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Royal Commission on Labour in India.

Report  
of the  
Royal Commission on Labour  
in India

℥

*Presented to Parliament by  
Command of His Majesty.*

*June, 1931.*

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## ROYAL COMMISSION.

**GEORGE R. I.**

**GEORGE THE FIFTH**, by the Grace of God, of Great Britain, Ireland and the British Dominions beyond the Seas King, Defender of the Faith, Emperor of India, to

Our Right Trusty and Well-Beloved Counsellor John Henry Whitley ;

Our Right Trusty and Well-Beloved Counsellor Valangimon Shankaranarayana Srinivasa Sastri,

Our Trusty and Well-Beloved :—

Sir Ellice Victor Sassoon, Baronet ;

Sir Ibrahim Rahimtoola, Knight Commander of Our Most Exalted Order of the Star of India, Companion of Our Most Eminent Order of the Indian Empire ;

Sir Alexander Robertson Murray, Knight Commander of Our Most Excellent Order of the British Empire ;

Andrew Gourlay Clow, Esquire, Companion of Our Most Eminent Order of the Indian Empire, Indian Civil Service ;

Kabeer-ud-Din Ahmed, Esquire ;

Ghanshyam Das Birla, Esquire ;

John Cliff, Esquire ;

Narayan Malhar Joshi, Esquire ;

Diwan Chaman Lall ; and

Beryl Millicent le Poer Power, Spinster ;

Greeting !

Whereas We have deemed it expedient that a Commission should forthwith issue to enquire into and report on the existing conditions of labour in industrial undertakings and plantations in British India, on the health, efficiency and standard of living of the workers, and on the relations between employers and employed, and to make recommendations :

Now know ye that We, reposing great trust and confidence in your knowledge and ability, have authorised and appointed, and do by these Presents authorise and appoint you the said John Henry Whitley (Chairman) ; Valangimon Shankaranarayana Srinivasa Sastri ; Sir Ellice Victor Sassoon ; Sir Ibrahim Rahimtoola ; Sir Alexander Robertson Murray ; Andrew Gourlay Clow ; Kabeer-ud-Din Ahmed ; Ghanshyam Das Birla ; John Cliff ; Narayan Malhar Joshi ; Diwan Chaman Lall and Beryl Millicent le Poer Power to be Our Commissioners for the purposes of the said Inquiry :

And for the better effecting the purposes of this Our Commission We do by these Presents give and grant unto you, or any three or more of you, full power at any place in Our United Kingdom or in India to call before you such persons as you shall judge likely to afford you any information upon the subject of this Our Commission; and also whether in Our said United Kingdom or in India to call for information in writing; to call for, have access to and examine all such books, documents, registers and records as may afford you the fullest information on the subject, and to inquire of and concerning the premises by all other lawful ways and means whatsoever:

And We do by these Presents authorise and empower you, or any of you, to visit and inspect personally such places as you may deem it expedient so to inspect for the more effectual carrying out of the purposes aforesaid:

And We do by these Presents will and ordain that this Our Commission shall continue in full force and virtue, and that you Our said Commissioners, or any three or more of you, may from time to time proceed in the execution thereof, and of every matter and thing therein contained, although the same be not continued from time to time by adjournment:

And We do further ordain that you, or any three or more of you, have liberty to report your proceedings under this Our Commission from time to time if you shall judge it expedient so to do:

And Our further will and pleasure is that you do, with as little delay as possible, report to Us under your hands and seals, or under the hands and seals of any three or more of you, your opinion upon the matters herein submitted for your consideration.

Given at Our Court at Saint James's the Fourth day of July One thousand nine hundred and twenty-nine; In the Twentieth Year of Our Reign.

By His Majesty's Command.

*J. R. Clyne*

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## APPENDIX I.

### SUMMARY OF RECOMMENDATIONS.

*This summary was prepared by the Secretaries after the Commission had dispersed. For authoritative statements of the recommendations reference should be made to the text of the Report.*

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#### CHAPTER II.—MIGRATION AND THE FACTORY WORKER.

1. In present circumstances, the aim should be to maintain the factory worker's link with the village and, as far as possible, to regularise it .. .. . 20

#### CHAPTER III.—THE EMPLOYMENT OF THE FACTORY WORKER.

2. (a) Jobbers should be excluded from the engagement and dismissal of labour .. .. . 24

(b) Wherever the scale of the factory permits it, a labour officer should be appointed directly under the General Manager. His main functions should be in regard to engagements, dismissals and discharge .. .. . 24-5

(c) Where it is not possible to employ a whole-time labour officer, the manager or some responsible officer should retain complete control of engagements and dismissals .. .. . 25

(d) Employers' associations in co-operation with trade unions should adopt a common policy to stamp out bribery .. .. . 25

3. Where women are engaged in substantial numbers, at least one educated woman should be appointed in charge of their welfare and supervision throughout the factory. She should be remunerated on a salary and not a commission basis and should be responsible to the labour officer or, if there is no labour officer, to the manager for the engagement and dismissal of all female staff .. .. . 26

4. Workers should be encouraged to apply for definite periods of leave and should go with a promise that on their return at the proper time they will be able to resume their old work .. .. . 26

5. Wherever possible, an allowance should be given to the worker who goes on leave after approved service .. .. . 27

6. The education of the industrial worker should receive special attention, but, in preference to concentrating on the education of half-timers, employers should try to develop the education of their workers' children in their factory schools .. .. . 28

7. In applying compulsory education,

(a) municipalities should have regard to the special claims of wards inhabited by mill workers;

(b) it is desirable that the upper age-limit should be brought up to at least 12 years; and

(c) employers might assist by lending buildings, by equipping schools and in other ways .. .. . 29

8. The textile industries should endeavour to secure apprentices with a preliminary education .. .. . 30

9. The Indian Jute Mills Association should combine to maintain a part-time school for selected adult and adolescent workers. Wherever there is a concentration of industry, the possibilities of similar co-operative action deserve examination by employers .. .. . 31

10. Where any comprehensive scheme for reducing staff is contemplated in an industry, the introduction of a joint scheme of unemployment insurance, e.g., the one outlined by the Fawcett Committee of 1928-29, should be considered .. .. . 35

11. Government should examine the possibilities of making preparations to deal with unemployment when it arises, and of taking action where it is now required, on the lines of the system devised to deal with famine in rural areas .. .. . 36

## CHAPTER IV.—HOURS IN FACTORIES.

12. The weekly limit of hours for perennial factories should be reduced to 54 and the daily limit to 10 .. .. . 44-5

13. Factories working on continuous processes or supplying daily necessities may be allowed a 56 hour week, subject to an average week of 54 hours for the operative and to conformity with the provisions in respect of holidays .. .. . 45

14. The statutory intervals should ordinarily amount to not less than an hour in the aggregate. Employers should be at liberty to distribute this hour in such periods as they think best after consultation with the operatives and subject to the sanction of the Chief Inspector of Factories .. .. . 46-7

## 15. Spreadover

(a) for individual adults: should not exceed 13 hours;

(b) for men: this need not be limited to the calendar day and may be subject to exemptions in the interests of the workers and acceptable to them;

(c) for women: no exemptions should be permissible and the rest period should include the hours between 10 P.M. and 5 A.M.; and

(d) for children: should not exceed 7½ hours and the rest period should include the hours from 7 P.M. to 5-30 A.M. .. .. . 47-8

16. Local Governments should have the power to control overlapping shifts .. .. . 51

17. Special and continuous attention should be given by the Government of Bengal and its officers to the evil arising out of the double employment of children .. .. . 52

18. The maximum daily hours for children should be limited to 5 .. .. . 52

19. Employers should arrange to give children at least one rest interval .. .. . 53

20. (a) Persons between the ages of 15 and 16 years should not be employed as adults without a medical certificate of physical fitness .. .. . 53

(b) Their employment should be prohibited when women cannot be employed .. .. . 54

21. The minimum rate for overtime should be 1½ times the normal rate where work exceeds 54 hours a week, and 1½ times the normal rate for work in excess of 60 hours a week .. .. . 55

## 22. Exemptions

(a) should be based on more uniform standards throughout India;

(b) should be for specified periods with a maximum of three years;

(c) should be reduced to the smallest dimensions possible; and

(d) should carry with them, wherever possible, some benefit, not merely monetary, to balance the deprivation involved .. .. . 55

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23. Where weekly rest days cannot be given, two rest days should be required at the end of the fortnight or failing this either a continuous period of rest of 24 hours once a week or of 48 hours once a fortnight .. .. .	55
24. A week of 60 hours should be a limit to be exceeded only in most exceptional circumstances .. .. .	55
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(b) Rules under Section 37 of the Factories Act requiring factories to be cleaned annually should be made, where they do not exist, and strictly enforced in all cases .. .. .	56
26. Every factory should be compelled to maintain separate and sufficient latrine accommodation for males and females and adequate staff to keep them clean .. .. .	56
27. (a) Employers should study methods of reducing temperature .. .. .	57
(b) Where a Chief Inspector is of opinion that (1) the cooling power in a factory is so deficient as to cause serious discomfort or danger to the health of the operatives, and (2) it can be appreciably increased by methods which do not involve unreasonable expense, he should be empowered to serve on the owner an order requiring the adoption of specified measures within a given time. An appeal to lie to a tribunal of three appointed by the local Government .. .. .	58
28. (a) Rigorous action should be taken against those factories where conditions in regard to humidification are worst .. .. .	59
(b) Attention should be given to the question whether the provisions of the Factories Act permit of the framing of all the rules that are desirable. In particular Section 9 should protect the worker from serious discomfort .. .. .	59
29. Advance might be made along the lines of the Safety First movement in all branches of industry .. .. .	61
30. The rule-making power under the Factories Act should be extended to cover the working of means of transport within factories .. .. .	62
31. (a) A certificate of stability should be required before work is begun in larger factories, with power to local Governments to demand such certificates from smaller factories .. .. .	62
(b) A similar procedure should be followed where important structural alterations are made .. .. .	62
(c) Inspectors should be empowered to secure structural tests and to obtain plans and information for the measurement of the safety of buildings .. .. .	62
32. Requirements of the Act relating to health and comfort should be brought to the notice of intending factory owners and authorities should advise on or approve plans when these are voluntarily submitted .. .. .	63
33. Local Governments should be empowered under the Factories Act to issue Welfare Orders to classes or groups of factories; disputes as to reasonableness to be laid before a Referee .. .. .	64
34. First-aid boxes should be provided in all factories using power and in departments of factories employing over 250 persons .. .. .	64
35. The provision of water and places for washing should be obligatory for workers in dirty processes .. .. .	65



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36. Creches should be provided for children up to the age of 6 years where considerable numbers of women are employed. This requirement should be statutory for places employing 250 women or more. The Factories Act could embody this with discretionary power to Governments in regard to factories with fewer women. The organisation of factory-reches should be the duty of the woman inspector .. .. .	66
37. The provision of shelter for rest and refreshment is in many cases necessary and the possibilities of workers' canteens should be examined with a view to their wider adoption .. .. .	66-7
38. Greater rigour should be shown in the enforcement of the Factories Act in Bihar and Orissa .. .. .	69
39. Subordination of Inspectors of Factories to Directors of Industries is undesirable .. .. .	69
40. A Chief Inspector should not be required to submit to another authority proposals for individual prosecutions .. .. .	69
41. An officer with medical qualifications should be appointed as an inspector of Factories in every province, part or full time according to the requirements of the province. Certifying Surgeons should be empowered as inspectors .. .. .	70
42. The system of appointing Assistant Inspectors might be more widely adopted .. .. .	71
43. (a) Women Factory Inspectors are desirable in every province .. .. .	71
(b) Women inspectors should be of Indian domicile and not less than 25 years of age, and their pay should be adequate to attract the right type .. .. .	71
(c) If this be not immediately practicable, immediate appointment is recommended in Bengal and Madras, and for a limited period, of part-time women officials in provinces where there are fewer women and children in regulated industries .. .. .	72
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45. Ajmer-Merwara and Delhi should be separated from the Punjab for inspection purposes and a separate inspector appointed .. .. .	72
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47. Conferences of Chief Inspectors from all provinces should be held biennially under the auspices of the Central Government .. .. .	73
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49. More use should be made of appeal to High Court against inadequate sentences for infringements of the Act .. .. .	74
50. In every district all factory cases should go before experienced magistrates, and where possible the same magistrate .. .. .	74
51. The law should be amended	
(i) to make it possible to adduce evidence of previous convictions under the Act, after conviction and before sentence ;	
(ii) to provide for minimum fines for second and subsequent offences .. .. .	74
52. Chief Inspectors in all cases and other factory inspectors when authorised by the local Government should be empowered by law to act as prosecutors .. .. .	74

## CHAPTER VI.—SEASONAL FACTORIES.

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53. The law should establish standards for seasonal factories not necessarily identical with those for perennial factories, but enforced with equal vigour .. .. .	79
54. The law should be framed with regard to the requirements of seasonal factories and exemptions to meet press of work limited to exceptional cases .. .. .	80
55. The present limits of maximum hours, 11 per day and 60 per week, may remain for seasonal factories but the exigencies of seasonal industries do not justify any extension of those hours for the individual..	81
56. The power of exemption should be strictly limited—	
(a) Restriction of hours need not extend to persons employed in positions of supervision or management or in confidential capacities.	
(b) Limited exemptions may be given to those employed on preparatory or complementary work.	
(c) Exemptions in certain classes may be given in regard to intervals, but not the weekly holiday .. .. .	82
57. The Act should include specified classes of factories within the definition of 'seasonal', local Governments having the power to add or subtract from 'seasonal' list subject to their being satisfied that the factory is or is not, as the case may be, normally open on more than half the days in the year .. .. .	82
58. The 'seasonal' list should include in all provinces cotton-ginning factories, lac factories, indigo factories, coffee factories, rubber factories, jute presses and, in North India, tea factories. Other groups may be included with reference to particular provinces .. .. .	82-3
59. Where overworking of women is prevalent, local Governments should have power to prohibit in any particular group or class of factory the employment of women outside such hours, not less than 11 in the aggregate, as they may specify .. .. .	83
60. Before plans submitted under Section 9 (1) of the Cotton Ginning and Pressing Factories Act are approved, the prescribed authority should be satisfied that adequate ventilation will be secured .. .. .	84
61. Section 10 of the Factories Act should be used more liberally in respect of existing factories in bad cases where improvement cannot be effected by increased window or roof ventilation .. .. .	84
62. Owners of existing tea factories should be required to instal efficient dust-extracting machinery within a specified period and new factories should not be allowed to be built without it .. .. .	85
63. In new rice mills steps should be taken to compel the installation of necessary protective machinery against the dissemination of dust, and freer use should be made of the power of inspectors to demand its installation in existing mills .. .. .	85
64. Where women are employed in any process creating an impure atmosphere, the owner should be required to set up some temporary shelter in the compound for their infants .. .. .	85
65. Simple literature in regard to safety might be distributed by factory departments .. .. .	86
66. Local Governments should have power, for any or all classes of factories, to prescribe standards of height for children, employment of those under standard being made illegal .. .. .	87
67. Inspectors should have power in all factories under the Factories Act to exclude any uncertified person whom they believe to be under 15 years pending examination and certification .. .. .	87

68. The inspection of cotton-ginning factories and other seasonal factories should be largely carried out by part-time inspectors. Officers of the grade of Industrial Surveyors should not be employed for this purpose. Selected revenue officers of suitable grade should be given a short course of instruction under the Chief Inspector with a view to their employment in districts where such factories are found. This system should not apply to tea factories in Bengal and Assam. Regular forms should be prepared by the Factory Inspection Department for issue to part-time inspectors and a copy of the report of each inspection should be submitted to the Chief Inspector of Factories .. .. . 88-9

## CHAPTER VII.—UNREGULATED FACTORIES.

*A.—Small factories using power.*

69. In the case of factories using power and employing less than 20 but not less than 10 persons, only the following sections of the Factories Act should apply automatically :—

Section 5, Chapter III (excluding sections 12 and 15), section 37 and the appropriate parts of Chapter VIII with section 50. Local Governments should retain the power of applying the whole Act by notification, and should be given power to apply selected sections to any such factory .. .. . 93

70. Local Governments should be given power to apply the sections specified above to similar places employing less than 10 persons where conditions are dangerous .. .. . 93

71. The "number employed" for this purpose should be the aggregate number employed for any part of the 24 hours .. .. . 93

*B.—Factories not using power.*

72. A separate Act, brief and simple, should be passed to apply to factories, without power machinery, employing 50 or more persons during any part of the year .. .. . 100

73. The starting age for children under this Act should be 10 years in the first instance, and protection in the matter of hours should be confined to children between 10 and 14 years .. .. . 101

74. Hours of children should fall within limits to be specified by local Governments, but in no case should the working hours exceed seven, nor should they fall outside a period of nine hours, with a rest interval of at least one hour. The overriding maxima should be embodied in the Act .. .. . 101

75. No child who has been employed full time in a factory should be allowed to work overtime or to take work home after factory hours 102

76. The expediency of penalising the giving of advances to secure the labour of children and the execution of bonds pledging such labour should be examined by Government. In any case a bond pledging the labour of a person under 15 years executed for or on account of any consideration should be void.

