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Labour Office,
Government of Bombay

56 4001
R/S 257

Report on an Enquiry into the Wages and Hours of Labour in the Cotton Mill Industry

BY

G. Findlay Shirras

*Honorary Fellow of the Royal Statistical Society,
Director of the Labour Office, Government of Bombay*

Published by order of the Governor in Council

Bombay
Printed at the Government Central Press
1923

Copies obtainable from the Supdt., Government Printing and Stationery, Poona.

Price—Rs. 3.

Xg(m71): 95 10j 952. 231

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APPENDIX A

LIST OF MILLS THAT SUPPLIED INFORMATION.

Bombay City and Island.

Names of Mills.	Names of Agents or owners and their office address.
Alliance Cotton Manufacturing Co., Ld.	Messrs. Morarbhai Vijbhukhandas & Co., Secretaries, Treasurers and Agents, 73, Apollo Street, Fort, Bombay.
Apollo Mills, Ld.	.. Messrs. Hajee Mahomed Hajee Esmail & Co., Agents, 375, Hornby Road, Fort, Bombay.
Elphinstone Spg. & Wvg. Mills Co., Ld.	Do. do.
Assur Veejee Mills, Ld.	.. Messrs. Assur Veejee & Sons, Agents, 320, Mint Road, Fort, Bombay.
Birla Mills, Ld., No. 1 (formerly Ramdas Mill).	Messrs. Allana Rehimtoola & Co., Secretaries, Treasurers and Agents, Mongini Building, Church Gate Street, Fort, Bombay.
Birla Mills, Ld., No. 2 (formerly Indo-China Mill).	Do. do.
Bombay Cotton Mfg. Co., Ld.	.. Messrs. Hormusji Sons & Co., Agents, Hummum Street, Fort, Bombay.
Bombay Dyeing & Mfg. Co., Ld. (Spring Mills).	Messrs. Nowroji Wadia & Sons, Agents, Forbes Buildings, Home Street, Fort, Bombay.
Do. do. (Textile Mills).	.. Do. do.
Bombay Industrial Mills Co., Ld. (formerly Lord Reay Mills).	Messrs. C. H. Jagjivan & Co., Agents, 72, Apollo Street, Fort, Bombay.
Bradbury Mills, Ld.*	.. Messrs. Mathradas Goculdas & Co., Agents, Canada Building, Hornby Road, Fort, Bombay.
Century Spg. & Mfg. Co., Ld. (Century Mill).	Messrs. C. N. Wadia & Co., Agents, Gresham Building, Esplanade Road, Fort, Bombay.
Do. do. (Zenith Mill)	.. Do. do.
Colaba Land and Mill Co., Ld.	Messrs. W. H. Brady & Co., Ld., Agents and Managers, Royal Insurance Buildings, 42—48, Church Gate Street, Fort, Bombay.
Jehanghir Wadia Mill	.. Do. do.
New City of Bombay Mfg. Co., Ld. ..	Do. do.
New Great Eastern Spg. & Wvg. Co., Ld.	Messrs. W. H. Brady & Co., Ld., Secretaries and Agents, Royal Insurance Buildings, 42—48, Church Gate Street, Fort, Bombay.
Crescent Mills Co., Ld.	.. Messrs. Currimbhoy Ebrahim & Sons, Ld., Agents, 137, Esplanade Road, Fort, Bombay.
Currimbhoy Mills Co., Ld.	.. Do. do.
Ebrahimbhoy Pabaney Mills Co., Ld..	Do. do.

* The Managing Agency of the Mills has been transferred to Messrs. Currimbhoy Ebrahim and Sons, Ld.

APPENDIX A—*contd.*

Names of Mills.	Names of Agents or owners and their office address.
Indian Bleaching, Dyeing and Printing Works, Ld.	Messrs. Currimbhoy Ebrahim & Sons, Ld., Agents, 137, Esplanade Road, Fort, Bombay.
Mahomedbhoy Mills (extension of Currimbhoy Mills). Fazubhoy Mills, Ld.	Do. do. Do. do.
Pearl Mills, Ld.	Do. do.
David Mills Co., Ld., No. 1	.. Messrs. Tata Sons, Ld., Agents, York Building, Fort, Bombay.
Do. do. No. 2	Do. do.
Standard Mills Co., Ld.	Do. do.
Swadeshi Mills Co., Ld.	.. Messrs. Tata Sons, Ld., Agents, Navsari Buildings, Hornby Road, Fort, Bombay.
Tata Mills, Ld., No. 1	Do. do.
Do. No. 2 (formerly Bombay United Mills, Ld). Crown Spg. & Mfg. Co., Ld.	.. Messrs. Purshotam Vithaldas & Co., Secretaries, Treasurers and Agents, 6, Hummum Street, Fort, Bombay.
Dawn Mills Co., Ld.	.. Messrs. Sassoon J. David & Co., Agents, 143, Esplanade Road, Fort, Bombay.
Diamond Spg. & Wvg. Mills, Ld. (formerly Prospect Mills, Ld.).	Messrs. Gulabchand Devchand & Co., Apollo Street, Fort, Bombay.
E. D. Sassoon United Mills, Ld. (Alexandra and E. D. Sassoon Mill).	Messrs. E. D. Sassoon & Co., Ld., Agents, 2, Rampart Row, Fort, Bombay.
E. D. Sassoon United Mills, Ld. (Jacob Sassoon Mill).	Do. do.
E. D. Sassoon United Mills, Ld. (Rachel Sassoon Mill).	Do. do.
Edward Sassoon Mills, Ld.	Do. do.
Meyer Sassoon Mills, Ld.	Do. do.
Emperor Edward Spg. & Mfg. Co., Ld.	Messrs. B. D. Petit Sons & Co., Agents, 7—11, Elphinstone Circle, Fort, Bombay.
Finlay Mills, Ld.	.. Messrs. James Finlay & Co., Ld., Agents, Chartered Bank Buildings, Fort, Bombay,
Swan Mills, Ld.	Do. do.
Framjee Petit Spg. & Mfg. Co., Ld.	Messrs. Dinshaw Manockjee Petit Sons & Co., Agents, 359, Hornby Road, Fort, Bombay.
Manockjee Petit Mfg. Co., Ld.	Do. do.

