upwards, and they work as long as men do from 5.30 a.m. to 6.30 P. M. in summer, and from 5.30 A. M. to 6.15 P. M. in winter. Excepting for half an hour for breakfast from 8 o'clock, and for half an hour for dinner from 1 o'clock, the children work all that time. These hours are too long for children. He should limit the work of children between 7 and 14 years of age to half a day's work. The constitution of some children is very delicate. Children and young persons are employed on light work which involves standing all the time. No difference is made between boys and girls. Thought the present working time is too much; there is very little time for meals. The work-people are obliged to rise at 3 o'clock in the morning, to cook their meals before going to work in the Mill. He would propose 10 hours a day in winter for grown-up persons and 11 in summer, and allow them 30 or 40 minutes in the middle of the day. Women are employed in the Frames and on Reeling, and they work the same hours as men do. Thought that they should be employed one hour less than the males. Pregnant women go to work till they are ad-

vanced five or six months in pregnancy. Those who go up country to be confined cease to work early, but those who remain in Bombay work up to the eighth month of their pregnancy. Nursing mothers work at the Mill and bring their infants with them. The work-people who are paid by the piece-work never complain of the hours of work, but the salaried ones do. The health of the work-people has been good ever since Vehar water has been supplied to them, the supply is abundant enough both for drinking and washing. The windows of the Mill are intended for giving light and not to ventilate the Mill. There is no roof ventilation. The inside of the Mill is very hot. He cannot stop there for more than a quarter of an hour at a time. The people do not suffer from the heat, as they are used to it, and they moreover work almost naked. The temperature of the Mill in hot weather is 90 degrees, and he has seen it 95 degrees in the Card room and the Spinning room. The atmosphere is bad only in the Blow room which has no Exhaust Fan, and the atmosphere there is constantly loaded with dust. There is an Exhaust Fan in the Mill, but it is often blocked up by the dust, and it is only sometimes used to let the dust out. The men work in the Blow room with a cloth over their mouths. They have no Sizing room. He certainly thought that Mill children should be educated; but they should be taught away from the Mill. If a Mill-owner wishes for educated hands, he can satisfy himself from school certificates, whether candidates for employment can read and write. The children at present in the Mills should continue to receive their education in the Mills they belong to. Would charge the Mill-owners with the cost of education. The Mill labourers work on an average about 152 to 153 days in the half year, which would be 304 or 306 days in the year. The Mill never worked on Sundays while he was there. Thought Mills should be closed on Sundays, it would be for the benefit of the owners if they were closed on Sundays, as the machinery could be properly cleaned and kept in good working order, which are advantages to the Mill-owners. Is decidedly of opinion that the Mills should be closed on Sundays. If 306 working days are taken in the year and 52 Sundays taken as non-working days, it would leave 8 days in the year for native holidays, which would, he thought, be sufficient. The work-people take holidays on other occasions, but they forfeit their wages for the days of absence. They are chiefly Hindoos, few Mahomedans are employed. If the work-people stay away without permission they forfeit two days' wages for each day of absence; but if permission is obtained, the absent days only are deducted. He visited two Mills while he was in England, but on business. Knows nothing about the work there. Children from the age of 7 to 14 years receive Rs 2½ to Rs. 3½ or Rs. 4 per month. Women get Rs. 7 per month with extra time, and men from Rs 6 to Rs 15 per month. Jobbers and Fitters get more, skilled workmen from Rs. 20 to Rs 40 and upwards. The wages are paid on the 15th of each month for the month previous. The work-people are in the habit of taking holidays on their own account during the week, but they forfeit their wages. If the Mills were closed on Sundays, the operatives would suffer in the loss of wages for those days, and the Mill-owners their profits, but his Mill would not be affected by such a thing, as they never work on Sundays. It would be a very good thing for Mill-owners to have Sundays for cleaning their machinery. As to whether the Mill-owners or operatives would most dislike closing on Sundays, he did not think the work-people would object, as they require opportunities to go to market, to lay in provisions and other requirements. It would be a hardship to make them work all the days of the week. The work-people are paid by the month, Spinners only. Weavers have only been lately introduced into the Alliance Mill. It would be a great hardship to burden the work people with a part of the expense of working the Factory Act, if one were introduced. There is no special accommodation for the work-people to take their meals, but they do so wherever they can. It would be a convenience to them if a shed were erected for the purpose of taking their meals. We have no printed rules, but written ones are hung up in a prominent part of the Mill. They are read by those who can read, and then explained to the rest of those who cannot read. But they are never read out to the work-people.

THIRD MEETING, 28TH APRIL, 1875.

EVIDENCE OF MR. NUSSERWANJEE DADABHOY, ACTING MANAGER OF THE MORARJEE GOCULDASS SPINNING AND WEAVING MILL.

Has been connected with the Mill for the last 5 years. Was never previously employed in any other Mill. Has no experience of any other Mills in this country, but has been in Mills in England. All the machinery is protected in his Mill. Thought it is protected in most of the Mills in Bombay. It always requires to be protected. They have had about 5 or 6 accidents during the last 4 years. Two were fatal and the others were trivial ones. They were due to the carelessness of the men themselves and not to any other cause. Such accidents could not be prevented by any care on the part of the owner. But there is a greater liability to accidents when the machinery is left unguarded. A Mill cannot be so well guarded as to prevent accidents altogether. The lowest age of children employed in the Mill is eight years and over, but not less than eight years. They work nearly the same hours as adults, which in the long days are 12 hours a day and in summer 12 hours and a half, including half an hour in the middle of the day for meals. This half hour is intended rather for recreation than for meals, which they take between 8 and 10 o'clock in the forenoon, and they relieve each other in watching the machinery. Children should work as much as grown-up people, as they have no hard work to do; he meant as long as men. They do not sit while working, but stand. The actual working time of children is not above 4 hours, and they either rest or attend school for instruction during the remaining 8 hours. Most of the children are treated in this way—and the exceptions are those children who receive higher wages, and they work the same hours as adults, without respect to their age. There are about 800 employed in his Mill. They do not all take their meals at one and the same time. Some remain at work while others go, and when these have returned the others go. He does not think that 12½ hours is too much; they could not make it longer. It would be hard to make them work longer, and the Mill-owners could derive no benefit. Thought that 12½ hours' work is sufficient and not too much. Mill-owners would be glad to make them work longer. As to what he considered a fair day's work for women, they do not work exactly 12½ hours. They are allowed some time for meals and rest. They do not make it imperative on all the work-people to stand and work the whole day without an interval of rest. The women take more time than other work-people for various purposes during the working hours, such as for smoking, &c. Did not always work them so long, as is done in the cold season. Did not think the Mills ought to be closed on Sundays. Thought they ought to be closed sometimes. His Mill is closed every alternate Sunday, to admit of the machinery being cleaned. And besides he thought, that 26 days in the year are necessary for rest for the operatives. As to the number of leave days necessary for the due preservation of the health of the operatives, they gave them nearly 25 or 26 days in the half year, it comes to nearly 56 days in the year. They give them 56 Holidays in the year, including 26 Sundays, and their own holidays which are to the number of 17 or 18 in the year. They are:—one day for Shankranti, 3 days for Holi, one for Ramanomi, one for Shivarathri, one for Yekadashi, one for Naga Panchmi, one for Cooanut day, one for Ganesh Chaturthi, one for Dusra, three for Devali, one for Taboot day, one on 30th June and one on 31st December. The last Boiler Inspection, although made during the Dewali Holidays, gave the work-people two more holidays. They are also obliged to allow holidays, when accidents occur to the machinery. They also close for some hours when eclipses occur, which is, he should say, rather a considerable time, so that the holidays came to about 60 days. The Mill people work 26 days in the month. He thought they ought to have about 50 days in the year. They clean the machinery sometimes on Sundays and sometimes on Saturdays. Three-fourths of the people are employed on piece-work, while probably less than one-fourth are salaried. Thought that an interval of 30 minutes is sufficient for them, because they do not work all the time, and moreover they are well treated. The ventilation is very good and is effected by windows and sky-lights which are large and ample in number. They are used for both ventilation and light. The Thermometer stands from 93° to 94° in the Mule Department, and higher in the Engine room, it is less in other rooms. The Carding machine does not produce cotton dust because it is covered. There is no cotton dust in the Carding and Spinning rooms. The atmosphere is pure. In