The above recommendation is general and not confined to factories mentioned in this chapter .. .. . 102

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(b) The competent officer (district, divisional or superior officer) may make enquiry and, if the case is to proceed may summon the employee before him;	

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(c) The employee should be entitled to be accompanied by the representative of an accredited trade union of which he is a member or by a fellow workman.	
(d) Time limits for disposal should be fixed and the power to suspend should remain.	
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(i) general questions common to all railways,	



(ii) matters common to one or more grades where agreement has not been reached in Railway Councils, which would come up automatically, and

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(c) Each railway should have a Railway Council working in conjunction with divisional or district and local or works committees. All workers should be eligible for election but where there is a recognised union, workers' representatives on committees should be entitled to assistance from an officer of the union. On Railway Councils the union should be consulted as to constitution and direct representation of the union: failing agreement the Central Board should advise . . . . . 169

(d) The Central Board should consider the constitution and functions of the various bodies . . . . . 169-70

(e) Meetings should be held at regular intervals and, where possible, time limits fixed for each stage . . . . . 170

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150. The importance of public health qualifications should be recognised: Chief Medical Officers in particular should be required to give more time to inspection . . . . . 171

151. The medical department should have executive charge of sanitation and health . . . . . 171

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153. In regard to statistics,

(a) nomenclature should be standardised;

(b) figures should be available (i) of salaries and wages separate from provident fund contributions and gratuities (ii) of contractors' labour in different branches;

(c) Statistics of labour turnover, and absenteeism (showing whether due to sickness or otherwise) should be maintained and analysed . . . . . 172

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158. The licenses granted under section 24 of the Indian Merchant Shipping Act should not be renewed .. .. .	181
159. (a) Shipping Masters should encourage seamen to use the provisions of the Indian Merchant Shipping Act relating to the allotment of wages ;	
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(c) The maximum limit of allotment should be raised to two-thirds of the seamen's wages .. .. .	181
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166. (a) The normal daily hours prescribed by law should be nine, with overtime permissible up to three hours ;  
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- (a) the Medical and Public Health Departments should be consulted beforehand ;  
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 (c) The Medical Department should be responsible for the workers' health .. .. . 192

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- (a) the industries in which there is a strong presumption that the conditions warrant detailed investigation should be selected,  
 (b) a survey of conditions in each such industry should be undertaken as the basis on which it should be decided whether the fixing of a minimum wage is desirable and practicable,  
 (c) the trade should be demarcated and the composition and number of the Wage Boards should be decided, and  
 (d) as much as possible of the information likely to be needed by the Wage Boards, if appointed, should be collected .. 212-3

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(iv) The sums received from fines should be credited to a purpose beneficial to the employees as a whole and approved by some recognised authority.		
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(ii) Employers should be required to maintain registers showing the three classes of deductions separately. The particulars to be entered in the registers and the form in which they are to be kept should be prescribed by provincial Governments.		

- (iii) In the case of factories the inspection staff should be responsible for enforcement and the Chief Inspector of Factories should review the position in his annual report. As regards railways the registers should be scrutinised at intervals by the audit officer.
- (iv) The imposition of a deduction not permissible by law should be punishable, but the usual form of proceeding should not be a prosecution but an application before specially empowered magistrates and other officers for the recovery of the wrongful payment and for compensation. Such an application may be made by an inspector, by the workman aggrieved or by any person acting on his behalf. The procedure should be summary and the amount of compensation should not exceed ten times the sum wrongfully deducted.
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- (b) The areas selected should be sufficiently wide to ensure the policy of restriction being effective.
- (c) The number of drink shops should be reduced.
- (d) Hours of opening should be limited, and should in no case include any part of the forenoon. Outside the stated hours the sale of liquor should be prohibited.
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197. In industrial provinces Public Health Departments should be strengthened to deal with industrial hygiene and industrial disease; at least one of the Assistant Directors of Public Health should have special knowledge of these subjects .. .. . 252

198. Medical inspectors of factories and mines should devote special attention to industrial disease .. .. . 253

199. Industrial health research should be entrusted to the Indian Research Fund Association .. .. . 253-4

200. (a) Women should be appointed to public health staffs particularly in the more industrialised provinces.

(b) Initiative in welfare work among women and children should be taken by local Governments.

(c) Every provincial Public Health Department should have a trained statistical officer.

(d) Health propaganda should be carried on by Government and local authorities.

(e) Every municipal area should have its own Medical Officer of Health and adequate sanitary staff.

(f) Municipal health officers should belong to a Government cadre though paid by municipal funds.

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201. Comprehensive Public Health Acts should be passed in all provinces .. .. . 255

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(b) that local agents should maintain registers of recruits in the prescribed form . . . . .	371
(c) that minors unaccompanied by a parent or guardian should not be forwarded; and . . . . .	371
(d) that the depôt and its registers should be open to inspection by officers appointed by the provincial Government for this purpose . . . . .	371
280. Rules under the Act should provide for the detention of women and minors for a limited period . . . . .	371
281. The Government of India should have power to frame rules regarding transit arrangements and should provide for the following of certain prescribed routes to Assam and for the maintenance of depôts at necessary intervals . . . . .	371
282. In areas not inhabited by aboriginals the Government of India, in consultation with provincial Governments and the industry, should consider whether the restrictions over forwarding should not be dispensed with. In all controlled areas the position should be reviewed after the expiry of five years . . . . .	372
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(b) The Protector of Immigrants and the planters in consultation should consider the machinery necessary to make the right of repatriation effective . . . . .	380
(c) In the case of the worker who transfers his services to another garden before the three years have expired, the cost of repatriation should fall on the employer by whom he was last engaged. A worker transferring his services to an employer outside the tea industry should thereby be considered to have surrendered the right to repatriation . . . . .	380
(d) The Protector should be empowered to repatriate a garden worker, at the expense of his employer, within one year of his arrival in Assam if this is necessary on the ground of health, the unsuitability of the work to his capacity, unjust treatment by the employer or for other sufficient reason, and at any time before the expiry of three years if he is satisfied that the immigrant is unable with due diligence to secure a normal wage and desires to be repatriated . . . . .	380-1
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## CHAPTER XXI.—WAGES ON PLANTATIONS.

## 294. Wage-fixing machinery in the Assam plantations—

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| (b) Before legislation is undertaken, an enquiry should be instituted as to the most suitable form of machinery, the actual rates paid and the variations in these rates between district and district and between garden and garden. The tea industry should be invited to co-operate in this enquiry . . . . . | 394 |

(c) The Government of Assam should either secure the services of some one with experience of the working of wage-fixing machinery or arrange for a selected officer in Assam to acquire the requisite experience .. .. .	394
(d) Thereafter, Government should notify its intention to call for wage returns covering a period of at least twelve months and including all classes of work undertaken in the different seasons .. .. .	394
(e) The form of the wage returns should be the same throughout the province. These returns should show the number of male, female and child workers employed each month, whether permanently or temporarily, the wages earned by each such group and as near an approximation as possible to the hours actually worked for those wages .. .. .	394
(f) Government should invite the tea industry to submit proposals for its consideration regarding the most suitable type of machinery to be provided by statute. The cardinal points are :—	
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(ii) Minority interests among employers should find representation, but the number of members should be kept as small as possible .. .. .	396
(iii) An independent element is necessary, but it should suffice to have an independent Chairman, preferably an official nominated by Government .. .. .	396
(iv) The Board or Boards should include at least one woman .. .. .	396
(g) Only a small staff should be required for enforcement. If possible the duties of factory and wage inspection should be combined .. .. .	397-8
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299. A more active policy should be adopted by all plantation managements in regard to anti-malarial work carried out under skilled advice and supervision .. .. .	407
300. Wherever conditions are suitable, tube wells should be constructed. Where possible, piped water supplies should be provided .. .. .	407
301. Workers' houses should be suitably spaced out and not built back to back. They should be in blocks of two rooms and, wherever possible, on high ground .. .. .	408

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302. Standard minimum requirements in regard to plinths, floor and cubic space, light and ventilation should be prescribed by the competent authority which should have the power to condemn insanitary houses. Standard type plans to suit varying conditions should also be prepared and made available to garden managements .. .. .	408
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304. Bathing and washing places of simple type should be constructed in the vicinity of the house lines; Public Health Departments should prepare type plans .. .. .	409
305. Planters should carry out annual mass treatment of their labour forces for hook-worm .. .. .	410
306. Adequate latrine accommodation should be required in factories on plantations, and the exemption from the provisions of section 13 of the Factories Act in Bengal and Assam should be withdrawn .. .. .	410
307. Women doctors should be employed by each medical group organisation for confinements in hospital, for the training and supervision of midwives and <i>daie</i> , and for child welfare work .. .. .	411-2
308. The practice of giving free food to indoor patients should be adopted in all plantation hospitals .. .. .	412
309. Maternity benefits should be provided for by legislation. The cash benefit to the mother should ordinarily take the form of half her daily wage for a period of 4 weeks before and 4 weeks after child-birth. In addition a bonus of Rs. 5 should be given, except where the woman refuses to avail herself of the skilled services of a woman doctor or a trained midwife provided by the employer. In the case of plantation labour the condition of a qualifying period of employment should be dispensed with .. .. .	412
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311. Plantation managers should assist in organising suitable recreation for their workers and should provide playing fields for general recreational purposes .. .. .	413
312. The employment of health visitors is desirable; the work of the health visitor should always be supervised by the garden medical officer. Where a group medical organisation exists, the woman doctor, with two or three health visitors, should organise welfare centres on each garden of the group .. .. .	414
313. When young children become orphaned and have no relations settled on the estate, the district magistrate or some suitable authority should invariably be approached to get into touch with any existing relations and, if a desire is expressed for the return of the child, arrangements should be made for repatriation .. .. .	414
314. The employment, either directly or with their parents, of children before the age of 10 years should be prohibited by law. The names of all employed children should be entered in the wage-book and in the case of children not born on a plantation and therefore without a registered birth certificate, the garden doctor should be required to determine the age before the child is allowed to start work .. .. .	415
315. Representatives of the local Governments concerned and of the planters should meet in conference to consider what contribution each can make towards the education of children on the plantations .. .. .	416

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316. (a) The Director of Public Health, his assistants and the district health officers should be <i>ex-officio</i> inspectors of plantations ..	417
(b) As soon as a complete health service comes into being in Assam and Bengal, the inspecting powers of Civil Surgeons should be transferred to the officers of the Health Department. . . . .	417
317. (a) Boards of Health and Welfare should be established under statute for convenient planting areas .. .. .	418
(b) Each Board should have a majority of planter representatives and should include a Collector or Deputy Commissioner from the districts covered, the Director of Public Health (or one of his assistants as deputy), the district health officer and persons nominated by the local Government to represent workers. It is desirable that the Board should include at least one woman member; the Protector of Immigrants should have the right to attend but not to vote .. .. .	418
(c) The area to be allotted to each Board will depend on local considerations, but Government should remain directly responsible for public health in adjoining areas which are interspersed with plantations	419-20
(d) (i) Each Board should be financed by means of an annual cess levied on all plantations within its area. The cess may be based on the planted acreage or on the resident population, but the final decision as to the method to be adopted should be made after consultation between the local Governments and the industry .. .. .	420
(ii) A rebate upto two-thirds of the cess collected should be made to estates according to a system of marks awarded by medical inspecting authorities for housing, medical facilities, anti-malarial work and other amenities of which they approve .. .. .	420
(iii) Government, in consultation with the industry, should examine the possibility of transferring the accumulated balance at the credit of the Assam Labour Board, less all proper expenses involved in winding up its affairs, to the Boards of Health and Welfare in Assam ..	421
(e) The chief executive officer of the Board should be a whole-time experienced medical officer with public health qualifications ..	421
(f) In respect of maternity benefit legislation the Board should be the administrative authority for the area under its control ..	421
318. (a) The Act constituting the Boards and prescribing their procedure should detail, as far as possible, their duties and the matters in respect of which they may issue regulations. Before these are issued, they should be submitted to the local Government, which should have the power to refer them back to the Board with suggestions for their amendment. In the case of regulations dealing with certain important matters, such as the provision of drinking water, conservancy, sanitation, drainage, medical facilities and the prescribing of minimum standards of new housing accommodation, the local Government should have the power either to approve them or to modify them in such manner as it thinks fit. In the case of other regulations the local Government should not have the power to modify or supersede the regulations proposed by the Board .. .. .	421-2
(b) Government should have the power through its inspectors of instituting prosecutions for infringements of any regulations, but this power should only be invoked after the Board, without sufficient reason, had refused to prosecute .. .. .	422
(c) Government should also retain some financial control ..	423
319. District health officers should act as Government inspectors of plantations and should be empowered to deal with breaches of public health laws and regulations on estates .. .. .	423

## CHAPTER XXIII.—BURMA AND INDIA.

320. The general recommendations in other parts of the Report are intended for Burma as well as India and are designed to meet the needs of Burmese labour in Burma as of Indian labour in India .. .. .	425
321. (a) The Protector of Immigrants should work in co-operation with the Government of Burma but should be solely responsible to the Government of India .. .. .	427
(b) He should have statutory power to enter industrial establishments where Indian labour is employed .. .. .	428
(c) He should have a working knowledge of some Indian languages, particularly Telugu .. .. .	428
(d) He should have access to the Member or Minister responsible for labour .. .. .	428
(e) He should furnish an annual report to the Government of India .. .. .	428
(f) He should have sufficient experience and standing to ensure that his advice will deserve and receive full consideration from authorities and employers in Burma .. .. .	428
322. Government should approach employers with a view to securing direct payment of wages without legislation : if this fails, the question of legislation for direct payment in certain sections of industry should be taken up .. .. .	429
323. If any other industry finds it necessary to recruit in India, it should repatriate the recruited worker as soon as it ceases to pay him his normal wages .. .. .	431
324. A policy of decasualisation for dock labour in Rangoon is urgently needed .. .. .	433
325. There should be a medical inspection of emigrants in India before embarkation .. .. .	433
326. (a) In dealing with the housing problem in Rangoon, a first step should be the provision of rest-house accommodation, for the supervision of which the Protector of Immigrants might be given some responsibility .. .. .	437
(b) The desirability of providing married quarters should not be overlooked .. .. .	437
(c) Attention should be given to the proper utilisation of under-developed areas .. .. .	437
327. In regard to general health measures, previous investigations indicate what is required, and Government should now take the necessary steps .. .. .	439
328. In regard to housing, there should be a frank recognition of joint responsibility ; the line of action, with the share to be taken by the parties concerned, should now be determined at a conference to be convened by Government and including representatives of Government, the municipality, employers, the Development Trust, the port authorities and some who can voice the needs of labour .. .. .	439
329. Assisted emigration should be controlled with a view to ensuring that the emigrant is guaranteed maintenance for a reasonable period or repatriation .. .. .	440

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330. As soon as a decision has been taken regarding the constitutional position of Burma, the question of immigration should be examined by the Governments of India and Burma in consultation with all the interests concerned .. .. .	441
331. For a sound immigration policy, further statistical information regarding immigrant labour is urgently required. Accurate figures should be obtained bearing on the extent of employment available at different seasons and the movements of immigrant labour in search of work ..	441
332. Whatever steps are taken to regulate immigration, satisfactory conditions of life and work should be maintained for the immigrant populations .. .. .	441
333. Government, employers and all concerned should accept a much greater measure of responsibility for the immigrant .. .. .	442

#### CHAPTER XXIV.—STATISTICS AND ADMINISTRATION.

##### *Statistics and Intelligence.*

334. (a) Statistics should be compiled separately in respect of perennial and seasonal factories .. .. .	443
(b) Government should examine the possibility of obtaining from the factory owner the total number of persons employed in his factory for not less than one month in a year .. .. .	443
(c) The Factories Act should be amended so as to make it possible to call for returns in respect of wages .. .. .	443
335. An examination should be made of the causes of delay in the publication of labour statistics with a view to devising a method which will ensure more prompt publication .. .. .	444
336. The possibility of obtaining figures of the total number employed wholly or part-time in the coal mines should be examined ..	444
337. The published returns relating to the Assam plantations should give particulars of the number of labourers employed who do not live on the gardens, and the vital statistics should include both births and deaths ..	444
338. Planters in all provinces should be required by statute to furnish statistics relating to the labour forces employed by them ..	444
339. A summary should be published by the Government of India of the annual returns received from provincial Governments on the working of the Trade Unions Act .. .. .	445
340. Legislation should be adopted, preferably by the Central Legislature, enabling the competent authority to collect information from employers regarding the remuneration, attendance and living conditions (including housing) of industrial labour, from merchants regarding prices, from money-lenders regarding loans to workers and from landlords regarding rentals .. .. .	446
341. Whenever possible, investigators engaged on family budget enquiries should receive a course of training with the Bombay Labour Office or some other office which has conducted a successful enquiry ..	447-8
342. Enquiries into labour conditions by private investigators should be intensive rather than extensive .. .. .	448-9
343. The possibility of making enquiries and investigations into labour conditions an obligatory part of courses in economics should be considered by the university authorities in all provinces .. .. .	449
344. The possibilities of experimental work with a view to discovering means of improving output and efficiency should be considered by large individual employers and by associations of employers .. .. .	449

