

THE MADRAS & SOUTHERN MAHRATTA RAILWAY CO., LD.
(INCORPORATED IN ENGLAND)

Railway Memorandum

for the

Royal Commission on Labour

MADRAS:

AT THE MADRAS AND SOUTHERN MAHRATTA RAILWAY PRESS, RAYAPURAM

1929

I N D E X .

	Page.
I. Recruitment.	
(1) Origin of Labour	1
(i) Extent of migration	1
(ii) Causes of particular streams of migration	1
(iii) Changes in recent years	1
(iv) Whether locally recruited or imported	1
(2) Contact with villages	1
(i) Extent and frequency of return	1
(ii) Extent of permanent labour force	1
(3) Methods of recruitment	1
(i) Existing methods	1
(ii) Possible improvement	7
(iii) Public employment agencies	7
(a) Desirability of establishing	7
(b) Possibility of practical schemes	7
(c) Extent to which labour is employed, i.e., numbers employed in	7
(i) Workshops	7
(ii) Each Colliery	7
(iii) Sheds	7
(iv) Maintenance of permanent-way	7
(v) Gatemen	7
(vi) Inferior employees at stations such as Porters, Pointsmen, Watermen, Sweepers, etc.	7
(4) Extent and effects of disturbance of family life	7
(5) Recruitment of seamen	7
(i) Existing practice	7
(ii) Effect of changes introduced in Calcutta	7
(iii) Suggestions for improvement	7
(6) Recruitment for Assam	8
(i) Need of retention of control	8
(ii) Administration of present system	8
(iii) Composition and working of Assam Labour Board	8
(iv) Defects of existing Act and system	8
(v) Possible substitutes	8
(7) Unemployment	8
(i) Extent and character	8
(ii) Extent to which caused by—	8
(a) Retrenchment or dismissals	8
(b) Voluntary retirement	8
(c) Other causes	8
(iii) Possible methods of alleviating and remedying distress	8
(iv) Unemployment Insurance	9
(v) Application of International Conventions relating to unemployment	9
(8) Labour " turnover " *	9
(i) Average duration of employment	9
(ii) Extent of casual employment	9
(iii) Absenteeism	9
(a) Extent, character and causes	9
(b) Seasonal or otherwise	9
(c) Time and wages lost	10
(9) Apprentices Act, 1850, Value of	10

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

	Page.
II. Staff Organisation.	
(10) Details of organisation, administrative and departmental	10
(11) Selection of managing staff	11
(12) Recruitment and training of supervising staff, superior and subordinate	18
(i) Methods in force	18
(ii) Facilities for training and promotion of workmen	18
(18) Relations between staff and rank and file	18
(i) Relations generally	18
(ii) Value and defects of system of employing jobbers	14
(iii) Works Committees : their constitution, extent and achievements	14
(iv) Works Councils and Industrial Councils	14
(14) Timekeeping, piecework, contract and attendance registers	14
(i) How and by whom kept and checked	14
(ii) How and by whom wages actually paid to workers	15
(15) Contractors as intermediaries	15
(i) Extent and character of work given on contract	15
(ii) Extent of sub-contracting	15
(iii) Control exercised over working conditions	15
(iv) Effects	15
✓ III. Housing.	
(16) Extent to which housing is provided	16
(i) By employers	16
(a) Capital expenditure incurred	16
(b) Approximate percentage of subordinate employees housed by the Railway	16
(ii) By Government or other public agency	19
(iii) By private landlords	19
(iv) By workers themselves	19
(17) Facilities for acquisition of land for workers' houses	19
(18) Nature of accommodation provided in each class	19
(i) In relation to workers' demands	19
(ii) In relation to best type from health point of view	19
(iii) Provision made for lighting, conservancy and water supply.. .. .	19
(19) Utilization by workers of accommodation available	20
(20) Rent rates in various classes	20
(21) Special problems arising in connection with various classes of housing, e.g., Subletting ;	20
Occupation of employers' houses by tenants in other employ	20
Eviction	20
(22) Moral effect on worker of industrial housing conditions. Improvements tried and suggested	20
✓ IV. Health.	
(23) General health conditions of workers	20
(i) Figures of mortality	20
(ii) Birth rate and infant mortality	21
(a) Methods of registration	21
(iii) Working conditions	21
(a) at work places	21
(b) at home	21
(iv) Dietary	21
(v) Physique	21
(vi) Effects of disturbance of sex ratio in industrial cities	21
(vii) Relation between housing and mortality	21