APPENDIX A—*contd.*

Names of Mills.	Names of Agents or owners and their office address.
Dinshaw Petit Mills	.. Messrs. D. M. Petit Sons & Co., Agents, 359, Hornby Road, Fort, Bombay.
Bomanjee Petit Mills	.. Do. do.
Globe Manufacturing Co., Ld.	.. Messrs. Turner Morrison & Co., Ld., Managing Agents, 40, Church Gate Street, Fort, Bombay.
Gold Mohur Mills, Ld.	.. Allen Bros. & Co. (India), Ld., Agents, Canada Building, Hornby Road, Fort, Bombay.
Simplex Mills Co., Ld.	.. Do. Do.
Hindoostan Spg. & Wvg. Mills Co., Ld.	Messrs. Thackersey Mooljee & Co., Secretaries and Treasurers, 12, Hummum Street, Fort, Bombay.
Hongkong Mill (purchased by Wadia Woollen Mill, Ld., on 14th December 1920).	Messrs. Hooseinbhoy Pilani Wadia & Co., Agents, 25, Waudby Road, Fort, Bombay.
Indian Manufacturing Co., Ld.	.. Messrs. Damodar Thackersey Mooljee & Co., Secretaries, Treasurers and Agents, 12, Hummum Street, Fort, Bombay.
Jam Manufacturing Co., Ld.	.. Messrs. Waljee Shamjee & Co., Secretaries, Treasurers and Agents, 4, Dalal Street, Fort, Bombay.
Jamshed Manufacturing Co., Ld.	.. Messrs. Hormusji Ardeshir & Son, Agents, Hummum Street, Fort, Bombay.
Jivraj Balloo Spg. & Wvg. Co., Ld.	Messrs. Abdoolabhoy Joomabhoy Laljee & Co., Agents, Sleater Road, Grant Road, Bombay.
Jubilee Mills, Ld.	.. Messrs. Mangaldas Metha & Co., Ld., Proprietors, 123, Esplanade Road, Fort, Bombay.
Kastoorchand Mills Co., Ld.*	.. Messrs. Kastoorchand Mathooradas & Co., Agents, Canada Buildings, Hornby Road, Fort, Bombay.
Khatau Makanji Spg. & Wvg. Co., Ld. (including Bleaching, Dyeing and Finishing Works).	Messrs. Khatau Makanji & Co., Agents, Oriental Buildings, Hornby Road, Fort, Bombay.
Kilachand Mills Co., Ld. (formerly Coronation Mill).	Messrs. Kilachand Devchand & Co., Ld., Agents, 63, Apollo Street, Fort, Bombay.
Kohinoor Mills Co., Ld.	.. Messrs. Killick Nixon & Co., Agents, Killick Buildings, Home Street, Fort, Bombay.
Madhorao Scindia Mills, Ld.* (formerly Sun Mills, Ld.)	Messrs. Mathradas & Co., Agents, Canada Buildings, Hornby Road, Fort, Bombay.
Madhowji Dharamsi Mfg. Co., Ld.	.. Messrs. Goculdas Madhavjee Sons & Co., Agents, Canada Building, Fort, Bombay.
Mathradas Mills, Ld.*	.. Messrs. Mathradas Ajam & Co., Agents, Canada Buildings, Hornby Road, Fort, Bombay.
Moon Mills, Ld.	.. Messrs. P. A. Hormusji & Co., Agents, 2 to 6, Forbes Street, Rampart Row, Fort.
Morarji Goculdas Spg. & Wvg. Co., Ld.	Messrs. Morarjee Goculdas & Co., Secretaries, Treasurers and Agents, Ismail Building, Hornby Road, Fort, Bombay.
New China Mills (formerly China Mill).	Pransukhlal Mafatlal, Managing Director, 265, Hornby Road, Fort, Bombay.

* The Managing Agency of the Mills has been transferred to Messrs. Currimbhoy Ebrahim & Sons, Ld.