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345. A labour bureau on a scale not smaller than that represented by the Bombay Labour Office should be established in Bengal ..	450
346. (a) Thorough family budget enquiries should be undertaken in Delhi, Madras, Cawnpore, Jamshedpur and a centre in the Jharia coal-field ..	450
(b) As soon as circumstances permit, the possibility of extending the activities of the Labour Statistics Bureau in Burma to the main oilfields should be considered ..	450
(c) Assistance should be given by the Government of the Punjab to the Board of Economic Enquiry to enable it to institute and direct investigations in the industrial field ..	450
(d) The possibility of establishing a Board of Economic Enquiry in the Central Provinces similar to that in the Punjab should be investigated ..	450
<i>Administration.</i>	
347. (a) A Labour Commissioner responsible for the administration of all labour subjects should be appointed in every province except Assam ..	453
(b) He should be a selected officer and should hold the appointment for a comparatively long period ..	453
(c) He should be responsible for the publication of labour statistics, should have the right to enter all industrial establishments, should be generally accessible both to employers and labour and should act as a conciliation officer ..	454
(d) The headquarters of the Labour Commissioner should be in the chief industrial centre of the province ..	454
(e) In provinces where part-time appointments have to be made, a combination of the functions of the Director of Industries and of the Labour Commissioner should be avoided ..	454
348. A Labour Commissioner should be appointed for the Central Government ..	454

## CHAPTER XXV.—LABOUR AND THE CONSTITUTION.

349. Legislative powers in respect of labour should continue with the Central Legislature and the provincial legislatures should also have power to legislate. Labour legislation undertaken in the provinces should not be allowed to impair or infringe the legislation of the centre, or its administration ..	461-2
350. If special constituencies are to remain a feature of the Indian constitution, labour should be given adequate representation in the Central and provincial legislatures ..	463
351. The method which is most likely to be effective in securing the best representatives of labour is that of election by registered trade unions. A special tribunal should be set up in each province to determine before election the weight which should be given to each registered trade union ..	464
352. Where there is a substantial industrial population, it should receive, by means of a franchise or in some other way, the power to exercise an adequate influence over the policy of local self-governing bodies ..	464
353. Industrial Council :	
(a) In the frame-work of the future constitution, provision should be made for an organisation (the Industrial Council), which would enable representatives of employers, of labour and of Governments to meet regularly in conference to discuss labour measures and labour policy ..	467-8

	PAGES.
(b) The Council should be sufficiently representative but not too large. The representatives of labour should be elected by registered trade unions, and where there are no registered trade unions of any size they should be nominated by Government. The employers' representatives should also be elected by associations of employers, whose voting power should be approximately proportionate to the number of workers which their members employ, .. .. .	467
(c) The Council should meet annually and its president should be elected at each annual session. The secretary of the Council should be a permanent official responsible to it for the current business throughout the year .. .. .	468
(d) Functions of the Council :	
(i) to examine proposals for labour legislation referred to it and also to initiate such proposals .. .. .	468
(ii) to promote a spirit of co-operation and understanding among those concerned with labour policy, and to provide an opportunity for an interchange of information regarding experiments in labour matters .. .. .	469
(iii) to advise the Central and provincial Governments on the framing of rules and regulations .. .. .	469
(iv) to advise regarding the collection of labour statistics and the co-ordination and development of economic research .. .. .	470
354. If labour legislation is central, the authority finally responsible for such legislation must be the Central Legislature. If labour legislation is to be decentralised, some co-ordinating body will be necessary. The decisions of the Council could not be given mandatory power, but in certain circumstances it might be made obligatory for provincial Governments within a specified time to submit proposals for legislation to their respective legislatures for a decision as to their adoption or rejection .. .. .	471
355. Votes in the Industrial Council should be recorded separately in three groups, one including employers' representatives, one workers' representatives and one the remaining members .. .. .	471
356. Where there is the danger of establishments being transferred to Indian States in order to escape regulation, an effort should be made to obtain the co-operation of the adjoining States .. .. .	474
357. (a) The possibility of making labour legislation both a federal and a provincial subject should be considered.	
(b) If federal legislation is not practicable, efforts should be directed to securing that, as early as possible, the whole of India participates in making progress in labour matters.	
(c) For States in which there is appreciable industrial development, the Industrial Council should offer a suitable channel for co-operation .. .. .	474



## APPENDIX II.

## A.—TERMS OF REFERENCE AND LIST OF SUBJECTS WITH COVERING LETTER TO PROSPECTIVE WITNESSES.

## (1) Letter to prospective witnesses.

The Chairman of the Royal Commission on Labour in India desires me to send you the enclosed paper setting out the terms of reference to the Commission and a Schedule of the subjects falling within them which appear likely to engage the Commissioners' attention in the course of their enquiry.

I am to invite you/your organisation to submit, for the information of the Commission, any written statement which is likely to contribute to the objects of the inquiry.

The attached Schedule of subjects is not intended to be exhaustive, and the Commission will welcome evidence on any matter falling within the scope of their inquiry, whether included in the Schedule or not. They also consider it unlikely that you will feel called upon to deal with all the headings of the Schedule, and I am to suggest that you should select those in the subject-matter of which your experience mainly lies. They would be glad if in dealing with subjects mentioned in the Schedule you would number the various parts of your reply to correspond with the headings numbered in Arabic numerals in the Schedule (Nos. 1—146).

The Commission attach great importance to detailed evidence based on personal experience of particular industries, localities or establishments, and they trust that no possible witness will be deterred from proffering such evidence by its comparatively narrow field. Where information of a definitely statistical nature can be given this will naturally be of the greatest value to the Commission.

In the case of witnesses giving evidence on behalf of industrial institutions it will be of assistance if they will state in their evidence the nature of the firm's business, its output, period for which it has been operating, and particulars of number and grading of its employees, male, female and juvenile.

The Commission will find it of assistance if any memorandum of evidence you may be willing to put forward may be sent as soon as possible, and in any case not later than the \_\_\_\_\_, to the—

Joint Secretary to the Royal Commission on Labour in India,

Camp, India.

The Commission will of necessity have to limit the volume of oral evidence taken by them, but they would be obliged if you could state whether you wish to give evidence in person before them and, if so, at what place it would be most convenient for you to do so. They expect to visit all the leading industrial centres and probably all the provincial capitals in the course of the cold weather of 1929-30.

## (2) Terms of Reference.

"To enquire into and report on the existing conditions of labour in industrial undertakings and plantations in British India, on the health, efficiency and standard of living of the workers, and on the relations between employers and employed, and to make recommendations."

NOTE.—"Industrial undertaking" for the purpose of the Commission is interpreted as in Article 1 of the Washington Hours Convention, which is as follows :—

"For the purpose of this Convention, the term 'industrial undertaking' includes particularly :—

"(a) Mines, quarries, and other works for the extraction of minerals from the earth.

"(b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed : including shipbuilding and the generation, transformation and transmission of electricity or motive power of any kind.

" (c) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterwork or other work of construction, as well as the preparation for or laying the foundations of any such work or structure.

" (d) Transport of passengers or goods by road, rail, sea, or inland waterway, including the handling of goods at docks, quays, wharves or warehouses, but excluding transport by hand."

The competent authority in each country shall define the line of division which separates industry from commerce and agriculture.

### (3) List of subjects.

#### I. Recruitment.

##### (1) *Origin of Labour.*

- (i) Extent of migration.
- (ii) Causes of particular streams of migration.
- (iii) Changes in recent years.

##### (2) *Contact with villages.*

- (i) Extent and frequency of return.
- (ii) Extent of permanent labour force.

##### (3) *Methods of recruitment.*

- (i) Existing methods.
- (ii) Possible improvement.
- (iii) Public employment agencies—
  - (a) Desirability of establishing.
  - (b) Possibility of practical schemes.

##### (4) *Extent and effects of disturbance of family life.*

##### (5) *Recruitment of seamen.*

- (i) Existing practice.
- (ii) Effect of changes introduced in Calcutta.
- (iii) Suggestions for improvement.

##### (6) *Recruitment for Assam.*

- (i) Need of retention of control.
- (ii) Administration of present system.
- (iii) Composition and working of Assam Labour Board.
- (iv) Defects of existing Act and system.
- (v) Possible substitutes.

##### (7) *Unemployment.*

- (i) Extent and character.
- (ii) Extent to which caused by—
  - (a) Retrenchment or dismissals.
  - (b) Voluntary retirement.
  - (c) Other causes.
- (iii) Possible methods of alleviating and remedying distress.
- (iv) Unemployment Insurance.
- (v) Application of International Conventions relating to unemployment.

##### (8) *Labour "turnover"\**

- (i) Average duration of employment.
- (ii) Extent of casual employment.
- (iii) Absenteeism—
  - (a) Extent, character and causes.
  - (b) Seasonal or otherwise.
  - (c) Time and wages lost.

\* This word should be read as indicating generally the changes in composition of the labour staff of an undertaking.

- (9) *Apprentices Act, 1850.*  
Value of.

## II. Staff Organisation.

- (10) *Details of organisation, administrative and departmental.*  
 (11) *Selection of managing staff.*  
 (12) *Recruitment and training of supervising staff, superior and subordinate.*  
     (i) Methods in force.  
     (ii) Facilities for training and promotion of workmen.  
 (13) *Relations between staff and rank and file.*  
     (i) Relations generally.  
     (ii) Value and defects of system of employing jobbers.  
     (iii) Works Committees : their constitution, extent and achievements.  
     (iv) Works Councils and Industrial Councils.  
 (14) *Timekeeping, piecework, contract and attendance registers.*  
     (i) How and by whom kept and checked.  
     (ii) How and by whom wages actually paid to workers.  
 (15) *Contractors as intermediaries.*  
     (i) Extent and character of work given on contract.  
     (ii) Extent of sub-contracting.  
     (iii) Control exercised over working conditions.  
     (iv) Effects.

## III. Housing.

- (16) *Extent to which housing is provided.*  
     (i) By employers.  
     (ii) By Government or other public agency.  
     (iii) By private landlords.  
     (iv) By workers themselves.  
 (17) *Facilities for acquisition of land for workers' houses.*  
 (18) *Nature of accommodation provided in each class.*  
     (i) In relation to workers' demands.  
     (ii) In relation to best type from health point of view.  
     (iii) Provision made for lighting, conservancy and water supply.  
 (19) *Utilisation by workers of accommodation available.*  
 (20) *Rent rates in various classes.*  
 (21) *Special problems arising in connection with various classes of housing,*  
     *e. g., Subletting ;*  
     Occupation of employers' houses by tenants in other employ ;  
     Eviction.  
 (22) *Moral effect on worker of industrial housing conditions. Improvements*  
     *tried and suggested.*

## IV. Health.

- (23) *General health conditions of workers.*  
     (i) Figures of mortality.  
     (ii) Birth rate and infant mortality.  
         Methods of registration.  
     (iii) Working conditions—  
         (a) at work places ;  
         (b) at home.  
     (iv) Dietary.  
     (v) Physique.  
     (vi) Effects of disturbance of sex ratio in industrial cities.  
     (vii) Relation between housing and mortality.

- (24) *Extent of medical facilities provided.*
- (i) By employers.
  - (ii) By Government.
  - (iii) By other agencies.
  - (iv) Provision for women doctors, trained midwives or dais.
- (25) *Extent to which medical facilities are utilised.*
- (i) Generally.
  - (ii) By women.
- (26) *Sanitary arrangements, (a) at work places, (b) at home.*
- (i) Latrines.
  - (ii) Drinking water.
  - (iii) Bathing and washing.
- (27) *Extent and nature of official supervision.*
- (i) Work of Boards of Health in special areas.
  - (ii) Inspection of plantations.
  - (iii) In mill and other industrial areas.
- (28) *Suitability of existing Factories and Mines Acts and Rules.*
- (i) Control of temperature in factories.
  - (ii) Control of humidification in cotton mills—
    - (a) Nature of action taken by Local Governments.
    - (b) Results.
- (29) *Disease.*
- (i) Prevalence of industrial diseases.
  - (ii) Prevalence of cholera, malaria, hookworm and other tropical diseases.
- (30) *Sickness insurance.*
- (i) Suitability of International Labour Convention.
  - (ii) Possibility of introducing other systems.
  - (iii) How to meet difficulties arising from non-acceptability of Western medicine, paucity of medical men, migration of labour, finance.
- (31) *Maternity benefits.*
- (i) Extent and working of existing schemes (including allowances given before and after childbirth).
  - (ii) History of central and provincial Bills.
  - (iii) Possibility of legislation.

## V. Welfare (other than Health and Housing, but including Education).

- (32) *Extent of welfare work.*
- (i) By employers.
  - (ii) By other agencies.
- (33) *Employment of Welfare Officers and workers.*
- (34) *Nature of other Welfare activities, (a) by employers, (b) by other agencies.*
- (i) Provision for refreshments, shelters and crèches.
  - (ii) Provision for physical culture, recreation and amusements.
  - (iii) Other activities.
- (35) *Results achieved.*
- (36) *Provision of educational facilities by employers.*
- (i) For adult workers.
  - (ii) For half-time workers.
  - (iii) For workers' children.
  - (iv) Extent to which used.
- (37) *Desirability and possibility of provision for old age and premature retirement.*

(38) *Co-operation.*

(39) *Possibility and desirability of a Statutory Miners' Welfare Fund.*

## VI. Education.

(40) *Facilities for general education in industrial areas.*

(i) Of children not in employment.

(ii) Of children employed in factories.

(iii) Of adults.

(41) *Facilities for industrial and vocational training.*

(42) *Effect of education on standard of living and industrial efficiency of workers.*

## VII. Safety.

(43) *Existing regulations in factories, mines, railways and docks.*

(44) *Incidence of accidents in factories, mines, railways and docks.*

(45) *Causes.*

(46) *Accident prevention (including "Safety First" propaganda).*

(47) *Accidents in non-regulated establishments.*

(48) *First-aid and medical relief.*

(49) *Stringency of inspection and enforcement of regulations.*

(i) In industry generally.

(ii) In seasonal industries.

(50) *Effect upon safety of hours, health, light and working conditions generally.*

## VIII. Workmen's Compensation.

(51) *Workmen's Compensation Act.*

(i) Extent of use.

(ii) Comparison with extent of possible claims.

(iii) Effects on industry.

(iv) Availability and use of insurance facilities and value from workers' point of view.

(v) Desirability of compulsory insurance by employers.

(52) *Desirability of extending Act to other occupations.*

Possibility of providing against insolvency of employers who might be so covered.

(53) *Suitability of provisions relating to—*

(i) Scales of compensation.

(ii) Conditions governing grant of compensation.

(iii) Industrial diseases.

(iv) Machinery of administration.

(v) Other matters.

(54) *Desirability of legislation on lines of Employers' Liability Act, 1880.*

## IX. Hours.

### A. Factories.

(55) *Hours worked per week and per day.*

(i) Normal, i.e. as determined by custom or agreement.

(ii) Actual, i.e. including overtime.

(iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.

(56) *Days worked per week.*

(57) *Effect of 60 hours restriction.*

(i) On workers.

(ii) On industry.

- (58) *Effect of daily limit.*
- (59) *Possibility of reduction in maxima.*
- (60) *Intervals.*
  - (i) Existing practice—
    - (a) In relation to fatigue.
    - (b) In relation to workers' meal times.
  - (ii) Suitability of the law.
  - (iii) Suitability of hours during which factory is working.
  - (iv) Number of holidays given.
- (61) *Day of rest.*
  - (i) Existing practice.
  - (ii) Suitability of the law.
- (62) *Exempting provisions and the use made of them.*

**B. Mines.**

- (63) *Hours worked per day and per week.*
  - (i) Normal, *i.e.* as determined by custom or agreement.
  - (ii) Actual, *i.e.* including overtime.
  - (iii) Spreadover, *i.e.* relation between hours worked and hours during which worker is on call.
- (64) *Days worked per week.*
- (65) *Effect of restriction of hours.*
  - (i) On workers.
  - (ii) On industry.
- (66) *Possibility of reducing maxima.*
- (67) *Suitability of the law relating to shifts.*
- (68) *Possibility of introducing an effective daily limitation.*
- (69) *Intervals.*
  - (i) In relation to fatigue.
  - (ii) In relation to workers' meal times.
  - (iii) Number of holidays given.
- (70) *Day of rest.*
- (71) *Adequacy of existing provisions.*
- (72) *Exempting provisions and use made of them.*

**C. Railways.**

- (73) *Hours worked per week and per day.*
  - (i) Normal, *i.e.* as determined by custom or agreement.
  - (ii) Actual, *i.e.* including overtime.
  - (iii) Spreadover, *i.e.* relation between hours worked and hours during which worker is on call.
- (74) *Days worked per week.*
- (75) *Extent of application of International Labour Conventions relating to—*
  - (i) Hours.
  - (ii) Rest days.
- (76) *Intervals—*
  - (i) In relation to fatigue.
  - (ii) In relation to workers' meal times.
  - (iii) Number of holidays given.
- (77) *Possibility of regulation.*

**D. Other Establishments.**

- (a) Plantations.
- (b) Docks.
- (c) Other industrial establishments.