the Blow room there is a little dust, but there is more in the Grinding room, and the men work there with a cloth tied over their mouths and work only for short intervals, after which they go outside to relieve themselves by breathing freely. They provide extra men for that room. They have no mechanical means in those rooms for ridding the air of impurities. There is a Fan Blast in the Blow room for taking off the dust from that room, whence it is removed some time after. A Fan is employed to remove the dust. It goes into the dust. In the rooms of the Mills the dust flies about, but in their Mill it does not, because the Fan is used for carrying away the dust into a dust room specially provided for that purpose. There is a sufficient quantity of both hot and cold water provided, also a sufficient number of Urinals and Privies. There is never any sickness among the workmen. If they absent themselves on this account, they cut their pay for the days of absence. They do not employ any medical men, not even for their European Superintendents. They have a Charitable Dispensary close by. There is no necessity for engaging a European Doctor. The Sizing room is in a very good state. Thought it takes a couple of hours to prepare the Sizing. Did not know much about it. Perhaps it takes a longer time than that to dissolve the ingredients. The people employed on piece-work get according to the work they do. The lowest that children get is Rs. 4½ and the highest Rs. 8 a month. Women earn Rs. 7½ a month, unskilled operatives from Rs. 7 to Rs. 10 per month, and skilled men from about Rs. 15 to Rs. 50 a month. They pay them about the 20th of every month for the previous month, always keeping them 15 days in arrears. This system would tend to make the operatives borrow money from the Marwaree money-lenders; and on the other hand it would be a pecuniary gain to the operatives if they were paid on the 1st, 2nd or 3rd of each month; but the Mill-owners would lose much by it, because the operatives would be able to leave them without giving proper notice and also strike work. They have printed rules, which are read out when a new operative is employed. They are never read out to all, because they are generally known. The people perfectly understand the rules. Since his connection with the Mill he has found that the skilled operatives taken all together have improved during that time in the knowledge of their duties, and as a consequence obtained higher wages. The pay Abstract of his Mill is higher now than it was before. Some of the people have improved in their work and earn more. Others get higher wages than before. They find it profitable to give experienced hands higher wages than they get at first. They have a school at their Mill. Thought there should be one in every Mill, and that the children should be compelled to attend it. They compel them to do so in their Mill. Although he has said, they work 12½ hours, they actually work 4 hours, and are sent to school for the rest of the time. The charge for educating the children should be borne by the Mill-owners, but it would be a good thing if any of the Directors defrayed it. In his Mill the charge is defrayed by one of the directors, Mr. Morarjee. The Bombay United Mill has a school attached to it, but he didn't know who pays the charges for it. Most of the children seem willing to go to school. Each one gets two hours' instruction daily. They are taught Maratti, Gujerathi and to sing and recite the Divine Prayers. They are encouraged to attend school by the distribution of prizes on certain days. Girls do not attend school, they refuse to do so and would rather leave the Mill than be educated. He wished to say something more about the Female operatives. In some respects they work differently from the men, and they are thus enabled to work an hour and a half less than the men. They are given a certain amount of work daily, after finishing which they are at liberty to go home. To get through their allotted work they need neither come early nor stay so late as the men. In this way they work generally an hour and a half less than the men.

FOURTH MEETING, 5TH MAY, 1875.

EVIDENCE OF MR. TAMOOLJEE DHUNJEEBHOY, MANAGER OF THE
ALLIANCE SPINNING AND WEAVING MILL.

Has been the Manager of the Mill for 6 years. It is at present only a Spinning Mill. He worked for 20 years in two different capacities of Tenter and Carding Master, and as Manager for the last 5 years. The machinery is protected in all parts in his Mill. Upon

being asked whether machinery is protected in all Mills in Bombay, he said that some makers protect their machinery and some do not; but it is generally protected, especially the dangerous parts. Is of opinion that it should be protected. Two accidents had occurred in his Mill, but they were caused through the negligence of the work-people themselves, and were not due to any want of protection of the machinery. It was difficult to state the lowest age of the children employed in his Mill, but supposed it to be about 7 or 8 years. They work from sunrise till sunset with an interval of 1 hour for meals, viz:—half an hour from 8 a. m., and another half an hour from 12 o'clock noon; besides which the people are allowed about 10 minutes for smoking and necessary purposes. In one respect these hours may be said to be too long for children, but then they are much better off than other outside children, who spend their day in the sun in playing, or doing other things such as picking cowdung &c. Upon its being observed that this was not work and that the question is, whether he thought the hours too long or not, he said he did. Would propose half time for children from 7 to 12 years, and full time for the rest. Would educate the former for the rest of the hours. The general hours of work are from sunrise till sunset, with 1 hour for meals, and that gave 12 to 12½ hours generally. His Mill never worked on Sundays. Thought that all Mills ought to be closed on Sundays, because the operatives would otherwise have no time to buy provisions or attend to their domestic affairs. It would also be good for the Mill-owners. It would be good for the machinery. It took the whole of Sunday to clean the machinery and put it in good order. He thought that, if all the Mills were closed on Sundays, those on piece-work would object most: as it was to their interest to work long and increase their earnings. Could not say whether the Mill-owners would object, but they might, because they would have much less out-turn and consequently so much less profit. Thought that if Mills were closed on all Sundays and eight other Holidays in the year, it would be sufficient. That would leave about 305 working days a year. These holidays would not include the days on which the Mills have to stop work for Boiler Inspections and unforeseen accidents. As to whether he thought owners or operatives would object to stop work one day every week, he said that perhaps both owners and men doing piece-work would object. Thought it would be good for both the property of the Mill-owners, as well as for the health of the operatives. They called some hands on holidays, not to clean, but to repair any injuries the machinery might have sustained. They were paid extra wages for such jobs. The health of the operatives was generally good. They have sufficient Vehar water supplied them. There are Privies and Urinals in his Mill and they are large and ample. There is no covered Shed provided for the operatives to take their meals and rest in. The ventilation in the Mill is good. There are doors and windows and sky-lights. They keep them open in the hot season. Not all; but the sky-lights. They do not keep the doors and windows open, because it causes waste of cotton and thread. In the cold weather and monsoon they have a bit of opening above the sky-lights, which serves for the purpose of ventilation during those seasons. Their roof is open to the north. The rooms are kept to a temperature of 95 degrees Fahrenheit, or otherwise the damp would affect the cotton and cause waste by breaking the thread. The damp is in the atmosphere. Thought that 95 degrees was too high a temperature for children of tender age to work in. They tried to lower it, but found it caused a great waste of cotton and thread. In the experiments to this end they took the temperature as low as 80 degrees. Did not take the temperature to 85° or between 85° and 90°, as having failed at 80°, the experiments were given up. Did not think that Mill-owners should bear the expense of educating children. Employing children for only half the day would be a burden upon the Mill-owners, so that the children ought to pay for their education. Had no personal experience of Mills in England, but had frequently discoursed with Lancashire men about them. If he would have children work half a day, he would educate them during the other half. Did not think that educating the children would benefit the Mill-owners; it might be beneficial to the children themselves, but did not think it would benefit the Mill-owners. As to whether, if all the operatives in a Mill were educated, it would be as good as if all of them were not educated, he thought it was so. The operatives require no education, so far as the Mill work is concerned. Did not think a knowledge of the mere rudiments of reading and writing would much benefit them. It would perhaps spoil them, by enabling them to read trashy works such as the Bhujans, &c. He had an example of this in his Mill, at present;

so that either they should be taught properly, or not at all. The operatives in his Mill are regularly paid on the 15th of every month, unless the 15th falls on a Sunday, when they are paid on the day after. The operatives are on monthly wages, but in other Mills they are engaged by piece-work. They are paid a day and a quarter's wages for a day's work in consequence of the extra time they have to work. The wages paid to the children depend upon the work they do. They get from Rs 2 to Rs 3½. Women get Rs. 7 and extra time, and men Rs. 10 to Rs 12. There are very few children, between the years of 7 and 8, employed in his Mill. Though it is difficult to ascertain their age, he takes care not to employ children of such a tender age as 7 years; children above 8 years are employed in greater numbers. Extra wages are paid in winter, though the Mill does not work so long. Upon its being observed, that that is not extra work, he said it is. Work is commenced at 5-30 a.m. and closed at 6 p.m. The wages are reckoned in this way. The regular day's work commences at 7½ a.m. and ends at 6 p.m., but as they commence earlier they pay extra wages. In the monsoon they sometimes close earlier on account of its being cloudy and dark. He knew nothing about weaving so that he could not answer any questions about it.

FOURTH MEETING, 5TH MAY 1875.

EVIDENCE OF DR. JOSEPH ANDERSON, HOUSE-SURGEON TO
SIR JAMSETJEE JEEJEEBHOY HOSPITAL.

Has been 21 years in this Hospital. Serious cases of accidents are admitted into the Hospital, but slight ones are not. It would be difficult to give an exact number of accidents in Mills, but from what he could judge after looking into the records of the Hospital he might state that on an average about 4 cases are admitted in a month and about 14 or 15 dismissed. So that there are about 50 cases admitted in a year and 180 dismissed. The accidents are not generally of a serious nature, but the cases admitted into the Hospital are always serious, almost invariably involving amputations or other operations. Nearly all these accidents arise from unprotected machinery, but are attributed to the fault of the sufferers themselves. Does not know anything about machinery being encased in Bombay. The accidents chiefly arise from carelessness of the operatives themselves. As to whether any provision is made by the Mill-owners for the injured operatives, he said whenever any limbs are cut up or lost he furnishes the patient, when he is discharged from the hospital, with a certificate stating the nature of the injury and the operation performed, and he generally heard afterwards of some provision having been made for him by the owner of the Mill where he was employed. Upon being asked whether he had any evidence on his records of phthisis and other diseases of the chest and lungs being prevalent among Mill operatives owing to their long confinement in Mills, he says that there are cases now and then among Mill people of chest diseases, inflammation of the lungs and air passages and derangement of the stomach all of which are believed to be due to long confinement in Mills. Thought that free ventilation is necessary to prevent the prevalence of these diseases. Thought that working from day to day in close rooms at a temperature of 95° was injurious to children. Is medical officer of two Mills, one of which has been in his charge for 18 years. Thought the atmosphere of Mills injurious to all. Thought that the temperature in Mills is too high, also, that the atmosphere is fluffy. The screw ventilator would be of advantage in preventing the atmosphere from being so fluffy. Thought the hours of work for children were too long. Thought no children under 8 years of age should be employed. Has a boy now in hospital of the age of 6 years suffering from an accident at the Carding machine. Thought that the present hours of work were too long for all classes of operatives. Would allow 66 leave-days including Sundays. Considered that a day's rest after a week's work a physiological necessity for the work-people. Would propose 11 working hours out of which 1 hour should be given for meals and rest. The diseases described by him are not confined to the Mill operatives only, but they would be produced by the high temperature and fluffy condition of the atmosphere in the Mills. They would be produced more than in ordinary houses. The temperature 2 or 3 degrees higher in the Mills than it is in the heart of the native town in