APPENDIX A—*contd.*

Names of Mills.	Names of Agents or owners and their office address.
New Islam Mills	.. Mr. Mafatal Galalbhai, Lessee, 265, Hornby Road, Fort.
New Kaiser-i-Hind Spg. & Wvg. Co., Ld.	Messrs. Vussunjee Munjee & Co., Agents, 211, Hornby Road, Fort, Bombay.
Phoenix Mills, Ld.	.. Messrs. Ramnaraen Hurnundrai & Sons, Secretaries, Treasurers and Agents, 143, Esplanade Road, Fort, Bombay.
Planet Mills, Ld.	.. Messrs. Ahmed Rahim & Son, Agents, 43A, Apollo Street, Fort, Bombay.
Presidency Mills, Ld.	.. Messrs. Ragowji Maganlal & Co., Agents, 9, Bank Street, Fort, Bombay.
Raja Bahadur Motilal Pitty Mills	.. Raja Govindlalji Pitty, J. P., Owner, 20, Apollo Street, Fort, Bombay.
Ruby Mills, Ld. (formerly Sorab Mills).	Messrs. H. F. Commissariat and C. Gopalji, Managing Directors, Motilal Manasion, Hummum Street, Fort, Bombay.
Sassoon Spg. & Wvg. Co., Ld.	.. Messrs. David Sassoon & Co., Ld., Agents, 3, Forbes Street, Fort, Bombay.
Union Mills, Ld.	.. Messrs. David Sassoon & Co., Ld., Secretaries, Treasurers and Agents, 3, Forbes Street, Fort, Bombay.
Sir Shapoorji Broacha Mills, Ld. (Connaught Mill).	Messrs. Mathradas Gooldas & Co., Agents, Canada Buildings, Hornby Road, Fort, Bombay.
Do. (Empress Mill).	Do. do.
Do. (Imperial Mill).	Do. do.
Do. (New Empress Mill).	Do. do.
Victoria Mills, Ld.	.. Messrs. Mangaldas Metha & Co., Secretaries, Treasurers and Agents, 123, Esplanade Road, Fort, Bombay.
Weljee Dharamsey Mill	.. Messrs. Weljee Dharamsey & Co., Proprietors, Dubash Wadi Lane, Girgaon Back Road, Bombay.
Western India Spg. & Mfg. Co., Ld...	Messrs. Thackersey Mooljee Sons & Co., Secretaries, Treasurers and Agents, 12, Hummum Street, Fort, Bombay.
Coorla Spg. & Wvg. Co., Ld.	.. Messrs. J. Cowasjee Jehangir & Co., Ld., Secretaries, Treasurers and Agents, 23, Readymoney Building, Apollo Bunder, Fort, Bombay.

Ahmedabad.

Ahmedabad Advance Mills, Ld.	.. Messrs. Tata Sons, Ld., Agents, Navsari Buildings, Fort, Bombay.
Ahmedabad Astodya Mfg. Co., Ld.	.. Messrs. Desai Girdharlal Amritlal & Co., Agents, Mill premises, Ahmedabad.
Ahmedabad Cotton Mfg. Co., Ld.	.. Messrs. Amratlal Damodardas & Co., Agents, Office on Mill premises.
Ahmedabad Ginning & Mfg. Co., Ld.	Messrs. Madhowlal Runchorelal & Co., Agents, Office on Mill premises, Railway Suburb, Saraspur Road, Ahmedabad.
Ahmedabad Industrial MillsCo., Ld.	Messrs. Kalidas Lalbhai Mehta & Co., Ld., Agents, Gomtipur Road, Ahmedabad.
Ahmedabad Jubilee Spg. & Mfg. Co., Ld.	Messrs. Chimanal Nagindas & Co., Treasurers and Agents, Office on Mill premises.

APPENDIX A—*contd.*

Names of Mills.	Names of Agents or owners and their office address.
Ahmedabad Kaiser-i-Hind Mills Co., Ld. (formerly Ahmedabad Merchants' Spg. Mills Co., Ld.)	Messrs. Ramanlal Kaniyalal & Co., Agents, Office on Mill premises.
Ahmedabad Laxmi Cotton Mills Co., Ld.	Messrs. Jayantilal Amratlal & Co., Ld., Agents, outside Raipur Gate, Ahmedabad.
Ahmedabad New Cotton Mills Co., Ld.	Messrs. Ranchodlal Girdharlal & Co., Ld., Agents, Office on Mill premises.
Ahmedabad Sarangpur Mills Co., Ld.	Messrs. Himatlal Motilal & Co., Agents, outside Raipur Gate, Ahmedabad.
Ahmedabad Shri Ramkrishna Mills Co., Ld.	Messrs. Chimanlal Maneklal & Co., Secretaries, Treasurers and Agents, Gomtipur, Ahmedabad.
Ahmedabad Swadeshi Spg. & Mfg. Co., Ld.	Messrs. Manilal Maganlal & Bros., Agents, Naroda Road, Post Kalupur, Ahmedabad.
Aryodaya Ginning & Mfg. Co., Ld. (formerly Ahmedabad Vyapar Ootejack Sp. & Mfg. Co., Ld.)	Messrs. Mangaldas & Bros., Agents, Office on Mill premises.
Aryodaya Spg. & Wvg. Co., Ld. (No. 1 and 2).	Messrs. Mangaldass & Balabhai & Co., Agents, Office on Mill premises, Asarva Road, Ahmedabad.
Asarva Mills Co., Ld. (formerly Hitwardhak Cotton Mills Co., Ld.)	Messrs. Nanalal Maganlal & Bros., Agents, Asarva Road, Post Kalupur, Ahmedabad.
Becharadass Spg. & Wvg. Mills Co., Ld.	Messrs. Durgaprasad S. Laskari & Co., Agents, Raikhad, Ahmedabad.
Bharatkhand Textile Mfg. Co., Ld. ..	Messrs. Jivanlal Girdharlal & Co., Secretaries, Treasurers and Agents, Office on Mill premises, Post Shahibaug, Ahmedabad.
City of Ahmedabad Spg. & Mfg. Co., Ld.	Messrs. Chandulal Karsondas & Co., Ld., Agents, Kankeria Road, Ahmedabad.
Commercial Ahmedabad Mills Co., Ld.	Messrs. Dhanjibhoy and Tricumlal & Co., Agents, Office on Mill premises.
Gomtipur Spg., Wvg. & Mfg. Co., Ld.	Sheth Mahomedally Taiyabally, Agent, Office on Mill premises.
Gordhan Spg. & Mfg. Co., Ld. ..	Agents, Messrs. Narsidas Jekishandas & Co., Naroda Road, Ahmedabad.
Gujarat Cotton Mills Co., Ld. ..	Messrs. Shantilal Bhagwandas & Co., Agents, Naroda Road, outside Kalupur Gate, Ahmedabad.
Gujarat Ginning & Mfg. Co., Ld. ..	Mr. Jamnabhai Mansookhbhai, Agent, Office on Mill premises, Ahmedabad.
Gujarat Spg. & Wvg. Co., Ld. ..	Messrs. Jamnabhai Mansookhbhai & Co., Agents, Office on Mill premises, Ahmedabad.
Harivallabhdas Mulchand Mills Co., Ld.	Messrs. Girdharlal Harilal & Co., Agents, Office on Mill premises, Ahmedabad.
Hatheesing Mfg. Co., Ld. ..	Messrs. Umabhai Manibhai & Co., Agents, C/o The Zaveri Mills, outside Raipur Gate, Ahmedabad.
Himabhai Manufacturing Co., Ld. ..	Messrs. Dhirajlal Khusaldas & Bros., Agents, Kalupur Post, Ahmedabad.
Javeri Spg. & Mfg. Co., Ld. ..	Messrs. Manibhai Premabhai & Co., Secretaries, Treasurers and Agents, Office on Mill premises.
Jehangir Vakil Mills Co., Ltd. ..	Messrs. Rustomji Mangaldas & Co., Ld., Agents, Office on Mill premises.
Maneckchok and Ahmedabad Mfg. Co., Ld., No. 1 and 2.	Shett Hiralal Tricumlal, Agent, Office on Mill premises.