- (78) *Hours worked per week and per day.*  
 (i) Normal, i.e. as determined by custom or agreement.  
 (ii) Actual, i.e. including overtime.  
 (iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.
- (79) *Days worked per week.*
- (80) *Desirability of regulation.*

## X. Special Questions relating to Women, Young Adults and Children.

### A. Factories.

- (81) *Effect of 1922 Act on employment.*
- (82) *Admission of infants to factories.*
- (83) *Suitability of regulations for women's work.*
- (84) *Suitability of regulations affecting children.*  
 (i) Hours and intervals.  
 (ii) Minimum and maximum ages.
- (85) *Double employment of children (i.e. in more than one establishment in same day).*
- (86) *Work and training of young adults.*  
 Facilities for apprenticeship.
- (87) *Extent of "blind alley" employment (i.e. extent to which children are dismissed on reaching full age).*
- (88) *Comparative merits of double and single shift systems as affecting health of women, young adults and children.*
- (89) *Wor of women and children in factories not subject to Act.*  
 (i) Use by Local Governments of section 2 (3) (b).  
 (ii) Advisability of extended application.

### B. Mines.

- (90) *Effect of Act of 1923.*  
 Suitability of certification provisions.
- (91) *Exclusion of women.*  
 (i) Suitability of regulations.  
 (ii) Probable effect on industry.  
 (iii) Economic effect on workers.  
 (iv) Speed of withdrawal.

### C. Other Establishments.

- (92) *Need for regulation.*

## XI. Special Questions relating to Seamen and Workers in Inland Navigation.

- (93) *Hours of work.*
- (94) *Rations and accommodation, articles of agreement, etc.*
- (95) *Indian Merchant Shipping Act.*  
 (i) Existing provisions.  
 (ii) Need of revision.

## XII. Wages.

- (96) *Prevailing rates of wages (time and piece) and average earnings.*  
 (i) In industry.  
 (ii) In surrounding agricultural areas.  
 (iii) Difference between money wages and money value of all earnings.

- (97) *Movements in recent years.*  
 (i) Increases and decreases.  
 (ii) Reasons for variation.  
 (iii) Relation to prices and cost of living (pre-war and post-war).  
 (iv) Relation to profits.
- (98) *Amounts sent to villages.*
- (99) *Payment in kind and allied problems.*
- (100) *Extent and effect of payment through contractors, sub-contractors or headmen.*
- (101) *Method of fixing wages.*  
 (i) By negotiated agreements.  
 (ii) Other means.
- (102) *Basis of payment for overtime and Sunday work.*
- (103) *Extent of standardisation.*
- (104) *Effect of wage-changes on labour supply.*
- (105) *Minimum wages.*  
 Advisability and possibility of statutory establishment.
- (106) *Deductions.*  
 (i) Extent of fining.  
 (ii) Other deductions.  
 (iii) Utilisation of fines.  
 (iv) Desirability of legislation.
- (107) *Periods of wage-payment (day, week or month).*  
 (i) Periods for which wages paid.  
 (ii) Periods elapsing before payment.  
 (iii) Desirability of legislation—  
     (a) to regulate periods;  
     (b) to prevent delay in payment.  
 (iv) Treatment of unclaimed wages.
- (108) *Indebtedness.*  
 (i) In village.  
 (ii) In industrial area.
- (109) *Bonus and profit sharing schemes.*  
 (i) Nature and effect of schemes which are or have been in operation.  
 (ii) Basis of schemes, whether production or profits.
- (110) *Annual or other leave.*  
 (i) Extent to which taken by workers.  
 (ii) Extent to which countenanced and/or assisted by employers.  
 (iii) Extent of consequential loss to worker of back-lying wages.
- (111) *Desirability of Fair Wages Clause in public contracts.*

### **XIII. Industrial Efficiency of Workers.**

- (112) *Comparative changes in efficiency of Indian workers in recent years.*
- (113) *Comparative efficiency of Indian and foreign workers.*
- (114) *Extent to which comparisons are affected by—*  
 (i) Migration of workers.  
 (ii) Use of machinery.  
 (iii) Comparative efficiency of plant.  
 (iv) Comparative efficiency of management.  
 (v) Physique.  
 (vi) Health.  
 (vii) Education.  
 (viii) Standards of living.  
 (ix) Climate.



- (115) *Effect on production of—*
- (i) Changes in working hours.
  - (ii) Changes in other working conditions.
  - (iii) Expenditure on health and sanitation.
  - (iv) Housing.
  - (v) Alterations in methods of remuneration.
  - (vi) Movements in wage levels.
  - (vii) Legislative enactments.
  - (viii) Dietary.
  - (ix) Alcohol and drugs.
  - (x) Industrial fatigue.
- (116) *Possible methods of securing increased efficiency.*

#### **XIV. Trade Combinations.**

- (117) *Extent of organisation of—*
- (i) Employers.
  - (ii) Employed.
- (118) *Effect of organisations on—*
- (i) Industry.
  - (ii) Conditions of workers generally.
- (119) *Nature of Trade Union activities.*
- (i) Mutual aid benefit schemes : unemployment : sickness : old age : strike pay.
  - (ii) Other activities.
- (120) *Individual Trade Unions.*
- (i) History.
  - (ii) Attitude of workers and extent of their control.
  - (iii) Attitude of employers and relations with them.
- (121) *Trade Unions Act, 1926.*
- (i) Extent to which utilised.
  - (ii) Effects.
  - (iii) Possible amendments.
- (122) *Miscellaneous questions regarding Trade Unions.*
- (i) Methods of negotiation between employers and employed.
  - (ii) Results of attempts at co-operation between employers and employed to increase efficiency of production.
  - (iii) Position of employees in State industrial concerns in relation to general Trade Union movement.

#### **XV. Industrial Disputes.**

- (123) *Extent of strikes and lock-outs.*
- (i) Causes.
  - (ii) Duration and character.
  - (iii) Nature and methods of settlement.
  - (iv) Loss to industry and workers.
- (124) *Conciliation and arbitration machinery.*
- (i) Results of previous investigations.
  - (ii) Part played by official or non-official conciliators in settling disputes.
  - (iii) Use (if any) made of Employers' and Workmen's Disputes Act, 1860.
  - (iv) Joint standing machinery for regulation of relations between employers and workpeople.
  - (v) Opportunity afforded to workpeople of making representations.
  - (vi) Applicability to Indian conditions of Industrial Court, Trade Boards, Joint Industrial Councils.

- (125) *Trades Disputes Act.*
- (126) *Attitude of Government—*
  - (i) Towards trade combinations.
  - (ii) In connection with industrial disputes.

#### **XVI. Law of Master and Servant.**

- (127) *Effect of repeal of Workmen's Breach of Contract Act.*
- (128) *Types of contract commonly in use.*
- (129) *Extent to which (i) Civil, (ii) Criminal law is available and used for enforcement.*
- (130) *Madras Planters Labour Act, 1903.*
- (131) *Coorg Labour Act.*
- (132) *Employers' and Workmen's Disputes Act : Is it used ?*

#### **XVII. Administration.**

- (133) *Central and Provincial Legislatures.*  
Action and attitude on labour questions.
- (134) *International Labour Organisation.*
  - (i) Ratification of Conventions and action taken.
  - (ii) Its effect on legislation, etc.
- (135) *Relations between Central and Local Governments.*
- (136) *Administrative authorities in various Governments.*  
Work of special labour offices or officers.
- (137) *Effect of differences in law or administration in Indian States and British India.*
- (138) *Acquaintance of workpeople with factory legislation.*
- (139) *Factory inspection.*
  - (i) Adequacy of staff.
  - (ii) Uniformity of administration in different Provinces.
  - (iii) Rigour and efficiency of administration.
  - (iv) Prosecutions and their result.
- (140) *Mines inspection.*
  - (i) Adequacy of staff.
  - (ii) Rigour and efficiency of administration.
  - (iii) Prosecutions and their result.
- (141) *Railways (State and Company).*  
Administration of questions affecting personnel.
- (142) *Plantations, docks and other industrial establishments.*  
Extent and nature of inspection.

#### **XVIII. Intelligence.**

- (143) *Existing statistics.*
  - (i) Extent and use.
  - (ii) Method of collection.
  - (iii) Degree of accuracy.
- (144) *Possibility of improvement in statistics.*
- (145) *Nature of special investigations conducted.*
  - (i) Cost of living enquiries.
  - (ii) Results achieved.
- (146) *Future developments necessary.*

## B.—SUPPLEMENTARY QUESTIONNAIRE.

Letter No. L. C. 5 (1), dated Simla, the 7th April 1930, from S. Lal, Esq., I.C.S., Joint Secretary, Royal Commission on Labour in India, to All Local Governments and Administrations excluding the North-West Frontier Province and Baluchistan.

The Royal Commission on Labour is about to complete the first stage of its enquiry and the Chairman and Members feel that, while Local Governments and others have taken great care and trouble in the preparation of memoranda and written statements, which have proved invaluable, the information evoked by the list of subjects circulated last year is in certain directions hardly sufficient to enable them adequately to discharge the terms of their reference. They would be greatly obliged, therefore, if the Local Government could supplement their evidence in two respects before the Commission completes its enquiry next cold weather and commences the writing of its report.

2. The Commission is required by its terms of reference to enquire into and to report on the standard of living of the workers. A full discharge of this part of its reference would involve the collection and preparation of statistics based on family budget enquiries on a scale which has so far been attempted only in a few centres such as Bombay, Sholapur, Ahmedabad and Rangoon. No adequate statistics of the kind are available in regard to other important centres. It has therefore been decided to lay the position before Local Governments and to ask for such data as it may be possible to provide by the commencement of next cold weather. The decision as to the material which can be produced in the time must rest with the Governments concerned and this letter is to be regarded in the light of a supplementary questionnaire asking for information in regard to the standard of living of the workers. The Commission does not wish to prescribe any particular procedure for securing this information but it feels that it may be helpful if Local Governments are given some indication of the lines upon which, in the opinion of the Commission, a useful enquiry, practicable within the time, could be undertaken by Local Governments.

3. The Commission fully appreciates the fact that a full enquiry on the lines of those recently conducted at Ahmedabad and Rangoon is out of the question within the time available, more especially as such an enquiry would necessitate considerable preliminary training of staff. Failing a comprehensive enquiry, whose results would be subject to scientific statistical treatment, the Commission would welcome the collection of particulars indicated by the schedule enclosed in regard to typical working class families, which would be useful for purposes of illustration when they come to report on matters referred to them. The object is to secure information regarding some poorer working families in order to supplement the information that the Commission has gained as a result of its tour. On a number of occasions questions have been put to industrial workers designed to elicit information of the type contemplated in the schedule. But it is not easy in such matters for a large body like the Commission to obtain particulars of value or to test the information supplied, and in any case the time at its disposal during this winter's tour has been insufficient to obtain all the information it would like to have in this direction. The Commission is therefore anxious to secure through the agency of the Local Governments evidence of the same character as it might itself have secured if it had had a much longer time at its disposal and had been able to obtain from a number of witnesses information of a somewhat intimate character regarding their manner of life.

4. The value of this enquiry will depend on the accuracy of the information collected and the representative character of the families selected for investigation. The Commission, therefore, attaches greater importance to quality than to quantity provided care is exercised in obtaining representative samples. The method of sampling is of the greatest importance and the smaller the number of budgets collected the more dependent is the result on the judicious selection of the sample. The

Commission therefore suggests that the selection of families should be made on some systematic method of sampling to be determined after a preliminary survey of the field. The Commission realises that a choice may have to be made between adequate illustration of the conditions in a narrow field and random instances drawn from a larger population and it takes the view that the results are more likely to be valuable if the workers belong to one typical establishment in a single industrial centre, or at most to a few establishments rather than to a larger number of widely separated centres and industries. Further, the chances of securing representative budgets would be very much greater if the enquiry is restricted to the poorer working class families. Wage rates differ in the various parts of the country and it is difficult to name a uniform figure as the family income limit above which the Commission does not wish to go but generally it would prefer budgets of families whose combined income is not above Rs. 50 per mensem.

The Commission trusts that the Local Government, if suitable information is not already available to them, will find it possible to conduct an enquiry on the lines suggested and to furnish the results to the Commission appending such notes as they may think fit to indicate the manner in which the enquiry was conducted, the method of sampling adopted and any conclusions which they may have drawn from its results. The Commission understands that some enquiries of the kind have been conducted by University professors, economists and social workers. There is, of course, no objection to the utilisation of non-official agencies for the purpose of assisting in this enquiry. It is hoped, however, that every effort will be made to see that the information furnished is as accurate as possible and based on actual facts.

5. Another matter in which the Commission is anxious to enlist the co-operation of the Local Government in securing additional information is in regard to the factories which are not governed by the provisions of the Indian Factories Act. These factories come under the following two categories :—

- (1) factories using power but employing less than 20 persons at one time ;
- (2) factories and workshops not using power.

The Commission will have to consider to what extent it is desirable to bring these establishments under official control, and for this purpose it is anxious to obtain fuller information than it has hitherto received. It would therefore be glad if the Local Government could help in this matter by furnishing particulars regarding the industries which are being carried on in unregulated establishments, the number of such establishments, the numbers of men, of women and of children employed in them, the conditions under which they are employed, with particular reference to their earnings and hours of work, the minimum ages of the children in employment and the effect which employment has on their health. In regard to factories using power but employing less than 20 persons information is also desired as to whether, owing to lack of proper precautions for the fencing of machinery, the workers are exposed to any undue risks. The information required need only deal with—

- (a) factories using power and employing 10 or more persons on any one day in the year ;
- (b) factories and workshops not using power and employing 50 persons or more on any one day in the year ; and
- (c) smaller factories and workshops engaged in any particular industry which in the aggregate employs a considerable number of hands.

The Commission would also be glad to know what additional staff the Local Government consider would be required for the inspection of each of these classes.

6. The Commission realises that the above requests for additional information will involve a considerable amount of trouble to the Local Government, but it feels that, in view of the importance of the subjects with which they deal and the incompleteness of the information which has so far been obtained on them, it is necessary to obtain further information. I am to request that the supplementary information now desired may be forwarded to the Commission as soon as it is collected and in any case not later than the 15th October 1930. It would be convenient if it could be embodied in a supplementary memorandum, 40 copies of which may be forwarded for the use of the Members.

## SCHEDULE.

## Standard of Living.

(Note.—Information is required on the heads given below only in regard to a small number of representative working class families in important industries and plantations whose total family income does not exceed Rs. 50 a month.)

(1) *Industrial centre or plantation—*

Name of the head of the family—

Religion and caste—

Province and district of origin—

Cause of migration—

(2) *Size and composition of family :—*

	Numbers.				Ages of		Relationship to the head of the family.
	Men.	Women.	Boys.	Girls.	Boys.	Girls.	
Wage earners .. .. .							
Dependants residing with wage earners.							
Dependants residing elsewhere.							

Note.—Persons under 15 should be treated as boys or girls.

(3) *Extent of literacy—*(4) *Regularity of employment of wage earners—*(5) *Normal monthly family income—*

(a) Occupation of each wage earner.	Monthly wages.	Monthly overtime pay.	Additional earnings, if any, with source.	Total.	
				Rs. A. P.	Rs. A. P.
Men .. .. .	1.	.. .. .			
	2.	.. .. .			
	3.	.. .. .			
Women .. .. .	1.	.. .. .			
	2.	.. .. .			
	3.	.. .. .			
Boys .. .. .	1.	.. .. .			
	2.	.. .. .			
	3.	.. .. .			
Girls .. .. .	1.	.. .. .			
	2.	.. .. .			
	3.	.. .. .			
Total amount of family income <sup>1</sup>	.. .. .			Rs.	

(a) *Occupation.*—The description of the occupation should be as definite as possible. Thus cotton mill worker is too general. The particular occupation should be specified, for example cotton weaver or cotton spinner, or again, not mechanic but fitter, blacksmith, etc., whatever it is.