the not season in places where the lower classes live. As to the boy whom he referred to as suffering from the effects of an accident at the Carding machine, he could not say positively that it was the Carding machine that caused the accident, but of this he was positive that the accident occurred at the Great Eastern Mills and that the boy said he was not working where the accident took place, but had strayed there from his proper duties. Would find it slightly difficult to tell the age of children. He found sanitary arrangements satisfactory. Thought that a covered Shed for the people would be a great convenience; 30 minutes was sufficient time for the operatives to take their food in a healthy manner. Could not recommend any improvement in Mill ventilation, thought it was as good as it can be, but the doors and windows should be kept open. There are enough of doors and windows in the Mills, but they are not kept open. As to whether there should be a Factory Act, he thought it was advisable that some provision should be made as regards the hours of work and the employment of pregnant women, who should not be allowed to work after a certain period. Upon being asked what would prevent these women from attending to other work if prevented from working in Mills, he said nothing would, but the other work would not perhaps be so bad as Mill work. Working in a temperature of 95° degrees would not produce in the case of these women a tendency to abortion, but it would affect their health. Upon being asked whether he would prefer that pregnant women should work, get pay and get proper food, or that they should not work and get starved, he said he would prefer that they should leave off Mill work and do some other light work in the open air. Would allow them to work up to the 6th month of their pregnancy. There are some cases in which women are delivered in the Mills, such cases are by no means uncommon in England. Upon a Commissioner observing that he never knew that, Dr. Anderson said it was quite possible, but he knew that such cases have occurred.

FOURTH MEETING, 5TH MAY, 1875.

EVIDENCE OF DR. THOMAS STEVENSON WEIR, HEALTH OFFICER
TO THE BOMBAY MUNICIPALITY.

Has been in Bombay more than four years. Has made himself practically acquainted with Mills in Bombay, and to that end he has visited some of them both privately and in his capacity of Health Officer on various occasions and at different hours. Not for the purpose of this enquiry, but before it was thought of. As far as he knew, machinery was generally protected in Bombay. It ought to be protected. Did not think an Act was necessary to protect the machinery. Judging from the appearance of the children it seemed to him, that some were employed at from 6 to 7 years of age. Thought they were too young for work, and that the minimum age at which they should be employed is over 10 years if they are healthy. Could not say whether the work of children was too much for them, as he had no experience of their hours of work. Considered that children between 10 and 14 years should not work more than 6 hours. He would call it little more than half time. Thought that the hours of work are too long. Could not give any decided opinion as to how long women should work. Thought that the men ought not to work more than 10 hours exclusive of their meals. As to Holidays and whether Mills should be closed on Sundays, he said he did not think that it is possible to close the Mills on Sundays, but there ought to be four clear holidays in the month. Considered it necessary for the health of the operatives. Thought the work-people should have a day's rest after 6 days of work. Did not mean that they should work for 26 days and get 4 holidays at the end of the month. Would prohibit women from working at an advanced period of pregnancy. Would allow them to work up to the end of the 6th month. Considered it dangerous for them to work after that time, but would leave it to the discretion of the Mill owners to give them light work if they liked. Would not leave it to the women themselves to work after that time, but would make some regulations on that point. The outside sanitary arrangements of Mills were good. Thought a Shed would be a great boon to the operatives. All the Mills are provided with ample Privy accommodation, but there was only one, so

far as he knew, that was provided with Urinals. As a rule he thought Mills are not sufficiently ventilated. Some are much better than others in this respect. Upon being asked whether he thought that the ventilation was not good in itself or was bad on account of the doors and windows being kept closed, he said that generally speaking the ventilation of Mills is not good, although there are some Mills in which many of the rooms are well ventilated. He knew of 2 Mills in which there is an air space of from $\frac{1}{2}$ a foot to 2 feet to let in air at the top of the ridge windows in a good many of the rooms. But the ventilation ought not solely to depend on the doors and windows, for they cannot all be opened at once. It ought to be independent of them. The temperature in Mills ranges from 87° to 98° Fahrenheit in the months of April and May, but the average temperature, should not be above 90 degrees, and there are some Mills in which it does not go above that. Upon being asked if he could mention any Mills which do not allow a temperature higher than 90°, because that would involve the question whether the work can be done at a lower temperature, he said that he could not answer that question directly, but the temperature in Manockjee Petit Mill on the 22nd April was as follows.

Weaving shed	at 1 45 P. M.	89°
Reehng room	" 1 55 "	91°
Winding room	" "	90°
Spinning room	" "	91°
Throstle Spinning	" 2 15 "	89°

In Morarjee Goculdass' Mill it was as follows:—

Winding room	12:50 P. M.	87° -1'
Loom shed	1 "	93°
Blow room	1:5 "	92°
Carding room	1:10 "	89°
Reehng room	1:15 "	88°
Mule Spinning room, 2nd floor	1:22 "	90° -2'
Do 3rd floor	1:30 "	89°
Throstle spinning room	1:36 "	91°

The state of the atmosphere in the Mills, generally speaking in the Carding and Blow rooms is always dusty and fluffy. There is always a certain amount of cotton dust flying about in the other rooms. The dust would be considerably diminished by good ventilation. Thought the temperature of 98° was too high for operatives to work in for long hours. Would recommend 90° as a maximum temperature to work in. Upon being asked whether, where ventilation existed, he would insist upon its being opened out, he said yes, but ventilation ought to be so secured that the monsoon would not interfere with it, and ought to be so arranged that draughts would not be created, if all the doors and windows were opened there would be such a draught created that the Mill hands lightly clad as they are, most of them with nothing but a shred of cloth over their middle, could not endure it or work in it, this is why they object to the opening of the doors and windows. As to whether one part of the business of a Mill was more unhealthy than any other part, he said that he thought working in the Blow room and Grinding room must be unhealthy unless there is good ventilation there. Thought that ventilation in these rooms could be improved by a Fan-Ventilator. Was of opinion that the impure air could be discharged by letting in fresh air. Working in these rooms would slowly undermine the health and engender diseases, which would in time prove fatal. Has been in many Sizing rooms, found the smell offensive. Has been told that Sizing was kept from 10 to 20 days. It is chiefly composed of wheaten flour. He thought that working in the Sizing room, if not properly ventilated, would be injurious to health. It was advisable that Sizing should be used as fresh as possible but a good deal depends upon the ventilation. When asked if the atmosphere in Mills was worse than that in cotton and wool cleaning godowns, he said that the air in Spinning and Weaving rooms is purer than in the wool and grain cleaning godowns in Bombay, but in the Blow and Grinding rooms it is more impure. Thought it was desirable to ventilate these godowns. Did not know what hours the people worked in these godowns. It is hard to say. As to whether things should be left as they are or an enactment passed, he said that as regards certain

points a legislative enactment should be passed. They were Hours of Labour, Ventilation, Age at which children should be employed, and Holidays. Thought that Mill operatives, were better off and better fed than work-people in the Bazaar. There is not much dust in the Manockjee Petit's Blow room as it has got flues underneath the machinery. Thought that the children should be educated, but the hours of instruction should be taken out of the hours of work. Upon being asked whether he would confine legislation to Factories alone, or extend it to Godowns and other places where unhealthy occupations are carried on, he said he would extend it to all Factories worked by steam, and to Presses, not to Godowns. As to whether he would prefer that children should work half a day, receive half wages and get half starved, or that they should work the whole day and earn enough for their living, he said that for boys from 10 to 14 years, 6 hours is sufficient working-time. By employing children for half time only there would be a better distribution of money as more children would have to be employed. When asked whether he thought that even at the risk of reducing their income they should not be permitted to work more than half time, he said he could scarcely answer that question, but he thought that 6 hours were sufficient working time irrespective of pay. Some of the men employed in his department (he was reminded that there are thousands so employed) work for a long time and some do not. They get half a holiday every Sunday and half a day on the Devali etc. A few boys and a good many women were employed in his Department and they all worked the same hours as men, and did the same work as men. Upon being asked whether there was anything further he would like to mention to the Commission, he said there were one or two points. He would recommend an improved system of ventilation in all the Mills, and the construction of Fan Lights in two-storied Mills; also that all new Mills should face east and west, and that no new Mill should be built south of the Victoria Gardens. In all the one-storied Mills there should be a clear air space of at least one foot left at the top of the ridge windows; this does exist in a few rooms in two of the Mills, but it ought to be insisted on in all. Would prefer tiled roofs to corrugated iron roofs. He would object to the latter. Thought that over-crowded localities in the heart of the native town were cooler than Mills; that inside the houses in these localities it is cooler than in the Mills.

FIFTH MEETING, 12TH MAY, 1875.

EVIDENCE OF MR. MUNCHERJEE NOWROJEE BANAJEE, SECRETARY
TO THE NEW GREAT EASTERN SPINNING AND
WEAVING COMPANY.