APPENDIX A—*contd.*

Name of Mills.	Names of Agents or owners and their office address.
Manecklal Harilal Spg. & Mfg. Co., Ld.	Messrs. Harilal Hurivalabdas & Co., Agents, Saraspur, Ahmedabad.
Motilal Hirabhai Spg., Wvg. & Mfg. Co., Ld.	Messrs. Mansukhbhai Bhagubhai & Co., Agents, outside Kalupur Gate, Ahmed- abad.
Parshotum Spg. & Mfg. Co., Ld. ..	Messrs. Munsookhbhai Bhagubhai & Co., Secretaries, Treasurers and Agents, Office outside Kalupur Gate, Ahmed- abad.
National Mills Co., Ld. ..	Messrs. Chimanlal & Govindlal & Co., Ld., Secretaries, Treasurers and Agents, Office on Mill premises.
Raipur Mfg. Co., Ld. ..	Messrs. Lalbhai Dalpatbhai & Co., Agents, Office on Mill premises.
Rajnagar Spg., Wvg. & Mf. Co., Ld.	Mr. Mangaldas Girdhardas Parekh, Secre- tary, Treasurer and Agent, Office on Mill premises.
Rajpur Mills Co., Ld. ..	Messrs. Patel, Shah & Co., Managing Agents, Office on Mill premises.
Sarangpur Cotton Mfg. Co., Ld. ..	Messrs. Sakarlal Balabhai & Co., Agents, outside Raipur Gate, Ahmedabad.
Universal Cotton Mills Co., Ld. (formerly Ahmedabad Silk & Cotton Mfg. Co., Ld.)	Messrs. Ranchhodlal Jamnadas & Co., Agents, Office on Mill premises.

Sholapur.

Barsi Spg. & Wvg. Mills Co., Ld. ..	Messrs. Y. H. Desai & Co., Secretaries, Treasurers and Agents, Great Western Bldg., Apollo Street, Fort, Bombay.
Jam Shri Ranjitsinghji Spg. & Wvg. Mill Co., Ld.	Messrs. Lalji Naranji & Co., Secretaries, Treasurers and Agents, Ewart House, Tamarind Lane, Fort, Bombay.
Lakhshmi Cotton Mfg. Co., Ld. ..	The Bombay Co., Ld., Secretaries, Treasurers and Agents, 3, Wallace Street, Fort, Bombay.
Vishnu Cotton Mill, Ld. Narsinggirji Mfg. Co., Ld.	.. Do. do. Raja Bahadur Narsinggirji Gyangirji, Agent, Office on Mill premises.
Sholapur Spg. & Wvg. Co., Ld. ..	Messrs. Morarjee Goculdas & Co., Agents, 46, Tamrind Lane, Fort, Bombay.

Other Centres.

Baroda Spg. & Wvg. Co., Ld. (Block No. 1).	Messrs. Javerchand Laxmichand & Co., Secretaries, Treasurers and Agents, Office on mill premises.
Maharaja Mills Co., Ld. ..	Messrs. Hargovinddas D. Kantavalla & Co., Agents, Baroda Railway Station, Post Box No. 24, Baroda.
Shree Sayaji Jubilee Cotton and Jute Mills Co., Ld.	Messrs. Prahladi Sewakram & Co., Agents, Khankuva, Sidhpur (R. M. Railway).
Shree Sayaji Mills Co., Ld. ..	Messrs. Samel Becher & Co., Near Old Sta- tion, Baroda.
Broach Fine Counts Spg. & Wvg. Co., Ld. (formerly Broach Industrial Cotton Spg. & Wvg. Co., Ld.)	Messrs. Husseinbhoy Dalsukhbhai & Co., Agents, 86, Meadows Street, Bombay.