(6) *Normal monthly expenditure of family on :—*

(i) Food, giving quantities of principal articles of food consumed in a month and cost of each—

(ii) Clothing—

(iii) Rent—

(iv) Fuel and lighting—

- (v) Household requisites, e.g., utensils, etc.—
- (vi) Miscellaneous expenditure including—
  - (a) Remittances to dependants living in the village—
  - (b) Travelling to and from place of employment—
  - (c) Medicine and medical fees—
  - (d) Drink and drugs—
  - (e) Tobacco and *pan supari*—
  - (f) Religious observances, feasts and festivals—
  - (g) Payments to provident fund, trade union or co-operative society—
  - (h) Amusements and recreation—
  - (i) Education—
  - (j) Interest on debt—
- (7) *Indebtedness*—
  - (i) Extent of indebtedness—
  - (ii) Causes. To what extent due to expenditure incurred on—
    - (a) Festivals—
    - (b) Marriages—
    - (c) Funerals—
    - (d) Sickness—
  - and (e) Unemployment—
  - (iii) Rate of interest; Nature of security on outstanding loans; Terms of repayment—
- (8) *Housing*—
  - (i) Description of dwelling; materials used in construction—
  - (ii) Landlord\*—
  - (iii) Distance from place of work—
  - (iv) Number of rooms occupied by family and approximate dimensions of each room—
  - (v) Dimensions of verandah, if any—
  - (vi) Water-supply—
  - (vii) Sanitation—

## APPENDIX III.

## LIST OF WITNESSES EXAMINED ORALLY IN PUBLIC SESSION BY THE ROYAL COMMISSION ON LABOUR IN INDIA.

*Karachi, October 12th-17th, 1929.*

- |                              |                |  |
|------------------------------|----------------|--|
| 1. Mr. C. S. C. Harrison     | C.I.E.,        | Chief Engineer, Lloyd Barrage and Canals Construction.             |
|                              | M.I.E., I.S.E. |  |
| 2. Mr. T. S. Downie,         | O.B.E.         | .. Chairman  |
| 3. Mr. Jamshed N. R. Mehta   | ..             | Vice-Chairman  |
| 4. Dr. Tarachand J. Lalwani  | ..             | ..   |
|                              | ..             | 1. Indian Seamen's Union,  |
|                              | ..             | 2. Karachi Port Labour Union, and                                  |
| 5. Mr. Mulchand M. Kirpalani | ..             | 3. Karachi Port Trust Labour Union.                                |
| 6. Mr. R. K. Sidhwa          | ..             | .. Representative of Flour Mills Labour in Karachi.                |
| 7. Mr. Minocher Cowasji      | ..             | .. of Messrs. Cowasji and Sons, stevedores.                        |
| 8. Miss R. Piggott           | ..             | .. Honorary Secretary, Dais' Improvement Scheme, Hyderabad (Sind). |

*Khewra, October 20th-22nd, 1929.*

- |  |    |    |  |
|--|----|----|--|
| 9. Ali Haidar  | .. | .. | } Khewra Salt Miners.                      |
| 10. Habib Khan   | .. | .. |  |
| 11. A representative of the workshop men of the Khewra Salt Mines. | .. | .. |  |
| 12. Mr. A. L. Hoyle, I.C.S.  | .. | .. | Commissioner, Northern India Salt Revenue. |
| 13. Mr. C. H. Pitt   | .. | .. | Manager, Khewra Salt Mines.                |

\* State whether Government, Municipal, Employer or Private Landlord.

*Lahore, October 24th-28th, 1929.*

14. Mr. W. R. Wilson, I.C.S. .. Revenue Secretary to the Government of the Punjab.
15. Mr. W. H. Abel .. Inspector of Factories, Punjab and the North-West Frontier Province.
16. Dr. R. C. Rawley .. Director of Industries, Punjab.
17. Mr. Ladik Ram .. } N. W. Railway Union.
18. Mr. Shivram Das Randev .. } N. W. Railway Union.
19. Mr. M. A. Khan, President and General Secretary } General Workers' Union,
20. Mr. M. D. Akhtar, Financial Secretary .. } N. W. Railway.
21. Colonel C. S. M. C. Watson, D.S.O., O.B.E., Chief } N. W. Railway.
- Operating Superintendent. } N. W. Railway.
22. Mr. A. K. Muirhead, Deputy Agent (Personnel) } N. W. Railway.
23. Lieut.-Colonel C. A. Gill, D.P.H., I.M.S., Director of Public Health, Punjab.
24. Mr. R. J. S. Dodd, I.C.S., Registrar of Co-operative Societies, Punjab.

*Amritsar, October 29th, 1929.*

25. Mr. George Stevens .. } East India Carpet Company, Limited.
26. Mr. Gerald Alfred Davies .. } East India Carpet Company, Limited.
27. Muhammad Ramzan .. } Master Weavers (Carpet Factory).
28. Rajbai .. } Master Weavers (Carpet Factory).

*Delhi, November 2nd-8th, 1929.*

29. Mr. Mehtab Singh, Industrial Surveyor.
30. Mr. P. Mukerjee .. } Punjab Chamber of Commerce.
31. Mr. W. R. Taylor .. } Punjab Chamber of Commerce.
32. Mr. Shri Ram .. } Punjab Chamber of Commerce.
33. Rai Bahadur Baisakha Singh, Contractor.
34. Major J. R. D. Webb, O.B.E., I.M.S., Health Officer.
35. Nanna, son of Elahi Bakhsh, Worker.
36. Para .. } Women workers.
37. Kallie .. } Women workers.
38. Mr. J. A. Woodhead, I.C.S., Secretary to the Government of India, Department of Commerce.
39. Mr. E. E. Coombs, O.B.E., Controller of Printing and Stationery, Government of India.
40. Mr. J. A. Shillidy, I.C.S., Secretary to the Government of India, Department of Industries and Labour.
41. Mr. A. M. Rouse, C.I.E., Chief Engineer, Public Works Department.
42. Dr. Ruth Young of the Countess of Dufferin's Fund.
43. Mr. T. G. Russell, Chief Commissioner, Railways.
44. Mr. A. A. L. Parsons, C.I.E., I.C.S., Financial Commissioner, Railways.
45. Mr. A. M. Hayman, O.B.E. .. } Members, Railway Board.
46. Mr. H. A. M. Hannay .. } Members, Railway Board.
47. Lieutenant-General Sir Edwin de V. Atkinson, K.C.B., K.B.E., C.M.G., C.I.E., Master General of Ordnance in India.
48. Mr. Abdus Subhan .. } Workers in the Government of India
49. Mr. Abdur Rahman .. } Press.

*Ajmer, November 11th-12th, 1929.*

50. Mr. B. S. Pathik, General Secretary .. } B. B. and C. I. Railway Workers' Federation and Indian Apprentices Association.
51. Mr. H. L. Sharma .. } B. B. and C. I. Railway Workers' Federation and Indian Apprentices Association.
52. Mr. H. Armitstead, M.B.E., V.D., Carriage and Wagon Superintendent.
53. Mr. E. C. H. Condon, V.D., Engineer-in-Chief.
54. Mr. C. G. Cotesworth, V.D., Acting Locomotive Superintendent.
55. Colonel H. F. Hobbs, D.S.O., M.C., Staff Officer.

56. Rai Sahib Chandrika Prasad.  
 57. Miss J. E. Copeland, M.A.  
 58. Mr. Kanhaiyalal Gorgiya.  
 59. Mr. A. Lyons .. } Anglo-Indian and Domiciled European employees  
 60. Mr. N. T. Duffy .. } on the B. B. and C. I. Railway.

*Ahmedabad, November 14th-18th, 1929.*

61. Dr. Jacob Solomon, Honorary Secretary .. }  
 62. Colonel B. H. Nanavati, C.I.E., Vice-President .. } Sanitary Association.  
 63. Mr. W. H. Phillips, Inspector of Factories. .. }  
 64. Mr. Chaman Lal G. Parekh, President .. .. }  
 65. Mr. Sakarlal Balabhai, Vice-President .. .. }  
 66. Mr. Shantilal Mangaldas .. .. } Ahmedabad Millown-  
 67. Mr. Kasturbhai Lalbhai .. .. } ers' Association.  
 68. Mr. Gordhandas J. Patel .. .. }  
 69. Seth Ambalal Sarabhai of the Ahmedabad Manufacturing and Calico Printing  
 Company, Limited.  
 70. Mr. Meswane .. }  
 71. Mr. Kautekar .. } Textile Brotherhood, Ahmedabad.  
 72. Mr. Manohar .. }  
 73. Miss Dina Cama, Gujarat Constituency of the All-India Women's Conference.  
 74. Mr. N. D. Mehta, Chairman, Standing Committee of the Ahmedabad Municipality.  
 75. Munshi Manzar Ali .. }  
 76. Sheikh Abdul Wahid .. } Weavers in Ahmedabad.

*Bombay, November 21st—December 3rd, 1929.*

77. Mr. R. B. Ewbank, C.I.E., I.C.S., Secretary to the Government of Bombay,  
 General Department.  
 78. Mr. J. F. Gennings, Director, Labour Office.  
 79. Mr. H. M. Robottom, Acting Shipping Master.  
 80. Mr. R. R. Sonalker, Recruiting Officer.  
 81. Mr. S. C. Joshi .. }  
 82. Mr. P. S. Bakhle .. } G. I. P. Railway Staff Union.  
 83. Mr. Mohammed Ebrahim .. }  
 84. Mr. A. B. Moraes .. } Indian Seamen's Union.  
 85. Mr. P. G. Kanekar .. }  
 86. Mr. J. P. Lobo, B.A., LL.D. .. } Bombay Seamen's Union.  
 87. Mr. Patrik DeSa .. }  
 88. Mr. T. W. Johnstone, M.B.E., Chief Inspector of Factories.  
 89. Mr. R. J. Tata, Certifying Surgeon.  
 90. Mr. R. R. Bakhale, General Secretary .. }  
 91. Mr. Mohammed Umar Rajb, Vice-President .. }  
 92. Mr. Mohammed Isakh .. .. } Bombay Textile Labour Union.  
 93. Mr. Abdul Rahim .. .. }  
 94. Mr. D. H. Patel .. .. }  
 95. Mr. Abdul Khan .. .. }  
 96. Sir Ernest Jackson, Kt., C.I.E., Agent .. }  
 97. Mr. H. P. Ball, General Traffic Manager .. }  
 98. Mr. J. A. Jones, Chief Engineer .. }  
 99. Mr. J. C. Paterson, Loco and Carriage  
 Superintendent .. .. } B. B. & C. I. Railway.  
 100. Dr. Scoresby Jackson, Chief Medical Officer  
 101. Mr. G. H. Kennedy, Secretary to Agent .. }  
 102. Mr. J. D. Antia, Auditor and Chairman,  
 Co-operative Credit Society. .. }  
 103. Mr. C. W. A. Gidney, President .. }  
 104. Mr. H. T. Wilson .. .. } National Union of Railwaymen of India  
 105. Mr. J. Turner .. .. } and Burma.



- |  |   |  |   |                                   |
|--|---|--|---|-----------------------------------|
| 106. Mr. D. S. Burn, Agent .. .. .   | } | G. I. P. Railway.  |   |                                   |
| 107. Mr. A. Richardson, Deputy Chief Mechanical Engineer .. .. .               |   |  |   |                                   |
| 108. Mr. P. Wood, Acting Deputy Agent (Staff) .. .. .                          |   |  |   |                                   |
| 109. Mr. C. G. Limpus, Deputy Transportation Superintendent .. .. .            |   |  |   |                                   |
| 110. Mr. W. T. Griffiths, Divisional Traffic Manager .. .. .                   |   |  |   |                                   |
| 111. Mr. V. R. Kundunmal, Assistant Deputy Agent .. .. .                       |   |  |   |                                   |
| 112. Mr. P. L. Stallard, Acting Principal Medical and Health Officer .. .. .   |   |  |   |                                   |
| 113. Dr. M. I. Balfour, C.B.E., M.B., C.M. .. .. .                             |   |  | } | Haffkine Institute, Bombay.       |
| 114. Dr. Shakuntala K. Talpode, M.B., B.S. .. .. .                             |   |  |   |                                   |
| 115. Dr. J. E. Mistri, Secretary .. .. .                                       |   |  | } | Bombay Council of Social Workers. |
| 116. Mr. K. J. Dubash .. .. .  |   |  |   |                                   |
| 117. Dr. C. A. Manshardt .. .. .   |   |  |   |                                   |
| 118. Dr. P. N. Daruwalla .. .. .   |   |  |   |                                   |
| 119. Miss I. Wingate .. .. .   | } | Bombay Representative Christian Council and National Christian Council of India. |   |                                   |
| 120. Mr. Bryant .. .. .  |   |  |   |                                   |
| 121. Mr. H. P. Mody, Chairman .. .. .  | } | Bombay Millowners' Association.  |   |                                   |
| 122. Sir Manmohandas Ramji .. .. .   |   |  |   |                                   |
| 123. Mr. S. D. Saklatwala .. .. .  |   |  |   |                                   |
| 124. Mr. T. Maloney, Secretary .. .. .   |   |  |   |                                   |
| 125. Mr. J. Parker, President .. .. .  | } | Bombay European Textile Association.   |   |                                   |
| 126. Mr. R. Blackwell, Hony. Secretary .. .. .                                 |   |  |   |                                   |
| 127. Mr. J. B. Green .. .. .   |   |  |   |                                   |
| 128. Mr. L. R. Tairasa .. .. .   |   |  |   |                                   |
| 129. Mr. Manu Subedar .. .. .  | } | Indian Merchants' Chamber.   |   |                                   |
| 130. Mr. J. K. Mehta .. .. .   |   |  |   |                                   |
| 131. Mr. G. L. Winterbotham, President .. .. .                                 | } | Bombay Chamber of Commerce.  |   |                                   |
| 132. Mr. G. H. Cooke .. .. .   |   |  |   |                                   |
| 133. Mr. R. J. F. Sullivan, Secretary .. .. .                                  |   |  |   |                                   |
| 134. Mr. P. G. Kanekar, Social Service League .. .. .                          |   |  |   |                                   |
| 135. Principal Sohrab R. Davar .. .. .   | } | Bombay Shareholders' Association.  |   |                                   |
| 136. Mr. Jangmohandas J. Kapadia .. .. .                                       |   |  |   |                                   |
| 137. Mr. D. R. Mayekar .. .. .   |   |  |   |                                   |
| 138. Mr. N. R. Kulkarni .. .. .  |   |  |   |                                   |
| 139. Mr. W. H. Neilson, Chairman .. .. .                                       | } | Girni Kamgar Mahamandal.   |   |                                   |
| 140. Mr. G. E. Bennett, Chief Engineer .. .. .                                 |   |  |   |                                   |
| 141. Mr. G. N. Rich .. .. .  |   |  |   |                                   |
| 142. Mr. MacMurray .. .. .   |   |  |   |                                   |
| 143. Mr. F. Stones, Superintendent of Mills, E. D. Sassoon & Co., Ltd. .. .. . | } | Bombay Port Trust.   |   |                                   |

*Jalgaon, December 4th, 1929.*

- |  |   |                              |   |                                    |
|--|---|------------------------------|---|------------------------------------|
| 144. Mr. P. J. Arjaris, Agent, Khandesh Mills. .. .. . | } | Weavers in Pressing Factory. |   |                                    |
| 145. Maruti Mairaji Sindhi .. .. .                     |   |                              |   |                                    |
| 146. Narsu Tukaram .. .. .                             |   |                              |   |                                    |
| 147. Krishna Tukaram .. .. .                           |   |                              |   |                                    |
| 148. Saini .. .. .                                     |   |                              |   |                                    |
| 149. Jangli .. .. .                                    |   |                              | } | Women workers in Pressing Factory. |
| 150. Pathani .. .. .                                   |   |                              |   |                                    |
| 151. Italabai .. .. .                                  |   |                              |   |                                    |

*Akola, December 6th, 1929.*

152. Mr. H. K. Agarwal, M. A. Manager, The Akola Cotton Mills, Ltd.  
 153. Mr. Khandare, representative of the Depressed Classes.  
 154. Mr. Khedkar, representative of the Non-Brahmins.

*Nagpur, December 7th-10th, 1929.*

155. Mr. N. J. Roughton, I.C.S., Financial Secretary to the Government of the Central Provinces.  
 156. Mr. R. N. Banerjee, I.C.S., Director of Industries.

157. Mr. C. N. Frankau, Chief Inspector of Factories.  
 158. Mr. C. M. Trivedi, I.C.S., Deputy Commissioner, Nagput.  
 159. Mr. P. V. Chance, Officiating Superintending Engineer, Hasdeo Circle.  
 160. Major C. M. Ganapathy, I.M.S., Offg. Director of Public Health.  
 161. Radhabhai Nimbalkar .. .. } Women workers in the Model  
 162. Bhurkabai Kapuskar .. .. } Mills.  
 163. Savitrabai Dhargaone, Woman worker in the Empress Mill No. 5.  
 164. Mr. Gavai, M.L.C., representative of the Depressed Classes.  
 165. Mr. Netade, worker .. .. }  
 166. Mr. Jaiyland Maniram, weaver .. .. } Model Mills.  
 167. Mr. Krishnaswamy, Assistant Secretary .. .. }  
 168. Mr. B. Balaji, Press worker .. .. } Press Employees'  
 169. Mr. G. M. Thawre .. .. } Association.  
 170. Mr. L. N. Hardas .. .. } Workers in the *bidi*  
 171. Mr. Punj Lal, Contractors' Agent, Kandri Mines. } factories.  
 172. Poona Ram .. .. }  
 173. Guman .. .. }  
 174. Dakalu .. .. }  
 175. Baldeo .. .. }  
 176. Shuneya .. .. }  
 177. Sahibin .. .. } Workers in the Kandri  
 178. Parpada .. .. } Mines.  
 179. Jagohata .. .. }  
 180. Chhoti .. .. }  
 181. Phaguni .. .. }  
 182. Phulmati .. .. }  
 183. Sir Sorabji B. Mehta, C.I.E., Manager, Empress Mills.  
 184. Mr. J. L. Mott.  
 185. Mr. S. C. L. Nasir, Senior Y. M. C. A. Secretary of the Empress Mills Welfare  
 Work.  
 186. Mr. R. C. Riley, of the C. P. and Berar Mining Association, Kamptee.  
 187. Laxman Gambirji Narayan, worker in }  
 Empress Mill No. 2 .. .. }  
 188. Muhammad Akbar, weaver .. .. } Textile Labour Union,  
 189. Daulat, worker in Model Mill .. .. } Nagpur.  
 190. Harichand } Workers in the Empress Mills  
 191. Radha Bai }  
*Cawnpore, December 11th-17th, 1929.*  
 192. Mr. W. G. Mackay, M.B.E., Chief Inspector of Factories and Boilers.  
 193. Lt.-Colonel L. C. Larmour, I.A., Superintendent, Harness and Saddlery  
 Factory.  
 194. Lt.-Colonel C. L. Dunn, C.I.E., D.P.H., I.M.S., Director of Public Health.  
 195. Dr. Trivedi, Municipal Health Officer .. .. }  
 196. Mr. J. M. Lownie, Vice-President .. .. }  
 197. Mr. H. A. Wilkinson .. .. }  
 198. Mr. W. R. Watt, M.A., B.Sc., D.I.C., F.G.S. .. .. } Upper India Cham-  
 199. Mr. A. C. Inskip, O.B.E. .. .. } ber of Commerce.  
 200. Mr. C. H. Mattison .. .. }  
 201. Mr. J. G. Ryan, M.B.E., V.D., Secretary .. .. }  
 202. Mr. J. C. Donaldson, M.C., I.C.S. Deputy Secretary to Government of the  
 United Provinces, Industries Depart-  
 ment.  
 203. Mr. S. P. Shah, I.C.S. .. .. } Director of Industries.  
 204. Mr. G. M. Harper, I.C.S. .. .. } Collector of Gorakhpur.  
 205. Dr. Radha Kamal Mukerjee, }  
 M.A., Ph.D. } Professor of Economics and Sociology,  
 Lucknow University.  
 206. Mr. J. P. Srivastava, M.L.C. .. .. } Chairman  
 207. Rev. C. H. Mattison .. .. } Trustee  
 208. Mr. A. Roland Price, M. I. M. } Chief Engineer } Improvement  
 and Gg. E. } Trust.