Independently of his business as a merchant, he acted as Secretary to the Mill. Was not exactly a Manager. Has been Secretary for a year and a half. Had no previous experience of Mills in Bombay except as Director to some of them. The Machinery is thoroughly protected in his Mill. It is protected in almost all Mills in Bombay. In reply to the question if he thought it necessary it should be protected, he said it is already well protected; whereupon he was told the question was this — By and bye as the Mill industry extends in Bombay, the chances of people getting careless about encasing machinery will be greater, and machinery might then be so exposed that nothing short of a Legislative enactment would do to prevent accidents did he not think, therefore, that some legislative enactment is necessary with regard to the protection of machinery? He said that if there is such a necessity, which he did not think there is, a Legislative enactment would do good. Is of opinion that machinery should be protected. Thought that there should be some distance between the machines. So far as he had seen, such space is left in all the Mills. The lowest age of children employed in his Mill is 7 years and upwards. There are altogether 155 children employed in his Mill, 11 of whom are girls. There are 89 women employed and 781 men. The children do not work the same hours as the men. They work only from 4 to 5 hours a day; and their work is light. They go to the Mill when the work commences and do not leave it till it ends, but they do not work the whole day. They are not required to work

the whole day. Their work is removing full bobbins and replacing them by empty ones, for which they are called in when wanted. The boys are generally employed in the Throstle and Twisting Departments. There is no danger involved in their work. When they are required to remove the bobbins the machine is stopped so that there is no danger. The general hours of work in Summer are 13½ hours. In summer, work begins at 5-30 A. M. and closes at 6-30 P. M. and in winter it begins at 6-30 A. M. and closes at 5-30 P. M. Time is allowed for recess. The work-people take their meals during the working time. There is no particular leave allowed for meals. They are allowed to take their meals at any time most convenient to themselves during working hours. They are allowed some time besides to smoke whenever they like to take it. For the purpose of smoking they are allowed 10 minutes on an average twice a day and they are allowed half an hour from 12-30 to 1 o'clock for recess. They take their meals in their own Departments and aside the machines. There is sufficient space in the rooms to allow of this. Considering the nature of their work, he did not think the working hours too long. The work involves standing all the time. When asked if he did not think that standing for a long time tires them, he said they did not stand the whole day, and as to whether he did not think the hours of work too long as the work involves standing, he said he has heard no complaint regarding that. A Shed for smoking was provided, but none for meals, so far as he could judge he did not think it necessary to have a Shed for the meals, as the operatives have ample space in the rooms to take their meals as they do now. The Shed for smoking was a covered one. It may be more healthy for the operatives to take their meals outside in a free and cooler atmosphere, but it would not be so convenient for them as at present. As to whether it would be convenient for the Mill-owners, as the operatives now look after the machines while taking their meals, he said no, he believed it would be much the same to them. Did not think that the operatives should have a longer interval for recess. The Mill is closed on every alternate Sunday. As to Sunday work, he said he would close the Mill once a week, but not necessarily on Sunday. He would close once a week to give the operatives rest and not because the machinery would be better looked after. It would not be for the good of the machinery to close his Mill on Sundays, as on the alternate Sundays that they work they close the Mill at 4 P. M. to clean machinery. When asked whether that was all the attention his machinery got—two hours cleaning after a fortnight's work—he said no; when necessary they employed men at night to repair it, paying them extra for the job. He gave all the Hindoo Holidays which are to the number of about 15 in all—besides alternate Sundays. There are 41 holidays in the year. Besides they allowed the Mahomedan employees their holidays. Allowed them to go away early during the month of Ramjan. With reference to the remark that the Mill was not closed on those days he said, generally every year the Mill has to stop for making repairs to the machinery, that last year the Mill had to be closed 5 days for adjusting the Piston; also 3 or 4 days on account of Boiler Inspection. Thought that the operatives should have about 52 holidays in the year, including every kind of holidays. For convenience sake he would allow a holiday once a week, but if the Mill was closed during the week on account of a native holiday or an accident, he would work on the Sunday after that to make up time. There are sufficient number of Privies in his Mill but no Urinals. There is sufficient Vehar water and the operatives can use as much of it as they like. The health of the operatives is generally good, but during the monsoon there are cases of sickness caused by indigestible fruits. As to the average sickness in a month, he said that his operatives seldom stay away on account of sickness. When they absented themselves it was to perform religious ceremonies or attend to domestic concerns, or to proceed to their country. The Ventilation of his Mill is good. It is secured by doors and windows. There are no ventilators. The Sizing room has roof ventilators to carry off vapour which arises while Sizing is prepared. This vapour is offensive but owing to the good ventilation it is not felt to be so. Does not know how long Sizing remains in the vats, nor how long it takes to finish what is put into the vats. The temperature in his Mill is high during the hot weather. It averages from 88 to 95 degrees in May. Considered that a very hot temperature. All the doors and windows of the Mill, excepting those on the windward side were kept open. Notwithstanding so much ventilation the temperature at its highest stands at 95 and goes, but it generally ranges between 90 and 91 degrees and is different in different Departments. The

Sizing room has the highest temperature. The heat is oppressive there, but it is not much felt on account of good ventilation. His Mill has been so built as to be specially adapted for free ventilation. Upon being asked whether his system of ventilation could not be improved by the introduction of roof ventilators, he said that it is intended to have roof ventilators in departments where necessary. The atmosphere is dusty and fluffy in the Blow room and Grinding room. The operatives do not work there with their air passages unprotected. They work with a cloth tied round their mouths and only for short hours. The Grinding room is apart from the other rooms and is situated in the corner of the Mill (a long way off from the other rooms) and it has a sufficient number of windows to carry off all the dust. It is so situated that the dust can by no means find passage to the other rooms. The children in his Mill are not educated. Thought that a merely elementary education would do them no good. There are 153 of their operatives who can read and write. As to whether children should work half a day and attend school the other half, his opinion was, that if education is to benefit them by making them skilled operatives when they grow up, technical education is the proper thing, but it is a question if that can be done unless by incurring considerable expense. The expenses of education would be beyond their means. As to whether they should be virtually left without education, he thought they should provide it for themselves. Would not have the Mill-owners do anything for their education. It would be the same to the Mill-owners whether the operatives were educated or not. Has never been to England. Upon being asked whether he had anything more to say, he replied that he had to state that women do not work so long as men. There are 89 women employed in his Mill; as soon as they finish their daily allotment of work, which they do about an hour and a half sooner than the other operatives, they are at liberty to leave. The Mill women in his Mill are not paid by piece-work. They are engaged on monthly wages. An operative is paid double wages on Holidays if he is required to work on those days. Out of 871 operatives employed in his Mill only 11 have 2 wives each, and none of them have three. Pregnant women are not compelled to work at their Mill, and if they do work it is of their own accord and they are entertained more out of charity than anything else. They are allowed to work up to the 4th or 5th month. Did not think a Legislative enactment necessary. The cotton manufacturing industry is still in its infancy. It is only during the last 4 or 5 years that it has prospered, and, if an average of all the profits since the commencement were taken, it would be found that the dividends with some exceptions have not been more than 5 or 6 per cent. The Mill-owners have not done anything to necessitate a Factory Act, but on the contrary they have since the crisis of 1865 immensely contributed to the happiness or contentment of a large class of people, and their commercial industry ought rather to be fostered and encouraged than restricted by Legislative enactments. If a Factory Act must be introduced, its tendency should be to check abuses and not to tamper with the internal economy of Mills, which in his opinion are on the whole well conducted. Did not think a Legislative enactment was absolutely necessary. Looking at the present state of the market, he did not think that the Mills will be doubled in a year or two. Those that have been set on foot are not likely to flourish, according to his information some of them, although being built, will not be worked. Did not think that so many as 14 Mills are in course of erection in Bombay. He knew of about 6 or 7, and although Companies have been formed, and registered for others, they will not be started. Did not think they are likely to be turned into hotels, but the present condition of the Share market tends to prevent the starting of Mills. Did not mean his remarks to apply to Mills now being erected. There are some Companies established for starting Mills, but they have not commenced to build, though calls have been made upon the shareholders, but they are not responded to, and suits have been already filed in the High Court to compel payment. Considering the light nature of the work that children are put to, he thought that the lowest age at which it would be proper to employ them, is 7 years.

FIFTH MEETING, 12TH MAY, 1875.

EVIDENCE OF MR. J. H. BOWER, MANAGER OF THE FLEMING
SPINNING AND WEAVING MILL.

Has been Manager for the last 2 years Was previously in the Great Eastern Mill for nearly 2 years. Besides which he had nearly 20 years' experience of Mills in England. Is acquainted with all Branches of the Industry. The machinery is protected in his Mill. As far as he saw, all the dangerous parts of machinery of Mills here are as well protected as in England. According to the English Factory Act all machinery and all shafting laid through the Floor is required to be protected. As to whether in this country he would leave it to the Mill-owner to protect machinery or prefer an Act, he said that it is desirable to have an Act passed. Thought that the Inspector should be vested with discretionary power as regards shafting. He would say nothing in it about the machinery, because as it is, it is very well protected. There is more space left between the machinery here than there is at home. The lowest age of children employed in Mills here is about 7 to 8 years. They are employed as Doffers in the Throstle Spinning Department. Their work is very light. They work the whole day. The work is too much for children. As far as his experience went the Mills here work from daylight till dark. It is the case in his Mill. As a rule they stop four days in the month, but many stop only 2. The working hours are too long for children, especially the youngest. Thought that they should work the same hours as in England, which are only 5. He would educate them during the remainder of the time. Would limit the working time of women and young persons to 60 hours per week, but the men might work for any time they like. He would have 2 sets of children for the day's work in every Mill as in England, one for the morning and the other for the afternoon. Females and young persons in England work 58 hours, formerly it was 60 hours. Did not think it is necessary to make provisions as regards the hours of work for Mill operatives, but only in the case of females and young persons and children. Any enactment that takes away women and children from the work would increase the work of the male operatives, but the women and young persons might work by 3 relays as they do in Calcutta. The law could not prevent a Mill from being worked by 3 relays. They don't close on Sundays, but they have 4 closing days every month inclusive of Holidays which make about 52 holidays in the year. They do not close once a week. Sometimes the Mill is kept working for a fortnight. He thought it is best to close once a week. Did not think it best to close on Sundays. The natives do not regard the Sunday. He would not fix any day, but leave it to the Mill-owners to close on any day they like, provided they work only 60 hours a week. Would not allow holidays which extend over 1 day to be made up for on Sunday, but would allow them as extra Holidays, as they only occur at Dewali and Holi. Thought that one day's rest after a week's work was sufficient. It is for the benefit of both operatives and Mill-owners that he would propose closing Mills once a week. The operatives would find time to attend to their private affairs and would come fresher to work and the Mill-owners would get time to clean the machinery. Mill-owners in England are not allowed to make up by extra work the time lost on account of accidents or other unforeseen circumstances. Only Water Mills are allowed to make up lost time whenever they stop on account of any impediment to their supply. His Mill is provided with Urinals and Privies and Vehar water. It has no Shed for the operatives to take their meals in; could not say whether one was necessary. The operatives in his Mill take their meals during business hours inside the Mill. Thought that they got more than $\frac{1}{2}$ an hour's rest. The interval is allowed from 12 noon till 12-30. It is generally used both by adults and children for recreation. The operatives do not take their meals at any particular time, but do so at their own convenience. The health of his operatives is generally good. There is not much sickness among them. The Ventilation is good. There are plenty of doors and windows and they are always kept open, but in such a way that they cannot cause draughts. There are ventilators. Did not think that the present state of ventilation could be improved. Did not think that Mills generally are deficient in ventilation, if they would only use them. The atmosphere in the Blow room is dusty and unwholesome, but it cannot be helped. There are no special means of ventilation in the dust room. There