APPENDIX A—concl'd.

Name of Mills.	Names of Agents or owners and their office address.
Saraswati Ginning and Mfg. Co., Ld. (formerly Mofussil Cotton Mfg. Co., Ld.).	Lady Sulochana Chinubhai & Co., Agents Lal Bungalow, Near Rokadia, Hanuman Shapur, Ahmedabad.
Whittle Spg. & Mfg. Co., Ld., No. 1 .	Messrs. Jeebhai Maganlal & Co., Agents, Office Veerangaum.
Whittle Spg. & Mfg. Co., Ld., No. 2 .	Do. do.
Whittle Spg. & Mfg. Co., Ld., No. 3 .	Do. do.
Hatim Mills, Ld. (formerly Goolam Baba Spg. & Wvg. Co., Ld.).	Messrs. R. M. Hatimbhoy & Co., Agents, Office on Mill premises.
Surat Wvg. Mills, Ltd. . . .	Messrs. M. N. Hatimbhoy & Co., Agents, Office on Mill premises.
Khandesh Spg. & Mfg. Mills Co., Ld. .	Messrs. Mulji Jaitha & Co., Secretaries and Treasurers, Ewart House, Tamarind Lane, Fort, Bombay.
Pratap Spg., Wvg. & Mfg. Co., Ld. . .	Messrs. Motilal Maneckchand & Co., Secre- taries, Treasurers and Agents, Amalner, East Khandesh.
Nawab of Cambay Mills Co., Ld. . .	Messrs. Maganlal Harilal & Co., Secretaries Treasurers and Agents, No. 13, Tamarind Lane, Bombay.
New Jehangir Vakil Mills Co., Ld. (formerly Venishunker Luxmishun- ker Cotton Mills Co., Ld.).	Messrs. Rustomji Mangaldas & Co., Agents, Bhownagar.
Raja Bahadur Motilal Poona Mills (formerly Poona Cotton and Silk Manufacturing Co., Ld.).	Mukundlal Bansilal, Esq., Proprietor, 20, Apollo Street, Fort.
Shri Shahu Chhatrapati Mills . . .	H. H. The Chhatrapati Maharaja Saheb of Kolhapur, Owner, Shahupuri, Kolhapur.

APPENDIX B.

SPECIMEN OF SCHEDULE ISSUED.

(Information for use in the Labour Office, Secretariat, Bombay.)

PART I.—COMPARISON OF MAY 1914 AND 1921.

Number of men, women, big lads and children employed and total wages (including all monthly bonuses and allowances but exclusive of overtime pay) paid to full-time workers in the month of May 1914 and 1921.

NOTE.

(1) Exclude those working less than full-time, single and double Substitutes and Spare Hands. It is desired to obtain figures for regular workers only, so that a fair comparison can be made. State here number of working days exclusive of recognised holidays in May 1914.

1921

*Departments	Number working full-time		Net amount of wages paid to those working full-time		Percentage increase since 1914	Dates of increases	Reduction in hours of labour
	1914	1921	1914	1921			
	No.	No.	Rs. a.	Rs. a.			
<i>Men</i>							
Mill operatives (process workers from mixing to finishing processes):—							
Time workers ..							
Piece workers ..							
Power house and maintenance staff (Engine room and Mechanics) ..							
Miscellaneous Departments, Stores and Godowns ..							
Ramosees or Sepoy department and odd hands ..							
Mill or Factory clerks ..							
<i>Women</i>							
Mill operatives (process workers):—							
Time ..							
Piece ..							
Mill sweepers, pickers, waste sorters, female coolies ..							
<i>Big Lads and Children</i>							
Full time ..							
Half time ..							

* For detailed list of occupations included in these Departments see Part II.

Part I-A—Annual Bonuses and Remuneration in kind.

If any of the above workpeople now receive an annual gift (not regarded as ordinary pay) or any remuneration in kind (for example dwellings below usual economic rent, food or clothing below cost) which were not customary in 1914, please give full particulars here or on a separate sheet.

APPENDIX B—*concl.*

PART III.—HOURS OF LABOUR AND OVERTIME RATES

Questions	Answers	
	Morning	Afternoon
Time of beginning and ending work for :— Men Women Children		
State the hours of labour per day (exclusive of definite intervals for rest and meals).		
If the hours of certain classes of workers differ from the ordinary, please give full particulars as to classes and hours.	Occupations.	Hours.
Also state—		
Whether there is any Sunday labour, and if so, give particulars as to the classes of operatives and the number of hours worked exclusive of definite intervals for rest and meals.	Occupations.	Hours.
State what were the recognised holidays in the month for which wages in Part II are given.		
State whether the rates of pay for work done on overtime are calculated at ordinary time rates time and a quarter or what other arrangements are made.	Mill Operatives.	Power House and Mechanic's maintenance staff. Miscellaneous factory departments (Stores, Godowns, Sepoys, etc.)

APPENDIX C.