	Page.
(24) Extent of medical facilities provided	22
(i) By employers	22
(ii) By Government	22
(iii) By other agencies	22
(iv) Provision for women doctors, trained midwives or dais	22
(25) Extent to which medical facilities are utilised	22
(i) Generally	22
(ii) By women	22
(26) Sanitary arrangements, (a) at work places	23
(b) at home	23
(i) Latrines	23
(ii) Drinking water	23
(iii) Bathing and washing	23
(27) Extent and nature of official supervision	23
(i) Work of Boards of Health in special areas	23
(ii) Inspection of plantations	23
(iii) In mill and other industrial areas	23
(28) Suitability of existing Factories and Mines Acts and Rules	23
(i) Control of temperature in factories	23
(ii) Control of humidification in cotton mills	23
(a) Nature of action taken by Local Governments	23
(b) Results	23
(29) Disease	24
(i) Prevalence of industrial diseases	24
(ii) Prevalence of cholera, malaria, hookworm and other tropical diseases	24
(iii) Diseases generally prevalent amongst the staff and measures taken to combat them	24
(iv) Notoriously unhealthy places	24
(30) Sickness insurance	25
(i) Suitability of International Labour Convention	25
(ii) Possibility of introducing other systems	25
(iii) How to meet difficulties arising from non-acceptability of Western medicine, paucity of medical men, migration of labour, finance	25
(31) Maternity benefits	25
(i) Extent and working of existing schemes (including allowances given before and after childbirth)	25
(ii) History of Central and Provincial Bills	25
(iii) Possibility of legislation	25
V. Welfare (other than Health and Housing, but including Education).	
(32) Extent of welfare work	25
(i) By employers	25
(ii) By other agencies	25
(33) Employment of Welfare Officers and Workers	25
(34) Nature of other Welfare activities	25
(a) by employers	25
(b) by other agencies	25
(i) Provision for refreshments, shelters and creches	25
(ii) Provision for physical culture, recreation and amusements	26
(a) Sports	26
(b) Institutes	26
(iii) Other activities	27
(35) Results achieved	27
(36) Provision of educational facilities by employers	27
(i) For adult workers	27
(ii) For half-time workers	28
(iii) For workers' children	28
(iv) Extent to which used	28

	Page.
(37) Desirability and possibility of provision for old age and premature retirement, and (i) directions in which the Provident Fund and Gratuity Rules of the State and Company worked Railways differ	29
(38) Co-operation	80
(a) Co-operative Credit Society	80
(b) Co-operative Stores	80
(39) Possibility and desirability of a Statutory Miners' Welfare Fund ..	80
VI. Education.	
(40) Facilities for general education in industrial areas	80
(i) Of children not in employment	80
(ii) Of children employed in factories	81
(iii) Of adults	81
(41) Facilities for industrial and vocational training	81
(42) Effect of education on standard of living and industrial efficiency of workers	81
VII. Safety.	
(43) Existing regulations in factories, mines, railways and docks ..	81
(44) Incidence of accidents in factories, mines, railways and docks ..	82
(45) Causes	82
(46) Accident prevention (including "Safety First" propaganda) ..	82
(47) Accidents in non-regulated establishments	82
(48) First-aid and medical relief	83
(49) Stringency of inspection and enforcement of regulations ..	83
(i) In industry generally	83
(ii) In seasonal industries.. .. .	83
(50) Effect upon safety of hours, health, light and working conditions generally	83
VIII. Workmen's Compensation.	
(51) Workmen's Compensation Act	84
(i) Extent of use	84
(ii) Comparison with extent of possible claims	84
(iii) Effects on industry	84
(iv) Availability and use of insurance facilities and value from workers' point of view	84
(v) Desirability of compulsory insurance by employers ..	84
(52) Desirability of extending Act to other occupations	84
Possibility of providing against insolvency of employers who might be so covered	84
(53) Suitability of provisions relating to	84
(i) Scales of compensation	84
(ii) Conditions governing grant of compensation	85
(iii) Industrial diseases	85
(iv) Machinery of administration	85
(v) Other matters	85
(54) Desirability of legislation on lines of Employers' Liability Act, 1880	85
IX. Hours.	
A. Factories.	
(55) Hours worked per week and per day	85
(i) Normal, i.e., as determined by custom or agreement ..	85
(ii) Actual, i.e., including overtime	85
(iii) Spreadover, i.e., relation between hours worked and hours during which worker is on call	85