were no Fan Ventilators, but did not see how they could be used there. Did not think that the dust could be lessened by mechanical appliances. They have already got Flues with Fans which carry away a great quantity of dust. The operatives do not work there with their air passages covered. They only do so when clearing out the dust. The Grinding room has the largest quantity of dust and the operatives work there with their mouths and noses protected. There are no special contrivances there for driving away the dust. The dust could be driven away if fans were employed. There are only 3 or 4 persons employed in that room. The atmosphere in the Sizing room is warm and not very sweet. The Sizing is kept in the vats as long as they can manage to do so, from 2 to 3 months. As to whether it undergoes decomposition all that time, he said he was not qualified to give an opinion as to the chemical changes which it undergoes during that time. The ingredients give out a bad smell and as they are allowed to ferment they emit a sour smell. It is during the fermentation that the gluten separates from the starch. It takes a very long time. They wash the Sizing twice, but the more frequently it is washed, the better the quality of the flour, the quicker is the starch prepared. The finer the flour the better it is to prepare the starch. We are obliged to ventilate the Sizing room well, to clean it of the noxious vapours emitted by the Sizing which would otherwise prove dangerous to health. The ventilation is secured there by doors and windows which are all kept open. The Sizing emits a stench—a very sour smell. As to whether children should be educated, he said that was a very broad question; too much so to be answered in a few words. He was a very strong advocate for educating the working children at home, but he had not sufficient experience of the children working in this country. However, there is no doubt that education is a good thing. Thought they would all be the better for a slight education. Did not think that Mill-owners should pay for it. Thought it should be paid for by Government. He would employ the children half time, or say 5 hours, if the education system was adopted. Thought that a Legislative enactment as regards Factories here would be beneficial, but it ought not to be confined to Bombay alone, it should be made applicable to the whole of India, for he did not think it fair to handicap Bombay Mill-owners against the rest of India. Is in favor of an Act, but it ought not to impose a greater number of restrictions than can possibly be helped; nor should it unnecessarily hamper Mill-owners. It requires a larger number of hands to attend to machinery here, than in England. But the machine itself will do the same amount of work. There are at least 25 to 30 per cent. additional hands employed upon the machinery here. Labour is very much cheaper here than it is in England, by about 50 per cent. Girls employed on Power Looms in England earn £4 a month, and an adult male operative here will earn 15 to 20 Rs. a month. A spinner in England earns 30 to 36 shillings a week, while one here gets Rs. 20 to Rs. 24 a month. A piecer in England can be got for 14 shillings a week, while one can be got here for Rs. 10 a month. There is no difficulty here in supplying Mills with labour, nor would there be any even if the Mills were doubled. Thought that Mill operatives are well paid, better so than any other class of labourers in Bombay. The women fare well in this respect. The Act, if one is made, should be as simple as possible. Could not give an opinion whether a Factory Act would be beneficial, if worked in the same way as other Government interferences with trades; but he thought that a simple Act with an honest purpose would do.

SIXTH MEETING, 19TH MAY, 1875.

EVIDENCE OF MR. ISAAC ALCOCK, ENGINEER TO THE NEW DHURUMSEY
POONJABHOY SPINNING AND WEAVING MILLS, COORLA.

He belonged to the above Mill, but was Engineer of it, not Manager. Has been connected with Mills in this country for 12 or 13 years. He was not regularly employed in the Mills at Home, but used to set up machinery in new Mills and repair that of old ones. He is acquainted with the internal management of Mills in this country as far as he has seen them. All parts of the machinery in his Mill that can be protected, such as the revolving portions, cog-wheels, shafts, rollers, in fact, all those parts in which operatives

clothes are likely to get entangled, are protected. Thought that machinery should be protected. As a rule it is protected in this country. Most of the machinery is protected by the makers. It is as well protected here as in England. There are not any serious accidents in his Mill, but a number of small ones. Upon being asked this question, viz. "most of them are unavoidable, are they?" he said "yes, they can be generally traced to the carelessness or negligence of the operatives, to their habit of putting their fingers everywhere." The minimum age of children employed in his Mill is from 5 to 6 years. Could not tell the lowest age at which children should be employed, but the work is suitable for children of 5 or 6 years. Saw no objection to children of this age being employed, so long as the work is of a light nature. The hours of work are from 6 a. m. to 6-30 p. m. During winter they are guided by the light, as an instance, at Christmas they close work half an hour earlier. As regards the comfort and health of children, he thought the present working hours sufficient. In his opinion the present working hours are too long for children, but must decline to give an opinion as to how long they should be employed, as he has no great experience of the work in which they are employed. Always had adults working under him, but not young persons. Did not think the present hours too long for adults. They allow the operatives 1 hour a day for their meals in only one interval. The Mill is closed every alternate Sunday and 15 other holidays, about 41 days in all. On pay day the work people are allowed half a holiday to buy and lay in provisions. As to closing on alternate Sundays, one Sunday suffices for the machinery, the other Sunday is given at the request of the operatives. Thought that Mills should be closed on Sundays. Any day in the week would suit, but he would prefer Sunday. Thought that one day of rest out of 7 was necessary for the operatives. The advantages resulting to them from closing once a week are that they might use the day as a day of rest, they would have time for household work, to go to Bazaar and lay in provisions, but they generally employed the day in knocking about here and there. It would be no advantage to the Mill-owners, as they would suffer from their machinery lying idle, and, moreover, there is always less work produced in a Mill on the day after a holiday. As to whether Mill-owners would object most to closing the Mills on Sundays or the operatives, he said the Mill-owners would, because their profits would be diminished. Thought that a Mill should be closed 52 days in the year. These are necessary for rest for the operatives and for overhauling the machinery. Upon being asked whether the machinery could not be repaired and overhauled on alternate Sundays, he said there are some large pieces of machinery which could not be repaired in a short period of time. He thought the present stoppage of 2 days in the month is sufficient. As to whether it would be better to close one Sunday or 2 Sundays in the month he said he thought 2 would be sufficient. Mill operatives have greatly improved during the last 12 years. Knows nothing about the wages of the operatives. They are paid on the nearest Saturday to the 20th of every month. The health of the operatives is very good. His Mill is not provided with Necessaries and Unnals, as the operatives answer the calls of nature in the adjoining jungle. There is plenty of water provided. The water supply is better than in Bombay. The Mill has means of ventilation. It is effected by openings in the roof, by doors and windows and by trap ventilators. They are sufficient. They are opened during the hot weather and closed during the monsoons. The temperature in the Mill is generally 90° Fahrenheit, but it averages from 86 to 94 degrees. Has not made any special observations and cannot therefore say whether the temperature is at its highest in any particular Department of the Mill, such as the Grinding room, the Spinning room, &c. Did not think the temperature too high in Mills, as they always work in a high temperature. Did not think 95° too high for children to work in, because the atmosphere in Mills is always kept in motion by the revolving of the machines. If the temperature was raised to 100 degrees it would not be unhealthy, but it would be disagreeable to work in. The temperature in the Engine room is sometimes 105 degrees, but no operatives get sick there, though it is disagreeable to work there. Did not know whether any of the operatives suffered from the cotton dust. Ventilation is provided in the Blow room and Grinding rooms, not by roof-openings but by flues. There are ridge openings. The Fan Ventilation is a part of the machinery used and is not specially used for ventilation. The children in his Mill are not educated. Thought that children should be educated. Education should be voluntary. The generality of the

people need not have mechanical education, but ordinary schooling. As to whether a legislative enactment is necessary for the purpose of fixing hours of work, protecting machinery and other matters connected with Mills, he said he thought an enactment would be beneficial, especially when it is applied to correct carelessness or negligence, as there appears to be nobody to exercise a due control over Mills in this respect. Did not think an Act is necessary for the operative or for the regulation of work or days of work, because the more he works, the more he gets, and if his working hours are curtailed, his income is curtailed likewise. Did not think the Mill owners would object to a modification of the present system of work. When asked whether the extension of Mill industry in Bombay and Western India would have the effect of making competition so keen as to induce Mill-owners to work longer hours, he said he did not think the Mill-owners would work longer hours. Strikes are not frequent in his Mill. If an enactment were passed an Inspector would be necessary. Government should bear the expenses of working the Act. There is difficulty in getting skilled labour in this country, but none with ordinary labour. Did not think there would be any difficulty in getting ordinary labour when the new Mills are started, but there would be some difficulty in getting skilled labour, for it takes years to train persons to it. Mill-owners in India are worse off than those in England as regards labour, because there are three times the number of labourers employed at the machine here to that which there would be in England. Did not know the proportion of an operative's wages in England. As to whether more work was spoiled here than in England, he said that there is more cotton wasted here than in England.