HOLIDAYS IN 1914 AND 1921 (BOMBAY MILLOWNERS' ASSOCIATION).
Mill Holidays, 1914.

Month and Date.	Day of the week.	Festival.
January 1st	Thursday	.. New Year Day.
14th	Wednesday	.. Makar Sankraant.
18th	Sunday.	
25th	Do.	
February 1st	Do.	
8th	Do.	
15th	Do.	
23rd	Monday	.. Maha Shivaratri.
March 1st	Sunday.	
8th	Do.	
12th	Thursday	.. } Holi.
13th	Friday	.. }
14th	Saturday	.. }
22nd	Sunday.	
27th	Friday	.. Gudi Padwa.
April 4th	Saturday	.. Ram Navmi.
12th	Sunday.	
19th	Do.	
26th	Do.	
May 3rd	Do.	
10th	Do.	
18th	Monday	.. Adurgan Jassan.
24th	Sunday.	
31st	Do.	
June 7th	Do.	
14th	Do.	
19th	Friday	.. Zarthost Diso.
28th	Sunday.	
July 4th	Saturday	.. Ashadi Ekadashi.
12th	Sunday.	
19th	Do.	
27th	Monday	.. Nag Panchami.
August 5th	Wednesday	.. Narli Purnima.
14th	Friday	.. Gokul Ashtami.
24th	Monday	.. Ganesh Chaturthi.
30th	Sunday	.. Gowri Visarjan.
September 3rd	Thursday	.. Anant Chaturdashi.
13th	Sunday.	
19th	Saturday	.. Sarva Pitra Amvasa.
28th	Monday	.. Dasara.
October 4th	Sunday.	
11th	Do.	
19th	Monday	.. } Diwali.
20th	Tuesday	.. }
21st	Wednesday	.. }
25th	Sunday.	
30th	Friday.	.. Bakri Id.
November 8th	Sunday.	
15th	Do.	
22nd	Do.	
29th	Do.	.. Taboot.
December 6th	Do.	
13th	Do.	
20th	Do.	
27th	Do.	

APPENDIX C—*contd.*

Mill Holidays, 1921.

Month and date.	Day of the week.	Festival.
January	1st .. Saturday	.. New Year Day.
	9th .. Sunday.	
	13th .. Thursday	.. Makar Sankrant.
	23rd .. Sunday.	
February	30th .. Do.	
	6th .. Do.	
	13th .. Do.	
	20th .. Do.	
March	27th .. Do.	
	7th .. Monday	.. Maha Shivaratri.
	13th .. Sunday.	
	20th .. Do.	
	24th .. Thursday	.. } Holi.
April	25th .. Friday	.. }
	26th .. Saturday	.. }
	3rd .. Sunday.	.. Gudi Padwa.
	9th .. Saturday	.. Ram Navmi.
May	16th .. Do.	
	24th .. Sunday.	
	1st .. Do.	
	8th .. Do.	
June	16th .. Monday	.. Adurgan Jassan.
	22nd .. Sunday.	
	29th .. Do.	
	5th .. Do.	
July	12th .. Do.	
	19th .. Do.	
	26th .. Do.	
	3rd .. Do.	
	10th .. Do.	
August	15th .. Friday	.. Ashadi Ekadashi.
	24th .. Sunday.	
	31st .. Do.	
	8th .. Monday	.. Nag Panchami.
	14th .. Sunday.	
September	18th .. Thursday	.. Narli Purima.
	27th .. Saturday	.. Gokul Ashtami.
	5th .. Monday	.. Ganesh Chaturthi.
	10th .. Saturday	.. Gowri Visarjan.
	16th .. Friday	.. Anant Chaturdashi.
October	25th .. Sunday.	
	1st .. Saturday	.. Sarva Pitra Amvasa.
	11th .. Tuesday	.. Dasara.
	16th .. Sunday.	
	23rd .. Do.	
November	31st .. Monday	.. }
	1st .. Tuesday	.. } Diwali.
	2nd .. Wednesday	.. }
	6th .. Sunday.	
	13th .. Do.	
December	20th .. Do.	
	27th .. Do.	
	4th .. Do.	
	11th .. Do.	
	18th .. Do.	
25th .. Do.		

APPENDIX D.

BONUS PAID IN 1921 (BOMBAY MILLOWNERS' ASSOCIATION).

Notice.

The Committee of the Bombay Millowners' Association have decided to sanction payment of the following bonus to all those operatives who may be on the Muster Rolls of Mills on the 30th November 1921, but to no other operatives :—

1. *Fixed Wage Workers.*—All men, women and children on fixed wages shall receive a bonus in accordance with the following *pro rata* scale :—

(a) One full month's wages for service of 9 months and over.

(b) 75 per cent. of one full month's wages for service of 6 months but under 9 months.

(c) 50 per cent. of one full month's wages for service of 3 months but under 6 months.

N. B.—(1) The bonus to be given under the above scale shall be based on all wages, together with percentages of increases sanctioned from time to time and, as a guide, the Committee suggest that the wages earned in November be taken as a basis of payment.

(2) The minimum amount payable under the above scale shall, in no case, be less than Rs. 20, or, in the case of half-timers, less than Rs. 14 *pro rata*.

(3) The maximum amount payable in the case of any one operative under the above scale shall be Rs. 175.

2. *Piece Workers.*—All piece-workers shall receive a bonus upon the above *pro rata* scale according to the nature of their occupations as detailed below provided that the bonus shall only be paid to employees with three full months' service and over :—

(a) Jobbers and others whose average piece-work earnings amount to Rs. 175 or over shall be given a *pro rata* bonus of Rs. 175.