209. Aochha Singh and others of the Harness and Saddlery Factory Labour Union.  
 210. Mr. Ghasita .. .. }  
 211. Mr. Munir .. .. } Workers in the Textile Mills, Cawnpore.
- Patna, December 19th-20th, 1929.*
212. Mr. J. R. Dain, I.C.S. .. .. Officer on Special Duty with the Govern-  
 ment of Bihar and Orissa.  
 213. Mr. H. E. Horsfield .. .. Registrar of Trade Unions.  
 214. Mr. D. C. Gupta .. .. Director of Industries.  
 215. Mr. H. W. Brady .. .. Chief Inspector of Factories.  
 216. Mr. W. B. Brett, I.C.S. .. .. Financial Secretary to the Government  
 of Bihar and Orissa.  
 217. Babu Bhagwat Prasad Jayaswal .. .. of the Bihar and Orissa Chamber of Com-  
 merce.  
 218. Mr. Arikshan Sinha .. .. General Secretary, the Bihar Provincial  
 Kisan Sabha.
- Kodarma, December 21st-22nd, 1929.*
219. Akl Ghatwalin .. .. }  
 220. Balia Goalin .. .. } Female Workers in the Locai Factory.  
 221. Suhuri Musahar .. .. }  
 222. Karim Miah .. .. }  
 223. Etwari Kandoo .. .. } Male Workers in the Locai Factory.  
 224. Jhamou Hazam .. .. }  
 225. Mahabir Singh .. .. }  
 226. Mr. E. Crellin .. .. }  
 227. Mr. D. B. Sahana .. .. } Kodarma Mica Mining Association.
- Ulchar, January 3rd-6th, 1930.*
228. Mr. J. S. Mercer .. .. Manager, Arcuttipore Tea Estate.  
 229. Phul Biasai and another Woman worker of the Arcuttipore Tea Estate.  
 230. Dr. G. C. Ramsay, O.B.E., M.D. (Edin.) Medical Officer to the Labac Medical  
 Practice.  
 231. Patchoo .. .. }  
 232. Bonamali .. .. } Sardars of the Bundoo Tea Gardens.  
 233. Mr. L. A. Healey .. .. Manager, Bundoo Tea Estate.  
 234. Mr. J. K. Cullinan .. .. Superintendent, Diwan Division, Tarra-  
 pore Tea Co., Ltd.  
 235. Kashia Ram .. .. Worker, Bundoo Tea Gardens.  
 236. Mr. J. W. R. McWha .. .. Superintendent of the Labac Division,  
 Tarrapore Tea Company.  
 237. Mr. A. F. Stuart .. .. Chairman .. .. }  
 238. Mr. G. E. Rayner, M.L.C. .. .. } Surma Valley  
 239. Mr. B. Gupta .. .. } Branch of the  
 .. .. } Indian Tea  
 .. .. } Association.  
 240. Mr. G. D. Walker, I.C.S. .. .. Deputy Commissioner of Cachar.  
 241. Rev. E. R. Singh.
- Panchgram, January 7th, 1930.*
242. Ram Prasad Goala .. .. Worker, Panchgram Oil Wells.  
 243. Mr. D. P. Trench .. .. Field Agent, Panchgram Oil Wells of the  
 Burmah Oil Co., Ltd.
- Orhapt, January 8th-14th, 1930.*
244. Sham Kamar .. .. }  
 245. Oti Goa of Tara Khul .. .. } Workers on the Moabund Tea Estate.  
 246. Kataur (Khond) .. .. }  
 247. Mr. J. B. Leonard .. .. } Manager, Moabund Tea Estate.  
 248. Mr. L. N. Sarma .. .. } Manager, Rowriah Tea Estate.  
 249. Mr. F. McAllister .. .. } General Manager, The Assam Oil Co.,  
 Ltd., Digboi.  
 250. Mr. D. S. Withers .. .. } Manager, Dessai and Parbattia Tea  
 Company.

251. Khudiran .. ..	Worker	} Cinnamara Tea Gardens.	
252. Butan .. ..	Sardar		
253. Mr. J. H. Copeland .. ..	Manager, Cinnamara Tea Estate.		
254. Mr. C. K. Besboruah .. ..	Manager, Bolama Tea Estate.		
255. Kadamoni .. ..	Woman worker	} Boloma Tea Estate.	
256. Bhano .. ..	Woman worker		
257. Chuttan .. ..	Worker		
258. Mst. Miriam .. ..	Woman Worker		
259. Suleman .. ..	Worker		
260. Babu J. Chakravarti .. ..	Doctor		
261. Ramswami .. ..	Worker		
262. Mr. W. G. McKercher .. ..	Chairman		
263. Mr. J. M. Kilburn .. ..	Vice-Chairman		} Assam Branch of the Indian Tea Association
264. Mr. E. J. Nicholls .. ..	.. ..		
265. Mr. E. S. Roffey .. ..	.. ..		
266. Dr. McCombie .. ..	.. ..		
267. Mr. T. A. Chalmers, M.L.A. .. ..	Superintendent, Bazaloni Tea Co., Ltd.		
268. Ram Dat Kurmi .. ..	.. ..	} Workers in the Meleng Tea Estate.	
269. Ram Autar Pasi .. ..	.. ..		
270. Autar Kori, Ten male, Workers	.. ..		
271. Kundhan .. ..	.. ..		
272. Kirodhar .. ..	.. ..		
273. Chembeli .. ..	.. ..		
274. Nance Dasi Ghasi .. ..	.. ..		
275. Mr. R. H. S. Oliver .. ..	Manager, Meleng Tea Estate.		
276. Mr. James Fraser .. ..	Manager, Hunwal Tea Co.		
277. Christine .. ..	Woman Sardar		} Mariani Tea Estate.
278. Kunda .. ..	Worker		
279. Nanhu .. ..	Worker		
280. Mr. K. Cantlie, I.C.S. .. ..	Deputy Commissioner, Sibsagar.		
281. Dr. Percy Foster .. ..	Medical Officer, Badlipar Medical Association.		

282. Rev. D. J. Tirthi, of Deogharia.

*Shillong, January 16th-18th, 1930.*

283. Mr. A. J. Laine, C.L.E., I.C.S. .. ..	Officer on Special Duty with the Government of Assam.	
284. Lt.-Col. T. D. Murison, I.M.S. .. ..	Director of Public Health.	
285. Mr. F. C. King, I.C.S. .. ..	Chairman, Assam Labour Board.	
286. Mr. J. Insch, M.L.C. .. ..	Chairman	} Indian Tea Association.
287. Mr. T. C. Crawford .. ..	Vice-Chairman	
288. Mr. J. A. Milligan .. ..	.. ..	} Tea Districts Labour Association.
289. Lt.-Col. D. S. Mackay .. ..	.. ..	

*Gauhati, January 19th, 1930.*

290. Rashid .. ..	Worker	} Examined at the Forwarding Agency for recruits to Assam
291. Sapti .. ..	Woman Sardar	
292. Jalaon .. ..	Worker	
293. Badlu .. ..	Worker	
294. Bachan .. ..	Worker	
295. Mr. M. N. Baliai .. ..	Agent Baboo	
296. Samuj .. ..	Worker	
297. Parabti .. ..	Woman worker and a number of other workers.	

*Baradighi Tea Estate, Dooars, January 20th, 1930.*

298. Barai (wife of Ledwa) .. ..	} Baradighi Tea Estate.
299. Itwari (wife of Lachman) and two other women workers.	

00. Bhirsa (son of Mangra)			
01. Surajmoni (wife of Goolia)	..		
02. Barsi (wife of Lakhan)	and		
	two women workers and a		
	party of men workers return-		
	ing from work	..	Workers on the Baradighi Tea Estate.
03. Abiram	..	..	
04. Suleman	..	..	
05. Rakiya	..	..	
06. Mr. G. L. Haig	..	Chairman	
07. Mr. W. L. Travers, C.I.E., O.B.E., M.L.C.	..	..	Dooars Planters' Associa- tion.
08. Dr. O. McCutcheon, M.B.	..	Secretary	

*Depara Tea Estates—Dooars, January 21st, 1930.*

309. Mr. J. C. Ghose	..	Vice-Chair-	
		man.	Indian Tea Planters' Asso- ciation, Jalpaiguri.
310. N. R. Ghose, M.A., B.L.	..	..	
311. Mr. J. G. Guha	..	..	
312. Phalini	..	..	
313. Gondura	..	..	Workers on the Depara Tea Estate.
314. Budhu Chik	..	..	
315. Dandu Ram	..	..	
316. Mr. J. J. C. Watson	..	Manager	Gandrapara Tea Estate.
317. Dr. M. Kermakar, L.M.F.	..	..	

*Asansol, January 23rd, 1930.*

318. A surface coal wagon loader (male)			Bara Dhemo Colliery.
319. Saukli	..	..	
320. Sukh Dev	..	..	Miners, Dhemo Main Colliery.
321. Agla Das	..	..	
322. Bansi Kurmi (with 14 other coal loaders)	..	..	
323. Uma Padan Mukherjee, Sarkar	..	..	
324. Gauri Shankar (with other coal loaders)	..	..	Workers in the Dhemo Main Colliery.
325. Gazia	..	..	
326. Rajvaid	..	..	
327. Bilaspur	..	..	
328. Thakath	..	..	
329. Kanhaimanji	..	..	
330. Padara	..	..	
331. Lokhimanji	..	..	
332. Dr. S. K. Sircar, M.B., D.P.H.	..	Chief Sanitary Officer, Asansol Mines Board of Health.	
333. Dr. U. P. Chatterjee, M.B.	..	Chief Medical Officer, Eastern Coal Co., Ltd.	
334. Dr. Bonbehari Chattaraj, L.M.P.	..	Medical Officer, Dhemo Main Colliery.	
335. Mr. C. Heath	..	..	Manager, Dhemo Main Colliery.
336. Mr. Sohan Singh	..	..	Contractors' Manager.
337. Suku	..	..	Miners, Bhutdova Colliery.
338. Hupna	..	..	
339. Mr. S. K. Samundar	..	..	Manager, Bhutdova Colliery.
340. Phila Manjhi	..	..	Trammer
341. Panu	..	..	Mistri
342. Lakli Majin	..	..	West Niga Colliery.
343. Maku Majin and a party of women workers	..	..	

*Dhanbad, January 24th-29th, 1930.*

344. Barjmain .. ..	..	..	} Workers in the Loyabad Colliery.
345. Jiwan Majhi .. ..	..	..	
346. Parbhu Majhi and three miners	..	..	
347. Nonkukul .. ..	..	..	
348. Chand Manji .. ..	..	..	
349. Mr. R. Fenwick .. ..	..	..	} Loyabad Colliery.
350. B. Jitu Ram .. ..	..	..	
351. Asumania .. ..	..	..	} Women workers in the Loyabad Colliery.
352. Mokshada .. ..	..	..	
353. Ahalya .. ..	..	..	
354. Sabodhi .. ..	..	..	
355. Mr. K. K. Baksi .. ..	..	..	Manager, Kirkend Colliery.
356. Chakku Sow .. ..	..	..	} Kirkend Colliery.
357. Bithal .. ..	..	..	
358. Sobhi, Musahar .. ..	..	..	
359. Ledou, Dosadh .. ..	..	..	
360. Kolli .. ..	..	..	
361. Mr. P. C. Bose .. ..	..	..	} Indian Colliery Employees' Association Jharia.
362. Mr. B. Mitter .. ..	..	..	
363. Shani Cheria .. ..	..	..	} Women workers in the Jealgora Colliery.
364. Chotan Kora .. ..	..	..	
365. Gobinda Gorai .. ..	..	..	
366. Nuni .. ..	..	..	
367. Thakuri .. ..	..	..	} Men workers in the Jealgora Colliery.
368. Lilmoni .. ..	..	..	
369. Sakaram .. ..	..	..	} Manager, Jealgora Colliery.
370. Karurai .. ..	..	..	
371. Jarimeya .. ..	..	..	
372. Mr. D. Black .. ..	..	..	
373. Mr. P. B. Dandekar .. ..	..	..	
374. Mr. J. E. Phelps .. ..	..	..	} Chairman, Jharia Mines Board of Health
375. Mr. N. P. Thadani, I.C.S. .. ..	..	..	
376. Dr. Ryles .. ..	..	..	Chief Medical Officer, Jharia Mines Board of Health.
377. Mr. P. S. Keelan .. ..	..	..	} Indian Mining Association.
378. Mr. F. L. Cork .. ..	..	..	
379. Mr. R. Heron .. ..	..	..	
380. Mr. R. Purdy .. ..	..	..	
381. Jamuna (wife of Patia)	..	..	} Workers in the Kujana Colliery.
382. Patia .. ..	..	..	
383. Kale Lohar .. ..	..	..	} Manager, Kujana Colliery.
384. Mr. P. C. Mukherji .. ..	..	..	
385. Bhuchi, woman coal carrier,	..	..	Indian Jharia Colliery.
386. Mr. M. Bhattacharji, Manager,	..	..	Central Junagora Colliery.
387. Pahgu, loading sardar .. ..	..	..	} Central Junagora Colliery.
388. Bengali Thekadar .. ..	..	..	
389. Mr. A. L. Ojha, M.L.C. .. ..	..	..	} Indian Mining Federation.
390. Rai Bahadur D. D. Thacker .. ..	..	..	
391. Mr. J. Kirk, Superintendent,	..	..	Jamadoba Colliery.
392. Hira Kharar .. ..	..	..	} Miners, Jamadoba Colliery.
393. Jasru Bhagat .. ..	..	..	
394. Chando .. ..	..	..	
395. Kherar .. ..	..	..	

- 396. Mr. R. R. Simpson, C.I.E., Chief Inspector of Mines in India.
- 397. Mr. A. A. F. Bray .. .. }
- 398. Mr. J. Thomas .. .. } Calcutta representatives of the Indian
- 399. Mr. T. Ord .. .. } Mining Association.