SIXTH MEETING, 19TH MAY 1875.

EVIDENCE OF MR. WILLIAM DUNCAN, MANAGING ENGINEER OF
THE PRINCE OF WALES COTTON PRESS.

He said that he was 16 years in Bombay, for 6 of which he had been connected with Cotton Presses. There are 130 men employed under him. There are some women, but no children. The women are employed in picking cotton. They bring their infants with them. The machinery in his Press is well protected. It is protected in some Presses and not in others. Their hours of work are from 8 A. M. to 5 P. M. for 9 months in the year and from day-light till dark for the remaining 3 months. During these 3 months they are sometimes obliged to work for 16 hours a day, the work being carried on by batches relieving each other at stated intervals. The operatives are paid by piece-work. The working hours for 3 months—12 hours a day—are long. No time is allowed in Cotton Presses for meals. The operatives take their meals at convenient intervals. They do not close on Sundays during the working season which lasts for 3 months. As a rule during the other 9 months they close on Sundays. Presses should be closed on Sundays. The advantages that would result from it would be that the operatives would get a day of rest; the machinery would be in better order. There are so many Presses in Bombay that they could do all the work that offers during 6 days in the week. Press-owners would not object to close on Sundays except during the 3 months. I think they would object to closing on Sundays during those 3 months. We give the operatives all Hindoo and Mahomedan Holidays. The Press is provided with Urinals and Privies, and Water. There is the best ventilated Press in Bombay. The Ventilation is effected by doors and windows. There are no roof ventilators. These means of Ventilation are sufficient. They are always used when necessary. Some Presses in Bombay are not well ventilated. He thought an Act is necessary in Bombay to prevent Presses from working on Sundays. He would insist upon Presses being closed on Sundays on account of the Christians working there. He was reminded that the majority of the operatives are Hindoos and not Christians, and was asked whether he had any other reason than the one he advanced, upon which he said that Banks and all other offices are closed on Sundays and the Presses should be closed also. Upon its being remarked that, that was because there are more Christians in the Banks than Hindoos, he said, as a further reason, that there are more Cotton Presses in Bombay than are required and that they should therefore close on Sundays. He did not know a more suitable day

in the week for closing the Presses than Sundays. An Act would do good by prohibiting long hours of work. Thought that the hours of labour should be fixed. An enactment should also provide for the hours of labour being properly timed. When asked if the Act should be confined to Presses only or extended to Spinning and Weaving Mills and other Factories, he said he was speaking only with reference to Cotton Presses. Thought that Press-owners would object. Thought the Act should extend all over the country, 12 hours were too long for the operatives to work; they are quite done up after having worked that length of time. Strikes are not frequent among them. He could not answer the question whether the expenses of working the Factory Act should be borne by Government, or the Press-owners. There is no difficulty in procuring labour.

SEVENTH MEETING, 26TH MAY 1875

EVIDENCE OF MR. BHANA NAIK, MUCCADUM IN THE MANOCKJEE PETIT SPINNING AND WEAVING MILL.

He has been working 13 years in Mills and all that time here. His wages are Rs. 100 a month. When he first entered the Mill they were Rs 10 a month. He works 12 hours daily. Does not work more hours in summer than in winter. The hours are always the same. He is allowed half an hour for meals. When asked if he was satisfied with his hours of work or should they be reduced, he said that the hours of work are sufficient; if his hours were reduced his wages would be reduced. As to how many hours all the operatives were willing to work, he said that they are satisfied with the present hours. The boys do not work the whole day, they work for half an hour and play for half an hour, and so get through the day. Boys do not get fatigued with their work, neither do the women as they work in pairs so that when one works, the other gets an opportunity for relaxation. He is of the Colie caste, is an inhabitant of Bombay—was born in Bombay. They have two closing days in the month. They are alternate Sundays. That leave is enough. They get about 14 or 15 Hindoo Holidays every year. When asked if he would like 4 holidays in the month, he said it would be beneficial to have 4 holidays, but it would not be beneficial to have them if they brought less pay. It would be a good thing to get 4 holidays every month instead of 2, but the loss of 4 days' wages would be a serious matter to some of the poor operatives. They get sufficient water and meals also. Upon a Commissioner saying interrogatively "you do not get meals, do you?" he said "I mean we don't take our meals among the Machinery, but in the adjoining verandah." All the operatives are satisfied with the hours of work. When asked, (as his caste people also work as Grooms, Gardeners, and Mussals) which work is generally preferred,—work in private households or in Mills; he said, that depends upon their habit or fancy. As to whether, if he had a son, he would bring him up to the same profession, or choose some other occupation for him, he said, "why, I would bring him up to the trade to which I belong, I would teach him Mill work." His relatives and friends would prefer Mill work to any other trade, if they could get it. He did not know that Muccadums are bribed by persons to get them employed in Mills owing to the preference given to Mill work. Such things do not happen in his Mill. The females and children do not complain of over work; the operatives are happy and are generally satisfied with the work and treatment.

EVIDENCE OF MR. SAYED TYEB ALI, FOREMAN IN THE WEAVING DEPARTMENT

He is a Mussulman. Was born at Muncha, a village in the Deccan. Came to Bombay about 20 years ago. Is Foreman in the Weaving Department. His wages are sometimes Rs 60 and sometimes Rs 80 a month. Has been from 10 to 11 years in this Mill. His pay at the commencement of his service was Rs 22. He was then a Muccadum

Had been previously employed at the Coorla and the Bombay United Mills. Works 12 hours daily. Gets half an hour's recess at 12 in the noon. That time affords sufficient relaxation. When asked, if the work is too much for women and children, he said, "I would like reduced hours of work, were it not that it would affect my pay." He got alternate Sundays and about 13 to 14 native holidays. It would not be good to close 4 days in the month, 2 would be sufficient. As to whether he was able to attend satisfactorily to all his household work in these 2 days, he said, "four holidays a month would be desirable, but it would entail loss of wages, and this the operatives would not like." They get sufficient water. The temperature is hot during the hot weather, but then the windows are opened. There is no Shed for meals; they are taken among the machinery; they take their meals where they work. Meals are taken during the meal hours; the majority of the operatives take them at 9. A. M. The work is not stopped during that time, but it is managed among themselves. He did not take a second meal, but some of the operatives do at 1. P. M. He could not say whether the boys eat twice a day.

EVIDENCE OF THREE BOYS BELONGING TO THE MILL.

Boy No. 1. said his name is Vittojee—Is 10 years of age. His country is Rutnaguri. Has been one year in this Mill. His pay is Rs 5 a month. He would like to get more. His present pay is not enough for his maintenance.

Boy No. 2 said his pay was 4 Rs a month; his age 13 years; has been 5 years in this Mill, could not maintain himself on his present pay. He liked his work. He got two Sundays every month. It was quite enough. When asked, if he would not like 4 holidays every month, he said "If I take 4 holidays a month, how am I to fill my belly?" Being then asked, if he got tired with his work, his reply was, "I get my meals here, I am allowed to play here so how should I feel tired?" He got half an hour now and then for play. Besides the two Sundays they get 7 days for the Devali. They get no other recess besides meal time.

Boy No. 3 said he was 12 or 13 years old. Has been 5 years in the Mill. His work was carrying bobbins. He can do other work, and is to be transferred soon to another Department where he will get Rs 8 a month, Gets his wages regularly, but they are cut when he stays away. Receives his pay on the 12th and sometimes on the 13th of every month. Would like to work half a day and attend school the other half; and when he was told he would not in that case be paid half day's wages, he said "If so, what am I to eat?"

EVIDENCE OF SIX WOMEN WORKING AT THE MILL.

They are employed in this Mill, some of them get six and some seven Rupees a month. They are engaged on monthly wages, but if they do not work they do not get paid. They come to the Mill at 6 in the morning and go away at 6 in the evening. They get half an hour's recess. Upon being asked if they would like their hours of work reduced, they said that any diminution of working hours would not be satisfactory, as it would be attended with loss of income. They do find the hours long. They leave their children at home. If their houses are close they go there to suckle their infants. If they have a responsible person to take care of their children, they take employment in Mills, if not, they don't. Their wages are fairly sufficient. Could not say whether, if they were offered more paying work, they would leave off Mill employment. "Why," said one, "should I seek other work after working here so long?" One lives near Ram-lal's Wadi, another near the Chunam Kiln; a third at Walkeshwar; a fourth near the Girgaum Police Office. They get sufficient water. When asked, if they found the temperature hot, they said "We poor people don't care for heat." The husbands of two of them work in Mills, and those of the other two are Gardeners.

The Commissioners next visited the Girgaum Spinning Mill. The following replies were given to questions put to some of the Children there employed.