	Page.
(56) Days worked per week	35
(57) Effect of 60 hours restriction	35
(i) On workers	35
(ii) On industry	35
(58) Effect of daily limit	35
(59) Possibility of reduction in maxima	35
(60) Intervals	35
(i) Existing practice	35
(a) In relation to fatigue	35
(b) In relation to workers' meal times	35
(ii) Suitability of the law	35
(iii) Suitability of hours during which factory is working	35
(iv) Number of holidays given	35
(61) Day of rest	36
(i) Existing practice	36
(ii) Suitability of the law	36
(62) Exempting provisions and the use made of them	36
B. MINES.	
(63) Hours worked per day and per week	36
(i) Normal, i.e., as determined by custom or agreement	36
(ii) Actual, i.e., including overtime	36
(iii) Spreadover, i.e., relation between hours worked and hours during which worker is on call	36
(64) Days worked per week	36
(65) Effect of restriction of hours	36
(i) On workers	36
(ii) On industry	36
(66) Possibility of reducing maxima	36
(67) Suitability of the law relating to shifts	36
(68) Possibility of introducing an effective daily limitation	36
(69) Intervals	36
(i) In relation to fatigue	36
(ii) In relation to workers' meal times	36
(iii) Number of holidays given	36
(70) Day of rest	36
(71) Adequacy of existing provisions	36
(72) Exempting provisions and use made of them	36
(a) a brief co-ordinated account of labour employed in collieries	36
C. RAILWAYS.—	
(73) Hours worked per week and per day	37
(i) Normal, i.e., as determined by custom or agreement	37
(ii) Actual, i.e., including overtime	37
(iii) Spreadover, i.e., relation between hours worked and hours during which worker is on call	37
(74) Days worked per week and weekly rest	38
(75) Extent of application of International Labour Conventions relating to	38
(i) Hours	38
(ii) Rest days	38
(76) Intervals	38
(i) In relation to fatigue	38
(ii) In relation to workers' meal times	38
(iii) Number of holidays given	38

	Page.
(77) Possibility of regulations	39
D. OTHER ESTABLISHMENTS—	
(a) Plantations	39
(b) Docks	39
(c) Other industrial establishments	39
(78) Hours worked per week and per day	39
(i) Normal, i.e., as determined by custom or agreement	39
(ii) Actual, i.e., including overtime	39
(iii) Spreadover, i.e., relation between hours worked and hours during which worker is on call	39
(79) Days worked per week	39
(80) Desirability of regulation	39
X. Special Questions relating to Women, Young Adults and Children—	
A. FACTORIES—	
(81) Effect of 1922 Act on employment	39
(82) Admission of infants to factories	39
(83) Suitability of regulations for women's work	39
(84) Suitability of regulations affecting children	39
(i) Hours and intervals	39
(ii) Minimum and maximum ages	39
(85) Double employment of children (i.e., in more than one establishment in same day)	39
(86) Work and training of young adults	39
Facilities for apprenticeship	39
(87) Extent of "blind alley" employment (i.e., extent to which children are dismissed on reaching full age)	40
(88) Comparative merits of double and single shift systems as affecting health of women, young adults and children	40
(89) Work of women and children in factories not subject to Act	40
(i) Use by Local Governments of section 2 (3) (b)	40
(ii) Advisability of extended application	40
(a) Extent of employment of women and boys, the branches in which employed, and the special protective measures adopted in their behalf	40
B. MINES—	
(90) Effect of Act of 1928	40
Suitability of certification provisions	40
(91) Exclusion of women	40
(i) Suitability of regulations	40
(ii) Probable effect on industry	40
(iii) Economic effect on workers	40
(iv) Speed of withdrawal	40
C. OTHER ESTABLISHMENTS—	
(92) Need for regulation	40
XI. Special Questions relating to Seamen and Workers in Inland Navigation—	
(93) Hours of work	41
(94) Rations and accommodation, articles of agreement, etc.	41
(95) Indian Merchant Shipping Act	41
(i) Existing provisions	41
(ii) Need of revision	41

	Page.
XII. Wages—	
(96) Prevailing rates of wages (time and piece) and average earnings..	41
(i) In industry	41
(ii) In surrounding agricultural areas	41
(iii) Difference between money wages and money value of all earnings	41
(97) Movements in recent years	41
(i) Increases and decreases	41
(ii) Reasons for variation	41
(iii) Relation to prices and cost of living (pre-war and post-war).	42
(iv) Relation to profits	42
(98) Amounts sent to villages	42
(99) Payment in kind and allied problems	42
(100) Extent and effect of payment through contractors, sub-contractors or headmen	42
(101) Method of fixing wages	42
(i) By negotiated agreement	42
(ii) Other means	42
(102) Basis of payment for overtime and Sunday work	42
(108) Extent of standardisation	48
(104) Effect of wage-changes on labour supply	48
(105) Minimum wages	48
Advisability and possibility of statutory establishment	48
(106) Deductions	48
(i) Extent of fining, and what proportion they bear to net wages and to gross wages	48
(ii) Other deductions	48
(iii) Utilisation of fines	44
(iv) Desirability of legislation	44
(107) Periods of wage-payment (day, week or month)	44
(i) Periods for which wages paid	44
(ii) Periods elapsing before payment	44
(iii) Desirability of legislation	45
(a) to regulate periods	45
(b) to prevent delay in payment	45
(iv) Treatment of unclaimed wages	45
(108) Indebtedness	45
(i) In village	45
(ii) In industrial area	45
(109) Bonus and profit sharing schemes	45
(i) Nature and effect of schemes which are or have been in operation	45
(a) Other allowances and perquisites	46
(ii) Basis of schemes, whether production or profits	47
(110) Annual or other leave	47
(i) Extent to which taken by workers, and percentage of absences on leave to total strength	47
(ii) Extent to which countenanced and/or assisted by employers.	48
(iii) Extent of consequential loss to worker of back-lying wages..	48
(111) Desirability of Fair Wages Clause in public contracts	48
XIII. Industrial Efficiency of Workers—	
(112) Comparative changes in efficiency of Indian workers in recent years	48
(118) Comparative efficiency of Indian and foreign workers.. .. .	48