*Giridih, January 31st, 1930.*

- 400. Sillumian .. .. } Miners, Serampur Colliery of the E. I.
- 401. Mauji Dhobi.. .. } Railway Company.
- 402. Mr. W. T. Stanton, Manager, Serampur Colliery of the E. I. Railway Company.
- 403. Mr. H. Lancaster, Superintendent, E. I. Railway Colliery Department.
- 404. Dr. H. Mullick.
- 405. Mr. J. Brown, Assistant Superintendent, Bokhara E. I. R. and B. N. R. Joint Collieries.
- 406. Mr. A. D. Tuckey, I.C.S., Deputy Commissioner, Hazaribagh District.
- 407. Ugan, Sardar .. .. }
- 408-409. Gangia Kamin, with her } Serampur Colliery.
- husband Ghansham, loader .. .. }
- 410. Kailumia, Trolleyman .. .. }
- 411. Kudirat Meyan ,, .. .. }

*Calcutta, February 3rd-19th, 1930.*

- 412. Mr. K. P. Banerjee, } E. B. R. Indian Employees' Association.
- 413. Mr. J. N. Gupta, } .. .. }
- 414. Mr. P. Chakraborty, } .. .. }
- 415. Mr. Cameron, } .. .. }
- 416. Mr. Bastien, } .. .. }
- 417. Mr. Rigg, } .. .. }
- 418. Mr. Martston, } .. .. }
- 419. Mr. Backman, } Anglo-Indian and Domiciled European Employees of
- 420. Mr. Powell, } Railways.
- 421. Mr. Lardner, } .. .. }
- 422. Mr. Wilson, } .. .. }
- 423. Mr. Atkinson, } .. .. }
- 424. Mr. P. H. Maffin, O.B.E., Agent, } .. .. }
- 425. Mr. I. St. C. Pringle, Deputy Agent, } .. .. }
- 426. Mr. A. H. Joscelyne, Locomotive Superintendent, } .. .. }
- 427. Dr. H. Suhrwardy, Chief Medical Officer, } E. B. Railway.
- 428. Mr. H. N. Parker, Officer on Special Duty, } .. .. }
- 429. Mr. H. A. Outhwaite, Statistical Officer, } .. .. }
- 430. Mr. V. P. Bhandarkar, Welfare Officer, } .. .. }
- 431. Mr. D. Ghose, Assistant Traffic Superintendent } .. .. }
- 432. Mrs. A. Cottle, C.B.E., } Bengal Presidency Council of Women.
- 433. Dr. Headwards, } .. .. }
- 434. Mr. W. J. Herridge, Manager, Calcutta Claims Bureau.
- 435. Mr. M. H. B. Lethbridge, I.C.S., Commissioner for Workmen's Compensation, Bengal.
- 436-437. Tulsi and his wife, Tilasari, } .. .. }
- 438. Habib, Woman worker, } .. .. }
- 439. Noor Mohamed, Line-sardar, } Anglo-India (Middle) Jute Mill Co.
- 440. Kalik, Weaver, } .. .. }
- 441. Sorju, Line-sardar, } .. .. }
- 442. Karu, Spinner, } .. .. }
- 443. Rai Syama Charan Bhattacharya Bahadur, Vice-Chairman, Bhatpara Municipality.
- 444. Mr. K. C. Banerji, Executive Engineer, Presidency Division.
- 445. Mr. Surendra Nath, M.A., LL.B., Aotg. President, } .. .. }
- 446. Mr. Hikmat-Ullah, Bar.-at-Law, Chief Legal Adviser, } E. I. Railway Union,
- 447. Mr. H. S. Bhatnagar, General Secretary, } Moradabad.
- 448. Mr. K. N. Pandey, Assistant Station Master, } .. .. }

449. Mr. C. L. Colvin, C.B., C.M.G., D.S.O., Agent,  
 450. Mr. F. E. Robertson, Chief Operating Superintendent,  
 451. Mr. R. L. Ray, Chief Mechanical Engineer,  
 452. Mr. A. V. Venables, Chief Engineer,  
 453. Dr. A. K. H. Pollock, Chief Medical Officer,  
 454. Mr. E. Cameron Ker, Deputy Chief Accounts Officer,  
 455. Mr. A. O. Evans, Deputy Agent,  
 456. Mr. M. Robertson, Secretary to Agent,  
 457. Mr. F. C. Badhwar, Employment Officer,  
 458. Mr. C. S. Whitworth, Chief Mining Engineer, Railway Board.
- } E. I. Railway.
459. Mr. Santi Ram Mondal,  
 460. Mr. Ram Antar,  
 461. Mr. Atal Behary Santra,  
 462. Mr. S. N. Shaw,  
 463. Mr. Ismail,  
 464. Mr. Ali Mohammad,  
 465. Mr. K. D. Chatterjee,  
 466. Mr. Hardin Shaha,
- } E. I. R. Labour Union, Lillocah.
467. Mr. G. A. Young, General Manager, Indian Iron & Steel Co., Ltd.  
 468. Lt.-Col. B. H. Brown, Superintendent, Ishapore Rifle Factory.  
 469. Mr. R. T. Dunderdale, Superintendent, Metal & Steel Factory, Ishapore.  
 470. Mr. A. W. Connolly, Works Manager, Rifle Factory, Ishapore.  
 471. Mr. R. C. Frain, Works Manager, Metal and Steel Factory, Ishapore.  
 472. Lt.-Col. E. W. Sewell, I.M.S., Medical Officer to Factories and Estate.  
 473. Mr. K. K. Chakravarty, Labour Bureau Supervisor, Rifle Factory.  
 474. Mr. G. R. Dain, Agent, the Calcutta Tramways Company, Ltd.  
 475. Mr. V. E. D. Jarrad, Agent,  
 476. Dr. Mozumdar (Medical Department),  
 477. Mr. Bazaz (Engineering Construction),  
 478. G. Chakrabartty (Engineering Open Line),  
 479. r. Khanna (Commercial Department),  
 480. i. Faroque (Transportation Department),  
 481. Chowdhury (President, Bengal Nagpur Railway, Urban Bank),
- } B. N. Railway.
482. Dr. A. Martin-Leake, V.C., F.R.C.S.,  
 483. Mr. Prohlah Chandra Roy, Vice-President, } Press Employees' Association.  
 484. Mr. Indu Bhusan Sarcar, Organising Secy., }  
 485. Mr. R. N. Neish, Manager, Titaghur No. II Jute Mill.
486. Prakash,  
 487. Mangrul,  
 488. Babuniya,  
 489. Muniya,  
 490. Jumrath,  
 491. Harilal,  
 492. Gauri,  
 493. Muthialu,  
 494. Lachanao,  
 495. Abdul Hakim,
- } Workers in the Titaghur No. II Jute Mill.
496. Mr. Mihbul Huq, President,  
 497. Mr. Aftab Ally, General Secretary, } Indian Seamen's Union.  
 498. Mr. L. Mitchell,  
 499. Sir George Godfrey, } of Messrs. Bird & Company.
500. Mr. J. Smith, Assistant Manager, Burma Shell Installations, Budge Budge.  
 501. Mr. J. R. Farquarson, Manager, Calcutta Branch of the Burma Shell Oil Co.  
 502. S. C. Dass, Oil Worker, Burma Shell Oil Installations.  
 503. Mr. J. Sims, Managing Director, Messrs. Andrew Yule & Co.  
 504. Mr. G. Gorrie, Manager, Caledonian Jute Mills Co., Ltd.  
 505. Mr. Krishna Chunder Ray Chaudhuri, President, Kankinarah Labour Union.



506. Mr. R. B. Laird, M.L.C., Chairman, }  
 507. Mr. A. N. Mackenzie, }  
 508. Mr. W. D. Bruce-Watt, } Indian Jute Mills Association.  
 509. Mr. J. A. Murray, }  
 510. Mr. J. D. Paterson, }  
 511. Mr. Williamson, }  
 512. Mr. R. P. Adams, O.B.E., Chief Inspector of Factories, Bengal.  
 513. Mr. J. B. McBride, Senior Inspector of Factories, Bengal.  
 514. Mr. R. C. Parsons, Inspector of Factories, Bengal.  
 515. Mr. T. B. Glover, Inspector of Factories, Bengal.  
 516. Capt. W. O'Connor, Senior Certifying Surgeon of Factories, Bengal.  
 517. Dr. Chas. A. Bentley, C.I.E., M.B., D.P.H., D.T.M., & H., Director of Public Health.  
 518. Mr. F. C. Griffin, M.I.C.E., M.I.E. (Ind.), Chief Engineer, Public Health Department, Bengal.  
 519. Dr. M. E. Sufi, B.A., L.R.C.P. & S., D.P.H., Assistant Director of Public Health.  
 520. Dr. G. L. Batra, M.B., Ch.B., D.P.H., Assistant Director of Public Health.  
 521. Dr. B. C. Mukharji, M.B., D.P.H., Inspector of Septic Tank Installations.  
 522. Dr. A. C. Ray Chaudhury, D. P. H., Diet Survey Officer.  
 523. Mr. C. W. Gurner, I.C.S., Secretary to the Government of Bengal, Local Self-Government Dept.  
 524. Mr. H. J. Twynam, I.C.S., Secretary to the Government of Bengal, Revenue Department.  
 525. Mr. R. N. Gilchrist, M.A., I.E.S., Deputy Secretary to the Government of Bengal, Commerce and Marine Depts.  
 526. Mr. A. T. Weston, M.Sc., M.I.C.E., M.I.E. (Ind.), Director of Industries, Bengal.  
 527. Mr. J. A. Beale, Sub-Divisional Officer, Asansol.  
 528. Khan Bahadur Tasaddak Ahmed, Second Inspector of Schools, Presidency Division.  
 529. Rai Sahib Sushil Kumar Ganguly, Officiating Registrar, Co-operative Societies, Bengal.  
 530. Sir Charles Stuart-Williams, Kt., Chairman, Commissioners for the Port of Calcutta.  
 531. Mr. W. A. Burns, Traffic Manager, }  
 532. Commander Norcock, Deputy Conservator, } of the Port of Calcutta.  
 533. Mr. H. F. Darvell, Shipping Master, Calcutta. }  
 534. Mr. E. C. Benthall .. .. }  
 535. Mr. W. Gow .. .. } Bengal Chamber of Commerce.  
 536. Mr. D. K. Cunnison, Secretary .. }  
 537. Captain R. Liddle, Marine Department, B. I. S. N. Coy., Ltd.  
 538. Mr. R. Chakravarti .. .. }  
 539. Mr. U. M. Bose .. .. } Bengal National Chamber of Commerce.  
 540. Mr. H. P. Ghose .. .. }  
 541. Mr. J. H. Sen Gupta .. .. }

*Khargpur, February 20th, 1930.*

542. Mr. Kanshi Nath Muttu .. .. }  
 543. Mr. W. V. R. Naidu .. .. } B. N. R. Indian Labour Union.  
 544. Mr. P. Rama Chandra Rao .. .. }  
 545. Mr. Somayajulu .. .. }  
 546. Mr. A. N. Bose .. .. }

*Jamshedpur, February 21st-24th, 1930.*

547. Mr. M. Homi, President .. .. }  
 548. Mr. H. H. Sharma, Joint Secretary .. .. } Labour Federation.  
 549. Mr. Mangal Singh .. .. }  
 550. Mr. Azimuddin .. .. }

- |                            |    |   |
|----------------------------|----|---|
| 551. Mr. J. C. K. Peterson | .. | } Tata Iron and Steel Coy., Ltd.                  |
| 552. Mr. C. A. Alexander   | .. |   |
| 553. Mr. J. Leyshon        | .. | } Tinplate Company of India, Ltd., Golmuri Works. |
| 554. Mr. H. D. Townend     | .. |   |
| 555. Mr. W. O. Henderson   | .. |   |

*Vizagapatam, February 25th-27th, 1930.*

- |  |    |   |
|--|----|---|
| 556. Mr. T. Austin, I.C.S., District Magistrate, Ganjam.                                       |    |   |
| 557. Sriman Sree Vikrama Deo Varma Mahasaya of Vizagapatam.                                    |    |   |
| 558. Captain F. R. Steele  | .. | } Local Agents of the Tea Districts Labour Association. |
| 559. Mr. L. S. Driver  | .. |   |
| 560. Mr. G. T. H. Bracken, I.C.S., District Magistrate and Agent to the Governor, Vizagapatam. |    |   |
| 561. Abdur Rahman, Storeman  | .. | } Vizagapatam Harbour Works.                            |
| 562. Noor Mohammad, Khalasi  | .. |   |
| 563. Abdul Nabi, Tindal  | .. |   |
| 564. Kaki Gurrappa, Worker   | .. |   |
| 565. Sukama Ukkanna, Worker  | .. |   |
| 566. Fazul Rahman, Oilman  | .. |   |
| 567. Annapathrakimma, Woman Coal carrier.  | .. |   |
| 568. Appallam, Woman Coal carrier  | .. | } Vizagapatam Harbour Works.                            |
| 569. Mr. W. C. Ash Engineer-in-Chief   | .. |   |
| 570. Mr. C. J. Smith, Mechanical Superintendent.   | .. |   |
| 571. Major F. J. Anderson, I.M.S., Chief Medical Officer.                                      | .. |   |
| 572. Mr. P. A. M. Welchman, Office Superintendent.   | .. |   |
| 573. Dr. K. Satyanarayana, Medical Officer.  | .. |   |

*Trichinopoly, February 27th, 1930.*

- |                    |    |  |
|--------------------|----|--|
| 574. A. Gopal      | .. | } Workers in the Golden Rock Workshops of the S. I. Railway. |
| 575. S. Joseph     | .. |  |
| 576. Mutu Krishnan | .. |  |
| 577. Krishnan      | .. |  |
| 578. S. Ramaswami  | .. |  |

*Madura, February 28th—March 1st, 1930.*

- |  |    |                                      |
|--|----|--------------------------------------|
| 579. Subhammal   | .. | } Women workers in the Madura Mills. |
| 580. Kandallammal  | .. |                                      |
| 581. Muthammal   | .. |                                      |
| 582. Kaliammal, and two others                               | .. | } Men workers in the Madura Mills.   |
| 583. Sadyan  | .. |                                      |
| 584. Suppiah   | .. |                                      |
| 585. Vyrahvan  | .. |                                      |
| 586. Muniandi  | .. |                                      |
| 587. Mr. J. P. Rodriguez                                     | .. | } Tuticorin Labour Union.            |
| 588. Mr. Sankaranaraina Pillai                               | .. |                                      |
| 589. Mr. Kandaswami Pillai                                   | .. |                                      |
| 590. Mr. S. R. Varadarajulu Naidu, Papanasam Union.          |    |                                      |
| 591. Mr. E. B. Cobbald, I.C.S., District Magistrate, Madura. |    |                                      |

*Madras, March 3rd-8th, 1930.*

- |   |    |                         |
|---|----|-------------------------|
| 592. Mr. F. B. Wathen, Agent  | .. | } M. and S. M. Railway. |
| 593. Mr. C. C. Fink, Chief Auditor and Accountant.                                | .. |                         |
| 594. Mr. H. D. Sinclair, Chief Transportation Superintendent and Traffic Manager. | .. |                         |

595. Mr. R. D. Thompson, Chief Mechanical Engineer.
596. Mr. J. A. Cruickshank, Chief Medical Officer.
597. Mr. G. Charlton, Deputy Agent
598. Mr. W. E. Marsh, Press Superintendent.
599. Mr. N. Grayson, Architect ..
600. Mr. Syed Madhar .. ..
601. Mr. A. S. Fernandez .. ..
602. Mr. S. M. Sundrachari .. ..
603. Mr. K. Veerasami .. ..
604. Mr. G. Krishnamurti .. ..
605. Mr. Lakhshminarayana .. ..
606. Mr. P. R. K. Sarma .. ..
607. Mr. P. J. Thomas, M.A., B. Litt., Ph. D., Professor of Economics, Madras University.
608. Mr. V. T. Arasu, President, 1929 Madras Youth League.
609. Mr. K. V. Sessa Ayyangar, Chairman, Madras Panel of Lawyers.
610. Mr. P. A. Krishnaswamy .. ..
611. Rev. Paul Ramaseshan .. ..
612. Mr. P. Rothera, Agent .. ..
613. Mr. A. H. Smyth, Chief Transportation Superintendent.
614. Mr. H. A. Reid, Deputy Chief Mechanical Engineer.
615. Dr. C. E. R. Norman, Chief Medical Officer.
616. Mr. A. Srinivasa Iyer, Assistant Auditor.
617. Mr. P. Govindaraj, Assistant Secretary to the Agent.
618. Mr. T. V. K. Naidu .. ..
619. Mr. S. Mohan Swarna .. ..
620. Mr. Mudalamuthu Mudaliar .. ..
621. Mr. Ernest Kirk .. ..
622. Mr. A. Ekambaram .. ..
623. Mr. P. S. Krishnaswamy Iyer .. ..
624. Mr. A. Sundramurthy .. ..
625. Mr. R. R. Birmamuthano .. ..
626. Mr. R. W. Soares .. ..
627. Mr. Dias .. ..
628. Mr. Thoman .. ..
629. Mr. S. Hockins .. ..
630. Mr. Freeman .. ..
631. Mr. French .. ..
632. Mr. S. P. Y. Surendranath Voe-geli-Arya, President.
633. Mr. Koppaswamy Mudaliar, Secretary.
634. Mr. Kanagasbai Mudaliar
635. Mr. C. Gopal Menon .. ..
636. Mr. P. Raghavan Nair .. ..
637. Dr. Ahmad Mukhtar, M.A., Ph. D., Professor of Economics, Annamalai University.
638. Miss Azariah, District Secretary, Y. W. C. A., Madras.
639. Mrs. Cousins .. ..
640. Mrs. Bhagirathi Sri Ram .. ..
- M. and S. M. Railway.
- M. and S. M. Railway Employees' Union.
- Madras Representative, Christian Council.
- S. I. Railway.
- S. I. R. Labour Union, Trichinopoly.
- S. I. R. Labour Union, Coimbatore.
- Anglo-Indian Employees of the M. and S. M. and S. I. Railways.
- Madras Electric Tramway and Supply Corporation Employees' Union.
- Southern Indian Chamber of Commerce.
- Women Social Workers.