One boy was 6 years old; another 13. The latter was five years in the Mill. He also served 2 years in Manockjee Petit's Mill. His wages are 7 Rs. a month. Is paid by monthly wages. Gets 2 holidays every month. Four holidays in a month would be better, but he would not like to have them if he is to get reduced pay; then they would not like any holidays. They are allowed half an hour for meals. Takes one meal a day in the Mill. All the boys take one meal. They take meals during working hours. Being pale, he was asked if he was sick, when he said no. He left Manockjee Petit's Mill to go to his country. He visited it 3 years ago. Was without employment for 1 year, and has been here for the last 2 years. His work does not fatigue him. They are habituated to it. He lives at Malabar Hill. Has a father, who is an invalid, and does not work. They are 3 brothers and they maintain him out of their earnings. He is 10 years of age, although he is short in stature. He is not sick, but has been weak since childhood. His work does not fatigue him, though it used to do so formerly.

EIGHTH MEETING, 2ND JUNE 1875.

EVIDENCE OF RAO BAHADOOR BECHERDASS AMBAIDASS, OF
AHMEDABAD.

His name is Becherdass Ambaidass. Lives at Ahmedabad. Has got a Spinning and Weaving Mill there. Has been connected with it since 1864. Has experience of the management of Mills since 1867. The machinery in his Mill is protected. It ought to be protected in all Mills. Not many accidents happen in his Mill. The lowest age of children in his Mill is 8 years and upwards. They are employed in the Thistle Department. Does not think 8 years too young an age. Thought that they should be employed at 8 years of age. They work from sunrise to sunset with the exception of half an hour's interval from 12 o'clock noon. They work all that time. Women and children work continually all that time, but they are allowed intervals of 5 minutes at times, to go out for smoking and other purposes. They remain on the premises from sunrise till sunset. They are under the control of a master for that time. They take their meals during working hours. The mill is closed every Sunday at 12 o'clock noon to clean machinery. The operatives are paid both by piece-work and by monthly wages. They get 11 holidays besides Sundays. Mills should be closed on Sundays to clean machinery. If a holiday was given in the preceding week they work on the Sunday after the holiday. If the work has been interrupted on any of the week-days, they work on the Sunday after that to make up lost time, otherwise they do not. Approves of closing 1 day in the week; one day in the week is necessary, no matter whether it is Sunday or any other day. 59 to 63 days should be allowed to the operatives every year. It is an advantage to the operatives if Mills are closed on Sundays, it would give them a day's rest. If the days of closing were fixed by law to be Sundays, this would not of course be a hardship upon the operatives. The Mill is well supplied with water. Privies and Urinals are provided and are very cleanly kept and are now and then whitewashed and disinfected. When asked, what should be the working hours of children, he said they can work the whole day without inconvenience. When asked, if he would have them work from sunrise to sunset, 13½ hours, and what should be the maximum number of their daily working hours, he said 10½ to 11 hours. He would prefer 10 hours' work in the cold season and 11 hours in the other seasons. The children are not busy with their work the whole day, they are often allowed to go out to smoke and for other purposes. They play in the Mills at times, so that it can be seen there are many intervals of relaxation for them during the working time. When told that, that is the case everywhere, but that they have to stay in the Mill all the time, he acquiesced. He could not say, how many hours they actually worked the whole day, but he believed about 9 hours. He could not say how many hours they should work, but 9 hours would be the proper thing. When asked "Not more than 9?" he said "why, they would hardly work for 9 hours even

they would spend some part of it in play." He thought they could work 9 hours without injury to their health. Thought that the present hours of work, sunrise to sunset, were too long, but operatives do not come to work exactly at sunrise. The fixed hours of work in winter are from about 7 A. M. to about 5.30 P. M., and in summer from about 6 A. M. to about 6.30 P. M. As to whether these hours were too long for children, of 8 years, he said that if the children work for the whole of this time, the hours would be too long. In reply to the question whether the operatives have any covered shed to take their meals in, he said there are chotras where they dine under the shade of Neem and other trees. There is no covered shed or other accommodation provided; it is so pleasant to dine under the shade of trees. We generally like to dine under trees. He would like to take his own meals in that way and he has often done so. A covered shed should not be provided: what is the use of a covered shed when there is the shade of big trees? It rains in Ahmedabad, but when it rains they can take their meals in the verandahs. When it was observed that trees are not always useful, he said, no, not always. His Mill is well ventilated. The temperature in it ranged from 85 to 90 degrees in March and April. It does agree with the register kept in the Civil Hospital. The temperature in the Cantonment is 100 degrees and in the city it is 105 degrees, and in his Mill it averages between 85 and 89 degrees. It is hotter in the city than it is in the Cantonment. In his house sometimes the temperature rises to 98°. The working classes are now better off than they were before Mills were started in Ahmedabad. In 1864 when the Government dismissed the Irregular Force, he was Russala of the Force and was struck with their want of employment, and so started a Mill. There were many poor people out of employment before Mills were started. Mills have provided employment for a large portion of the poor classes. There are poor people now in Ahmedabad, but their general condition has vastly improved since Mills were started. The wages they get are from 2 Rs. to 50 Rs. a month. The operatives do not get 50 Rs, but the Muccadums do. The operatives get from Rs. 7 to Rs. 14 a month. They have got no school in their Mill. Children don't go to school. They are generally of the Colie and Waghree class and they neither go to nor care for a school. The Waghrees are almost all professional beggars. They do drink. Children and young persons should be educated. It would be a good thing if they preferred it. They would not work better if they were educated, but would work worse; they would not pay so much attention to their work as they now do—He would make education voluntary and not compulsory. He would of course employ educated operatives. Why should he not do so? An Act is not at all necessary to regulate the working of Mills. Thought the Mill owners could form an Association among themselves for the regulation of working of Mills independently of an enactment. When asked if there were not certain details in the working of Mills that require regulation, such as protection of machinery, he said, "Why, machinery is already very well protected"—There were other details. They were that Mill owners should meet together and consult as to what measures would be best for themselves and the operatives. Would arrange about improvement of machinery. Thought that these arrangements would be faithfully carried out. Did not think that Government interference would be beneficial both to operatives and Mill owners. It would be injurious in more than one way. He knew from experience what correspondence with Government on any subject means, and the dilatory nature of the correspondence, that would take place between Government and the Mill owners, would in many instances prove detrimental to the regular working of Mills. Thought that Government interference would do more harm than good. There is not much sickness among the operatives in his Mill. The operatives keep their health well, i. e. their health is not impaired by Mill work. Mill operatives in Ahmedabad are undoubtedly better off than the same class of men, in the town. They are better paid than those working in the city. As to whether the people engaged in the arts and manufactures earn less than Mill operatives depends upon the trade itself; some earn less, and some more. Silk and Kinlob manufacturers earn more; Cotton manufacturers, less. Thought the Mill operatives are happier than other out-door labourers.

EIGHTH MEETING, 2ND JUNE 1875.

EVIDENCE OF MR. TAPIDASS VURJASS OF THE ALLIANCE MILL.

His name is Tapidass Vurjass. He is Secretary and Treasurer to the Alliance Mill. Formerly it was only a Spinning Mill, now it is both a Spinning and Weaving Mill. He is not Manager, but Secretary and Treasurer. He is not Life Secretary. Has been connected with this Mill since 1868 when he was a Director and Chairman. Since 1869 he has been Secretary. Is acquainted with Mill work. The machinery in his Mill is well protected. It should be so in all Mills but it is already well protected. The lowest age of children employed in his Mills is 7 years. There are about 30 children of that age employed in the Mill; but none under 7. The general hours of work are from sunrise to sunset. Half an hour's interval of recreation is allowed from 8 o'clock A. M. and another half an hour again from 12 o'clock noon. The children work all that time, but their work is very light. They do get other time for rest; they are allowed to go out during working hours for meals and necessary purposes. They get nearly 3 hours more of recess than adults. The minimum age at which children should be employed in Mills is 7 years and upwards. His Mill is always closed on Sundays. It is both good and bad to close Mills once a week. He closes every Sunday, but he thought that 2 Sundays in a month would be enough. Gives 8 or 9 Holidays besides Sundays. As to how many days he closes in a year, that depends upon circumstances; but 40 or 50 would be sufficient. Vehar water is provided at the Mill, as are also Privies and Urinals. They have a Doctor; he is Dr Rustomjee Bahadoorjee. His Mill is well ventilated. The means of ventilation are doors, windows and roof ventilators; they are sufficient. Except in cold weather they are always used. He has never noted the temperature of the Mill himself, but from what he has heard he can say that it ranges from 85 to 90 degrees. The temperature is not very hot, but it would be better if it were a little hotter. There is no school attached to his Mill. When asked if the children attend school, he said that if they like to do so there is no one to prevent them. They should be educated. Education should be voluntary and not compulsory. Did not think an Act is necessary for the regulation of the working of Mills. It would not work well in India; Government interference would prove oppressive; it would press hard both upon operatives and Mill owners. He based his calculations upon these facts;—the operatives are free to stay in any Mill; they can leave the service at any time they like, they can avail themselves of any situation with higher wages; and so, why should an Act be enforced? Moreover, Mill industry being in its infancy, it should not be restricted. His operatives are healthy. Their health is generally good, but they sometimes get sick from eating indigestible fruits. Mill operatives are ten times happier than out-door Baigaries (labourers). They are very well satisfied with their work. It being observed that Mill operatives must not be compared with Baigaries as they are always more skilled than the latter, he said, "Yes, they are happier and employment in Mills has also tended to reduce crime."

EIGHTH MEETING, 2ND JUNE 1875.

EVIDENCE OF MR. JOSEPH SHARP.