(b) Jobbers and others whose average piece-work earnings amount to Rs. 150 or over but under Rs. 175 shall be given a *pro rata* bonus of Rs. 150.

(c) Jobbers and others whose average piece-work earnings amount to Rs. 120 or over but under Rs. 150 shall be given a *pro rata* bonus of Rs. 120.

APPENDIX D—*contd.*

(d) Jobbers and others whose average piece-work earnings amount to Rs. 85 or over but under Rs. 120 shall be given a *pro rata* bonus of Rs. 100.

(e) Jobbers and others whose piece-work earnings amount to Rs. 60 or over but under Rs. 85 shall be given a *pro rata* bonus of Rs. 84.

(f) Jobbers whose piece-work earnings amount to under Rs. 60 shall be given a *pro rata* bonus of Rs. 60.

(g) Drawing, Slubbing, Inter and Roving Tenters on piece-work shall be given a *pro rata* bonus of Rs. 30.

(h) Mules—Mule Spinners on piece-work shall be given a *pro rata* bonus of Rs. 48 and Engine Piecers on piece-work and Side Piecers on piece-work shall be given a *pro rata* bonus of Rs. 36.

(i) Winders, Reelers and other women on piece-work shall be given a *pro rata* bonus of Rs. 24.

(j) Warpers on piece-work shall be given a *pro rata* bonus of Rs. 42.

(k) Sizers on piece-work shall be given a *pro rata* bonus of Rs. 84.

(l) Back sizers on piece-work shall be given a *pro rata* bonus of Rs. 42.

(m) Drawers on piece-work shall be given a *pro rata* bonus of Rs. 36.

(n) Reachers on piece-work shall be given a *pro rata* bonus of Rs. 20.

(o) Weavers on piece-work shall be given a *pro rata* bonus of Rs. 42.

3. The bonus shall be paid on or about the 14th January 1922.

4. A Sub-Committee consisting of Messrs. J. A. Kay, S. D. Saklatvala and C. N. Wadia, C.I.E., M.L.C., have been empowered to answer any questions and clear up any points that may be referred to them, through the Secretary, in regard to the payment of the bonus.

By order of the Committee of
the Bombay Millowners' Association,

C. B. SAYEE,
Secretary.

Bombay, 22nd November 1921.

APPENDIX E.

Bonus paid in 1921 (The Ahmedabad Millowners' Association).

Circular No. 179.

The following award of Pandit Madan Mohan Malaviya is circulated for the information of members.

(Signed) GOVERDHAN I. PATEL,

(Signed) PESTANSHAH N. VAKIL,

Joint Honorary Secretaries.

AWARD.

I have heard the representatives of labour and of the millowners on the questions referred to me for decision. I have also had the advantage of discussing the matters in difference with Mahatma Gandhi and Seth Mangaldas, President of the Millowners' Association. I am clearly of opinion that when a mill has made handsome profits, the workmen who have by their faithful co-operation enabled the mill to earn such profits, should, as an ordinary rule, be given at the end of each year a bonus equal to one month's salary. When the profits have been extraordinarily handsome, millowners might very properly and wisely give a larger bonus to the workmen. But bearing in mind the settlement arrived at between the parties last year, and the special circumstances of the present year, and with a view to promote harmonious co-operation between labour and capital in the further development of a great and growing national industry, I recommend the foll wing settlement for this year :—

1. That to every one whose salary is below Rs. 75 a bonus equal to one month's average salary *plus* a sum of Rs. 15 should be given—the maximum not to exceed Rs. 75. In calculating the salary or the wages earned by time-workers or piece-workers the bonus earned for presence or for work should be included. In the case of half-timers the bonus should be one month's salary *plus* Rs. 7-8-0.
2. That to every one whose salary is Rs. 75 or more a bonus of Rs. 75 should be given.
3. That the method of calculating the period of service of each employee shall be the same as in the case of the last bonus.
4. That in the weaving department bonus to weavers attending four looms shall be calculated as it was calculated last year.
5. That in calculating the period of service absence due to child-birth and accidents in the mill shall be counted in such period.

APPENDIX E—*contd.*

6. That if an employee has died during the year the bonus due to him should be paid to his heir or heirs, that is, to his widow, children or parents.

7. That in view of the peculiar positions of newly started mills and weaving sheds (simple) they shall not be bound to give any bonus at all.

8. That as owing to the fact that the workmen struck work while negotiations for the settlement were still pending, they have made themselves liable to lose at least a part of the bonus or to compensate the mills by extra work for the loss caused by their unjustifiable conduct, those who were on strike for a period not exceeding three days, should make up the loss of the mills by extra work for twenty-five hours. And although the case of those who do not belong to the Labour Unions is not regularly before me I recommend that they too should make up for the period of absence by extra work on the same scale as those belonging to the Unions; but they should have the option to submit to a deduction from the bonus for the period of absence which they should not make up by extra work at the rate of Rs. 2 per day in the case of weavers and Re. 1 per day in the case of others.

9. That the bonus should be paid on the 30th of October 1921. I make this recommendation for the full payment of the bonus before the extra work required under the preceding clause has been put in on the assurance given to me by Mahatma Gandhi, Ansuya Ben and Mr. Sankerlal Banker that if the workmen will not make up for time lost by extra work they will withdraw their support from them.