641. Mr. V. M. Ramaswamy Mudaliar }  
 642. Mr. T. M. Parthasmatty Mudaliar } Kerosene Oil Workers' Union.  
 643. Mr. T. Muthawamy Pillai .. }  
 644. Mr. R. Ketari Muthu Chetty .. }  
 645. Mr. M. S. Kotiswaran, B.A., L.T., Representative of the Madras Port Trust  
 and Harbour Workers' Union, etc.  
 646. Mr. S. Pillai, Patron, The Chingleput District Labour Guild, Kodambakam.  
 647. Mr. J. Hargreaves .. Manager, Carnatic Mill.  
 648. Mr. W. E. Bentley .. Manager, Buckingham Mill.  
 649. Dr. G. P. Raghaviah .. Medical Officer, Carnatic Mill.  
 650. Miss M. Sage, M.A. .. Joint Principal, the Buckingham and Carnatic School.  
 651. Mr. K. O. Anthoni .. Secretary, the Buckingham and Carnatic Mills Work-people Welfare Committee.  
 652. Mr. V. Subramani Aiyar .. Manager, Choolai Mills.  
 653. Sir Fairless Barber .. }  
 654. Mr. H. L. Pinches .. }  
 655. Mr. C. R. T. Congreve .. } United Planters' Association of Southern  
 656. Lt.-Col. C. H. Brook .. } India.  
 657. Mr. F. E. James .. }  
 658. Mr. B. Shiva Rao .. }  
 659. Mr. Ramanujulu Naidu .. } Madras Labour Union.  
 660. Mr. Selvapathy Chetty .. }  
 661. Mr. A. G. Leach, I.C.S. .. Secretary to the Government of Madras,  
 Public Works and Labour Department.  
 662. Mr. J. Gray, O.B.E., I.C.S. .. Commissioner of Labour.  
 663. Mr. S. A. Cartledge .. Chief Inspector of Factories.  
 664. Captain N. R. Ubhaya, I.M.S. Director of Public Health.  
 665. Mr. W. E. Smith, M.A., I.E.S. Offg. Director of Public Instruction.  
 666. Mr. W. M. Browning .. }  
 667. Mr. C. E. Wood, M.L.C. .. } Employers' Federation of Southern India,  
 668. Mr. F. G. Luker .. } Madras.  
 669. Mr. Muhammad Ubaidullah with eight others .. Buckingham and Carnatic Mills Employees' Union.

*Coonoor, March 9th-10th, 1930.*

670. Col. R. McCarrison, C.I.E., Director, Nutritional Research, Pasteur  
 I.M.S. Institute.  
 671. Lousia .. Woman Worker .. }  
 672. Jebakanti .. Woman Worker .. } Nonesuch Tea  
 673. Lazarus .. Mistri .. } Estate.  
 674. Palaniappan .. Pruner .. }  
 675. Angappan .. Worker .. }  
 676. Lt.-Col. L. L. Porter, O.B.E., Managing Director, Nonesuch Tea Estate  
 V.D. Co.  
 677. Lt. Commander L. G. Elkington, R. N. (Retd.). Manager, The Ibez-Lodge Estate.  
 678. Mr. L. A. Hawke .. Manager, Singara Tea Estate.  
 679. Rayappan .. Mistri, Singara Tea Estate.

*Coimbatore, March 11th, 1930.*

680. Mr. E. Holden .. Manager, Kaleswar Mills.  
 681. Valliammal .. Woman Worker .. } Coimbatore Spin-  
 682. Rangammal .. Woman Worker .. } ning and Weav-  
 683. Luthmari .. Woman Worker .. } ing Mills.  
 684. Gnanaprakasam .. Man Worker .. }  
 685. Mr. W. E. Winter .. Managing Director .. Coimbatore Spin-  
 686. Mr. J. F. Cheshire .. Mill Manager .. } ning and Weav-  
 687. Mr. F. Howard .. Weaving Manager .. } ing Mills.

*Valparai, March 12th-13th, 1930.*

688. Thangamani .. ..	Woman Worker ..	} Pachamalai Estate.
689. Chinnammal .. ..	Woman Worker ..	
690. Chinnathambi .. ..	Mistri .. ..	
691. Savari Mutthu .. ..	Worker .. ..	
692. Maranney .. ..	Worker .. ..	}
693. Mr. J. E. Sampson ..	Manager, Pachamalai Estate.	
694. Mr. J. H. Ireland Jones, Chairman.		} Anamalai Planters' Association.
695. Mr. W. H. Martin .. ..		
696. Mr. J. E. Sampson .. ..		
697. Mr. E. Johnson .. ..		
698. Mr. A. W. F. Mills .. ..		
699. Dr. J. E. Measham .. ..		
700. Mr. G. B. Reade (Hony. Secy.)		}
701. Chinnammal .. ..	Woman Worker ..	
702. Palani Ammal .. ..	Woman Worker ..	} Thaymudi Estate.
703. Chengamalan .. ..	Worker .. ..	
704. Chinnaswami .. ..	Worker .. ..	
705. Pattakaran .. ..	Mistri .. ..	
706. Mr. F. L. Schwinde ..	Manager, Thaymudi Estate.	}
707. Mr. Eric Johnson .. ..	Group Manager, Mudis Group of Estates.	
708. Mr. J. C. Blackham ..	Group Manager ..	} Lower Paralai Estate.
709. Mr. A. Foote .. ..	Manager .. ..	

*Coimbatore, March 14th, 1930.*

710. Mr. N. S. Ramaswamy Ayyanger, President, Labour Union.  
711. Mr. E. F. Thomas, C.I.E., I.C.S., Collector and District Magistrate.

*Coorg (Mercara), March 12th-14th, 1930.*

712. Katti Chattu .. ..	} Workers in the Halleri Coffee Estate.
713. Chikka Mataliga and his wife .. ..	
714. Muddathappa .. ..	
715. Girria .. ..	
716. Mr. J. H. Sprott .. ..	Manager of the Halleri and Santaghurry Coffee Estate.
717. Mr. J. S. H. Morgan .. ..	} Coorg Planters' Association, Mercara.
718. Mr. P. J. Tipping .. ..	
719. Col. H. Murland .. ..	
720. Mr. A. B. Chengappa, M.L.C. ..	} Planters.
721. Rao Bahadur K. Subbayya .. ..	
22. Honee Jen Kurumba .. ..	} Workers on the Pollibetta Coffee Plantations.
23. Bhimla .. ..	
24. Ramdu .. ..	
25. Mr. H. B. M. Babington .. ..	Manager, Pollibetta Coffee Estate.
26. Mr. A. B. Madapa .. ..	The Heroor Coffee Plantations.
27. Subu, Konkani .. ..	} Women workers on the Kasbur Coffee Estate.
28. Sibi, Konkani .. ..	
29. Jaori, Balgai .. ..	
30. Mr. N. K. Ganapaiah .. ..	Manager, Kasbur Coffee Estate.
31. Mr. G. W. Priestly, I.C.S. ..	Commissioner of Coorg.
32. Major F. R. Thornton, I.M.S.	Civil Surgeon.
33. Rao Bahadur K. Chengappa ..	District Magistrate.

*Bangalore, March 18th, 1930.*

734. Mr. S. Guruswami .. .. Assistant Secretary, All-India Railwaymen's Federation, Berhampore.

*Sholapur, March 20th-21st, 1930.*

735. Mr. Vaikunthlal S. Thakore .. General Manager .. } Sholapur Spinning and Weaving Co., Ltd.  
 736. Mr. K. R. Lele .. .. Welfare Secretary .. }
737. Mr. H. H. Strutton .. .. Criminal Tribes Settlement Officer, Dharwar.
738. Mr. Hiebe .. .. Manager, Sholapur Industrial Settlement, American Marathi Mission.
739. Mr. P. G. Beké .. .. Secretary, Bombay Textile Labour Union, Sholapur Branch.
740. Rao Bahadur Dr. V. V. Mulay, L. M. & S. President, Sholapur Municipality.

*London, July 9th-22nd, 1930.*

741. Mr. Harold E. Clay .. .. National Secretary for the Passenger Services Group of the Transport and General Workers' Union.
742. Mr. C. J. Spencer .. .. General Manager, Metropolitan Tramways, Ltd.
743. Captain L. H. Green, M.A. .. Secretary, Flour-Milling Employers' Federation.
744. Mr. R. R. Bannatyne, C.B. .. Assistant Secretary, Home Office.
745. Sir Gerald Bellhouse, C.B.E. .. Chief Inspector of Factories, Home Office.
746. Sir Walter Kinnear, K.B.E. .. Controller of Health Insurance Ministry of Health.
747. Mr. J. F. G. Price, C.B. .. Principal Assistant Secretary, Unemployment Insurance Department, Ministry of Labour.
748. Mr. F. W. Leggett .. Principal Assistant Secretary, General Department. } Ministry of Labour.  
 749. Mr. J. S. Nicholson .. Assistant Secretary, Trade Boards Division. }  
 750. Mr. S. R. Todd .. .. .. .. .. }
751. Mr. H. L. French, C.B., O.B.E. Principal Assistant Secretary, Ministry of Agriculture and Fisheries.

*Namtu, October 22nd, 1930.*

752. Mr. E. Hogan Taylor .. General Manager .. }  
 753. Mr. A. R. Oberlander .. General Superintendent .. }  
 754. Mr. A. B. Colquhoun .. Mine Superintendent .. } Burma Corporation, Ltd.  
 755. Mr. C. A. Renou .. Chief Time-keeper .. }  
 756. Mr. R. A. Sharpe .. Chief Accountant .. }  
 757. Mr. H. T. Taylor .. Forest Manager .. }  
 758. Mr. L. McDonough .. Railway Manager .. }  
 759. Dr. J. O. Hamilton .. Chief Medical Officer .. }

*Yenangyaung, October 27th-28th, 1930.*

760. Mr. J. Webster ..	..	Labour Superintendent, Burmah Oil Co., Ltd.	
761. U. Ba Than ..	..	Honorary Secretary ..	} Burma Labour Union.
762. U Tin Gyi ..	..	.. ..	
763. U Thu Daw ..	..	.. ..	
764. U Tha Za ..	..	.. ..	
765. U Khant ..	..	.. ..	
766. Ali Hamid ..	..	.. ..	
767. U Myat San ..	..	.. ..	
768. U Hti Bu ..	..	.. ..	
769. Mr. J. H. Hunter ..	..	Assistant General Manager in India.	} Burmah Oil Company, Ltd.
770. Mr. J. Dalgleish ..	..	Agent, Khodaung Oilfields	
771. Mr. Marr Grieve ..	..	Superintending Engineer.	
772. Mr. H. D. Kippen ..	..	Fields Accountant ..	
773. Mr. G. S. Terry ..	..	Fields Medical Officer ..	
774. Mr. W. B. Crawford ..	..	Assistant Fields Medical Officer.	
775. Mr. E. G. Pattle, I.C.S. ..	..	Warden, Burma Oilfields.	

*Irrawaddy Flotilla Company's P. S. "Taping", October 29th, 1930.*

776. Ibadul Huk ..	..	Seaman ..	} Crew of P. S. "Taping".
777. Abdul Nabi ..	..	Serang ..	
778. Gunoo Meah ..	..	Fireman ..	

*Rangoon, October 30th—November 8th, 1930.*

779. Mr. A. B. Mehta ..	..	President ..	} Burma Indian Chamber of Commerce.
780. Mr. S. T. Sadasivan ..	..	.. ..	
781. Mr. V. A. L. Simham Ayyar ..	..	.. ..	
782. Mr. K. M. Desai ..	..	Secretary ..	
783. Mr. C. F. Grant, I.C.S. ..	..	Chairman ..	Rangoon Development Trust.
784. Mr. S. A. S. Tyabji ..	..	.. ..	} Representatives of Indian Labour in Burma.
785. Mr. Abdul Bari Chaudhari ..	..	.. ..	
786. Mr. E. P. Pillay ..	..	.. ..	
787. Dr. P. A. Nair ..	..	.. ..	
788. Dhanialoo ..	..	Godown worker ..	} Dunseedaw Saw Mills of Messrs. Steel Bros. & Co.
789. Kamiya ..	..	Godown worker ..	
790. Jagannathan ..	..	Worker Maistry ..	
791. Surranna ..	..	Godown Maistry ..	
792. Maung Po Htwe ..	..	Gunner ..	
793. Mr. Howison ..	..	General Manager ..	} Dunseedaw Saw Mills of Messrs. Steel Bros. & Co.
794. Mr. Goodsir ..	..	Superintending Engineer ..	
795. Mr. A. A. Conway ..	..	Acting Manager ..	
796. Mr. A. E. L. Baylor ..	..	Manager ..	} Messrs. Bulloch Bros. Rice Mills.
797. Mr. F. M. Hall ..	..	Chief Engineer ..	
798. Mr. J. Oliphant ..	..	Superintending Engineer ..	
799. Mr. M. A. Krishnan ..	..	Contractors' Clerk ..	} Messrs. Bulloch Bros. Rice Mills.
800. Appalaswami ..	..	Worker ..	
801. Mr. A. J. Essack ..	..	Manager, Adamji Match Factory.	
802. Mr. W. H. C. Pridaux, A.M.I.E.E.	..	Chief Inspector of Factories.	

803. Mr. C. Innes ..	.. Deputy Chief Engineer, P. W. D. (Roads and Buildings Branch).	
804. Captain R. B. Rushall ..	.. Representing Stevedoring Firms in Rangoon.	
805. U Set ..	.. Municipal Commissioner.	
806. Dr. K. Dalal ..	.. Health Officer ..	} Municipal Corporation.
807. Mr. Mann ..	.. Chief Engineer ..	
808. Mr. E. J. L. Andrew ..	.. Assistant Protector of Immigrants and Emigrants (Retired).	
809. Mrs. G. Martin Jones ..	.. .. .	} National Council of Women in Burma.
810. Mrs. Fraser ..	.. .. .	
811. G. Guru Valu ..	.. Worker ..	} At the Sule Pagoda Wharf.
812. Pentti Sahib ..	.. Gang Maistry ..	
813. Naraini ..	.. Stevedore Worker ..	
814. Mr. J. R. D. Glascott, C.I.E. ..	.. Agent ..	} Burma Railways.
815. Dr. P. C. Hayne ..	.. Chief Medical Officer ..	
816. Ma Ohn Sein ..	.. Woman Candle Packer ..	} B. O. C. Syriam Candle Factory.
817. Surdu Ajam ..	.. Indian Male Candle Packer.	
818. Bhagelu ..	.. Candle box maker ..	
819. Mr. J. C. Hope ..	.. Acting Works Manager ..	} Burmah Oil Coy.'s Refinery Works at Syriam.
820. Mr. T. B. Gibson ..	.. Acting General Manager ..	
821. Mr. H. McIntosh ..	.. Chief Works Assistant ..	
822. Mr. E. M. Shelverton ..	.. Labour Welfare Superintendent.	
823. Mr. A. B. Mallett ..	.. Assistant Manager ..	} Messrs. Bulloch Bros. & Co., Agents, B. I. S. N. Co., Ltd.
824. Mr. J. C. Treleven ..	.. Cargo Superintendent ..	
825. Mr. W. T. Henry ..	.. Manager ..	} Irrawaddy Flo-tilla Co., Ltd.
826. Mr. Thomas Cormack ..	.. Assistant Manager ..	
827. U Ba Si, Bar.-at-Law ..	.. .. .	} Burmese Labour Bureau.
828. U Tun We ..	.. .. .	
829. Mr. Thayer ..	.. (One of the Proprietors) ..	} Messrs. Thayer Bros., Labour Contractors.
830. Mr. Mani Iyer ..	.. (Head Clerk) ..	
831. Mr. H. L. Nichols, I.C.S. ..	.. Revenue Secretary to the Government of Burma.	
832. Mr. B. W. Swithinbank, I.C.S. ..	.. Secretary to the Government of Burma, Department of Local Self-Government.	
833. Mr. A. J. Page, I.C.S. ..	.. Director of Statistics and Labour Commissioner.	
834. Lt.-Col. G. G. Jolly, I.M.S. ..	.. Director of Public Health.	
835. Mr. L. A. Havelock ..	.. Offg. Excise Commissioner.	
836. Mr. J. A. Cherry, C.I.E. ..	.. Chairman, Commissioners for the Port of Rangoon.	
837. Mr. E. J. B. Jeffery ..	.. Traffic Manager, Rangoon Port.	



## APPENDIX IV.

## LIST OF ASSISTANT COMMISSIONERS AND LADY ASSESSORS.

	<i>Assistant Commissioners.</i>	<i>Lady Assessors.</i>
<i>Madras Presidency.</i>	Mr. K. Kay ..	Dr. H. M. Lazarus.
	Mr. M. Jamal Mohamed Sahib Bahadur.	Mrs. Venkatasubha Rao.
	Mr. B. Shiva Rao, M.A. ..	Miss M. Azariah.
	Mr. Muhammad Ubaidullah Sahib.	
<i>Bombay Presidency.</i>	Mr. Hooseinbhoy A. Lalji, M.L.C.	Mrs. K. Wagh. Dr. T. J. H. Cama.
	Mr. R. S. Asavle, M.L.C. ..	Lady V. R. Nilkanth.
<i>Sind</i> ..	..	Mrs. Homai F. J. Karaka. Mai Hurdevibai A. Masand.
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<i>Delhi</i>	.. Rai Sahib Chandrika Prasad.

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