He is Engineer to the Apollo Press Company. Has been connected with it for the last 12 months. Has no experience of any other Presses. A portion of the machinery is protected. It ought to be protected in all Presses. There are children employed in his Press. Their lowest age is 6 years and upwards. Their work is picking up waste cotton. His machinery requires protection, not all of it, only the dangerous parts. The hours of work in his Press are from 6 A.M. to 6 P.M., or from sunrise to sunset. Has never been requested to have any bales ready at night since he has been employed. He does not close on Sundays during the busy season. The busy season lasts 3 months. During the other 9 months the Press is closed because there is not so much demand for work. Thought that Presses should be closed once a week to clean machinery and give time for rest to the operatives. They give about 8 or 10 native Holidays in the year. Water is provided at his Press.

but is rather deficient just now. There are no Urinals and Privies provided. The operatives go to the sea-shore for necessary purposes. The operatives are healthy. The coolies get tired with their work, because they work continually for 12 hours. The children do not get tired. The ventilation of his Press is very good. The coolies perspire heavily and profusely. They drink a great deal of water. Their work is ten times harder than that of Mill operatives. Thought that the working hours of coolies should be 6, as their work is so hard. They are paid by the bale. They suffer from cotton dust. They are not allowed any time for meals—they are allowed no meal hours at all. They take their meals when they find an opportunity. It is not very hot in his Press, as it is so well ventilated. There are women employed at picking cotton. The day for closing once a week should be Sunday. He would close the Press both for the purpose of cleaning machinery and for the good of the operatives. The age of children employed should be legislated for. Does not remember whether there is anything else requiring legislation. An Act is necessary for the protection of machinery, as it is only partially protected. Finds a difficulty in securing labour, not because the work is hard, but because members of only one caste work in Presses. Is not acquainted with Mills in Bombay, nor with any at home. He would apply the Act to Mills as well as Presses. The Agents of his Press are Messrs Remington & Co. As to the temperature of his Press, he said it is always cool on account of its being so well ventilated.

EIGHTH MEETING, 2ND JUNE 1875.

EVIDENCE OF MR. DAVID HENDERSON.

He is Engineer to the Indian, formerly the Bombay Press Company. It is situated at Colaba. Has been 7 years connected with it. Is not Manager but only the Engineer. The Agents are Messrs Gaddum & Co. The machinery in the Press is protected. It ought to be protected in all Mills and Presses. There are a few children employed in his Press to pick up waste cotton. Their lowest age is from 10 to 12 years. When asked what were his hours of work, he said they were much too long. For the last 10 weeks the Press has been working from 5 A.M. to 9 P.M.; 16 hours every day. Has to work like this for 2 months. The work is very heavy and disagreeable. The work in Cotton Presses, from what he has seen of it, is very much harder than it is in Mills. Does not close the Press on Sundays during the busy season, but does so during the remaining 10 months. The operatives do not get many Holidays. They have only had one Holiday since January last. It would be a very good thing if Presses were closed once a week. It ought to be enforced by law, there is no other way of doing it. Did not believe in Mill owners and Press owners forming an Association for the purpose of protecting the interests of the operatives; they have no consciences. When asked how many holidays he would like to have in a year, he said one day every week would be fair, 52 days in the year would suffice. The operatives are not healthy, most of them suffer much from asthma. Thought the work kills them, because the hours are too long for such heavy work. As to how many working hours there should be, he replied that from personal experience he could say that the operatives fall off and get fatigued after 8 hours' work. He would not let them off with 6 hours, but would not have them work longer than 8 hours. His Press is provided with plenty of Vehar water. The ventilation is good. It is hot in his Press, and very hot in the Engine-room; it is 110 degrees there, and in other parts of the Press it is 90 degrees. When asked, if he thought that an enactment was necessary to effect modifications in the present system of work, he said, "I do not see how you can do without it. How can you expect to make changes without an enactment?" Could not say whether he would extend the Act to all India or confine it to Bombay only. As to whether, there being one Government throughout the whole of India, it would be right to hamper one part of the country with the Act and leave the other parts free, he said that the Act should then be Imperial. When asked if the Act should be simple, or should go into details, he said the simpler it is the better will it be understood. He said the system of working such long hours in operation when he joined the Press. Has

been working hard since January. Worked hard every year in this way, or how could they have been able to make up 30,000 bales? There has been no Government interference with his Press. The highest wages of the operatives at his Press is a Rupee a day.

NINTH MEETING, 9TH JUNE, 1875.

EVIDENCE OF MR. ASSUR VEERJEE, MUCCADUM TO THE SCOTT PRESS.

He supplied the Press with labourers. Has been 7 or 8 years connected with the Press. Supplied from 100 to 125 men daily Found no difficulty in supplying the labour. The men he supplied are chiefly employed on Pressing and Weighing Cotton &c. They do not clean cotton. Men who do so, are sent by the parties whose cotton is being pressed. He does not supply women and children. Cannot say how many men he supplies daily. But approximately he supplies from 175 to 200 men per day, the number depends upon the amount of work to be done. These men generally work from 8 A. M. to 5 P. M., but they work longer during the busy season. During that season they generally work from 4-30 A. M. to 6-30 P. M., but sometimes to oblige a merchant they work till 12 P. M., but this occurs only four or five times during the season. They sometimes commence work during the season at 4 A. M.; but they generally commence at 6. During the three months of the busy season, the working hours are from 6 A. M. to 6 P. M., but for about 4 or 5 days in the year the hours are longer. Cannot say whether the work-people ever get sick. They sometimes do get sick, but he generally allows them a day's rest after two days' work. All labourers are allowed this rest; almost all work only twenty days in the month. In reply to the question whether the work-people ever got sick during working hours, he said that, in the hot season sometimes they feel feverish and leave off working. They are paid by piece-work. A man earns from 1 to 2 Rupees daily according to the amount of his work.

NINTH MEETING, 9TH JUNE 1875.

EVIDENCE OF MR. GEORGE BROOKS, MANAGER COLABA PRESS COMPANY.

Has been ten years in this Press; since 1865. The machinery is not quite so well protected as it ought to be, but they intend protecting it thoroughly in time. Thought it ought to be protected. There are not many accidents in his Press. They had two last year. They had seven Presses. They are fully employed in the busy season. The season commences in October, but the busy season lasts only for three months of March, April and May. The ordinary hours of work are from 8 A. M. to 5 P. M. and in the busy season from 6 A. M. to 6 P. M., but when they are pressed by work they begin at 4 A. M. and knock off at 7 P. M. They sometimes work from 4 A. M. to 11 P. M., but that is very rare. The same set of men work all this time, but probably they don't come to work the next day. They do not close on Sundays during the busy season, but do during the rest of the year, unless there is much work. It would be advisable to close Presses on Sundays; as the men are now worked, rest for one day in the week would be beneficial. He considered that of the two kinds of labour employed in Presses, piece-work labour is the heavier. He has never noticed whether this work debilitates their work-people, but it is a fact that they turn out a greater number of bales during the first half of the day than during the other half. They only sleep on the premises when they have been working till late at night. There are no meal hours for the men who are engaged by piece-work, nor hours of rest. They do not reduce their hands after the busy season is over. The Contractor has always to keep in readiness seven gangs for the work, no matter whether they are employed or not; but they are paid only when they work. There are fifteen persons to each gang. The Muccadum does not pay them. They are paid according to the amount of their work. On an average the tandal earns two rupees and an ordinary Pressman one rupee a day. The work-people are supplied with as much Vehar water as they want. Privy accommodations are provided. Some of the operatives get sick at the end of the season. All labourers in this Press

after working two days, take rest on the third. The mucedum has always two gangs of men in reserve, to relieve those at work, and thus almost all of them can have rest on the third day after working for two days. But they do not get paid for that day. Upon being asked whether the mucedum is obliged to do this, so as to be able to give him fresh men daily for his work, he said, no, the mucedum keeps two extra gangs for his own security, to keep his men fresh and to relieve any one who might get sick. It is very hot in his Press during this part of the year. It is not more dusty than other places; they have Fans on each of the shafts to keep the dust moving and to take it away. When asked if they are not the small ineffectual things which the Commission had seen during the day, he said, perhaps the Commission witnessed them under unfavourable circumstances. During the season they keep the roof open, so that the dust can be carried away freely, but the season is almost over. There are no children employed at his Press; they used to be employed formerly. There are no women employed. He did not think an Act was necessary to regulate the working of Cotton Presses, because the people whom the Act would affect would not be benefited; the people employed by piece-work would not like to have their hours of work curtailed and consequently their income reduced. It would, however, be beneficial to men employed on monthly salaries. The piece-work labourers would rather remain as they are.

NINTH MEETING, 9TH JUNE, 1875.

EVIDENCE OF RAMA ANTOBA, A PRESS WORK LABOURER.

* His native country is Jooná, in the Poona Collectorate. Has been nine years in this Press. Before that he worked for two years at a Hand-Press in the Fort. Is paid by piece-work. What he gets in a month depends upon his work, but on an average he earns Rs. 50 a month during the busy season, and Rs. 15 during the slack season. He never gets sick, nor do the other labourers. The labourers do not stay away on account of sickness, but it is a general practice of the labourers in their Press to stay away on the third day to take rest. Could not say how many, out of a hundred persons employed in the Press, stay away in this way; some take rest and some don't. They get sufficient Vehar water. When work is unusually heavy they have in extreme cases come to work at 2 or 3 A.M. They close at 6 P.M. and sometimes at 8 P.M., and later sometimes but rarely. Last year on one occasion they worked through the whole night. They worked voluntarily. They take their meals when an opportunity offers. They are often compelled to eat while at work to save time. When they have to do this, they feed themselves with one hand while they work with the other. They have no regular meal hours like other people have.

The Commission after this visited the Prince of Wales and the Indian Presses. At the latter, one of the Coolies working there, being asked by Dr. Blaney whether he was allowed to have a holiday after two days' of work on the third day, said there was no such practice in his Press, and that no holidays were granted during the busy season.