10. That Mahatma Gandhi and Sheth Mangaldas should be requested to frame rules of discipline for the workmen with a view to ensure the harmonious efficient working of the mills.

11. That the questions of 'chawls' and grain-shops should be disposed of by Mahatma Gandhi and Sheth Mangaldas.

12. That the demands other than those dealt with above which were put forward on behalf of the workmen shall be treated as withdrawn for a period of at least one year.

Ahmedabad,
28th October 1921.

(Signed) MADAN MOHAN MALAVIYA.

APPENDIX F.

PROFITS AND WAGES IN THE BOMBAY (CITY AND ISLAND).

Cotton Mill Industry.

Mr. J. A. Wadia publishes annually a statement of the profits and wages of the Cotton mill industry in the City and Island of Bombay. His latest results are as follows :—

Profits and Wages.

Year.	Profit.	Less commission.	Less depreciation.	Net profit.	Spindles.	Looms.	Wages.
	Rs.(Crores)	Rs.(Crore)	Rs.(Crores)	Rs.(Crores)	No. (Lakhs)	Number.	Rs.(Crores)
1905 ..	3.47	.47	.65	2.35	25.60	28,000	2.01
1906 ..	3.14	.47	.66	2.01	26.14	28,000	2.18
1907 ..	1.85	.36	.68	.81	26.13	32,000	2.17
1908 ..	1.31	.34	.72	.25	27.34	36,000	2.19
1909 ..	1.21	.30	.75	.16	28.00	39,200	2.29
1910 ..	.60	.26	.75	— .41(a)	28.04	41,000	2.56
1911 ..	.50	.24	.77	— .51(a)	28.90	42,500	2.56
1912 ..	2.60	.40	.78	1.42	28.85	43,400	2.68
1913 ..	1.82	.29	.80	.73	29.25	45,250	2.47
1914 ..	.89	.25	.83	— .19(a)	30.09	49,000	2.87
1915 ..	1.86	.32	.83	.71	30.00	52,000	3.00
1916 ..	3.12	.42	.85	1.85	30.00	52,205	3.18
1917 ..	6.74	.76	.85	5.13	29.33	57,900	3.76
1918 ..	4.97	.61	.85	3.51	28.82	59,002	4.02
1919 ..	13.06	1.31	.86	10.89	29.64	60,778	5.00
1920 ..	16.53	1.53	1.70	13.30	29.64	60,684	6.72
1921 ..	15.39	1.40	1.77	12.22	30.35	62,783	7.82

Note.—R. 1 crore=10 millions of rupees.
(a) Minus (—) represents net loss.

APPENDIX F—*contd.*

If these are converted into percentages of the pre-war year (1913) they are as follows :—

Year.	Profits.	Less Com- mission.	Less de- preciation.	Net profit.	Spindles.	Looms.	Wages.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
1905 ..	191	162	81	322	88	62	81
1906 ..	182	162	83	275	89	62	88
1907 ..	102	124	85	111	89	71	88
1908 ..	82	117	90	34	93	80	89
1909 ..	66	103	94	22	96	87	93
1910 ..	83	90	94	-56(a)	96	91	104
1911 ..	27	83	96	-70(a)	99	94	104
1912 ..	143	138	98	195	99	96	109
1913 ..	100	100	100	100	100	100	100
1914 ..	49	86	104	-26(a)	103	108	116
1915 ..	102	110	104	97	103	115	121
1916 ..	171	145	106	253	103	115	129
1917 ..	370	262	106	703	100	128	152
1918 ..	278	210	106	481	99	130	162
1919 ..	718	452	108	1,402	101	134	202
1920 ..	908	528	218	1,822	101	134	272
1921 ..	846	483	221	1,671	104	139	317

(a) Minus (—) represents net loss.

Mr. Wadia estimates that 9 per cent. of the wages goes to the managerial and other higher paid staff, leaving 91 per cent. for the mill operatives.

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Balers (Yarn Bundling and Baling)	30	47	62	77
Bambawala (Ramosees Department and odd Hands)	34	51	65	81
Banders (Ring Spinning)	25	43	59	73
Banding Boys (Ring Spinning)	37
Banding Makers (Boiler Covering and Lins Levelling)	32	49	64	79
Beam Carriers (Drawing)	28	45	60	75
.. .. (Sizing)	27	44	60	75
.. .. (Weaving)	28	46	61	76
Beetlers (Cloth Folding, Baling and Finishing)	30	..	62	..
Big lads—Daily earnings	7	37, 40	54, 56	68, 70	83, 85
Hours of work	18
Monthly earnings	8
Number returned	5	37, 40	54, 56	68, 70	83, 85
Scope of the term	7
Blacksmiths, 1st Class (Mechanics)	33	49	64	80
.. .. 2nd Class (..)	33	49	64	80
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Carpenters (Mechanics)	33	49	64	79
Carpenters, Head (")	33	49	64	79
Carriers (Mule Spinning)	26	43	59	74
Children—Daily earnings ..	7	37, 40	54, 56	68, 70	83, 85
Hours of work ..	18
Number returned ..	5	37, 40	54, 56	68, 70	83, 85
Scope of the term ..	7
Clerks, Cotton (Mill or Factory Clerks).	34	51	66	81
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.. (Weaving)	29	46	61	76
.. (Winding)	27	44	60	74
.. (Yarn Bundling and Baling)	30	47	62	77
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2003-04