	Page.
(114) Extent to which comparisons are affected by—	49
(i) Migration of workers	49
(ii) Use of machinery	49
(iii) Comparative efficiency of plant	49
(iv) Comparative efficiency of management	49
(v) Physique	49
(vi) Health	49
(vii) Education	49
(viii) Standards of living	49
(ix) Climate	49
(115) Effect on production of—	49
(i) Changes in working hours	49
(ii) Changes in other working conditions	49
(iii) Expenditure on health and sanitation	49
(iv) Housing	49
(v) Alterations in methods of remuneration	49
(vi) Movements in wage levels	49
(vii) Legislative enactments	49
(viii) Dietary	49
(ix) Alcohol and drugs	49
(x) Industrial fatigue	49
(116) Possible methods of securing increased efficiency	49
XIV. Trade Combinations—	
(117) Extent of organisation of—	49
(i) Employers	49
(ii) Employed	49
(118) Effect of organisations on—	49
(i) Industry	49
(ii) Conditions of workers generally	49
(119) Nature of Trade Union activities	50
(i) Mutual aid benefit schemes; unemployment; sickness; old age; strike pay	50
(ii) Other activities	50
(120) Individual Trade Unions	50
(i) History	50
(ii) Attitude of workers and extent of their control	50
(iii) Attitude of employers and relations with them	50
(121) Trade Unions Act, 1926	50
(i) Extent to which utilised	50
(ii) Effects	50
(iii) Possible amendments	50
(122) Miscellaneous questions regarding Trade Unions	51
(i) Methods of negotiation between employers and employed	51
(ii) Results of attempts at co-operation between employers and employed to increase efficiency of production	51
(iii) Position of employees in State industrial concerns in relation to general Trade Union movement	51
XV. Industrial Disputes—	
(123) Extent of strikes and lock-outs	51
(i) Causes	51
(ii) Duration and character	51
(iii) Nature and methods of settlement	51
(iv) Loss to industry and workers	51

	Page.
(124) Conciliation and arbitration machinery	52
(i) Results of previous investigations	52
(ii) Part played by official or non-official conciliators in settling disputes	52
(iii) Use (if any) made of Employers' and Workmen's Disputes Act, 1860	52
(iv) Joint standing machinery for regulation of relations between employers and workpeople	52
(v) Opportunity afforded to workpeople of making representa- tions	52
(vi) Applicability to Indian conditions of Industrial Court, Trade Boards, Joint Industrial Councils	52
(125) Trades Disputes Act	52
(126) Attitude of Government	52
(i) Towards trade combinations	52
(ii) In connection with industrial disputes	52
XVI. Law of Master and Servant—	
(127) Effect of repeal of Workmen's Breach of Contract Act	52
(128) Types of contract commonly in use	53
(129) Extent to which, (i) Civil, (ii) Criminal law is available and used for enforcement	53
(130) Madras Planters Labour Act, 1903	53
(131) Coorg Labour Act	53
(132) Employers' and Workmen's Disputes Act: Is it used?	53
XVII. Administration—	
(133) Central and Provincial Legislatures	53
Action and attitude on labour questions	53
(134) International Labour Organisation	53
(i) Ratification of Conventions and action taken	53
(ii) Its effect on legislation, etc.	53
(135) Relations between Central and Local Governments	54
(136) Administrative authorities in various Governments	54
Work of special labour offices or officers	54
(137) Effect of differences in law or administration in Indian States and British India	54
(138) Acquaintance of workpeople with factory legislation	54
(139) Factory inspection	54
(i) Adequacy of staff	54
(ii) Uniformity of administration in different Provinces	54
(iii) Rigour and efficiency of administration	54
(iv) Prosecutions and their result	54
(140) Mines inspection	54
(i) Adequacy of staff	54
(ii) Rigour and efficiency of administration	54
(iii) Prosecutions and their result	54
(141) Railways (State and Company)	54
Administration of questions affecting personnel	54
(142) Plantations, docks and other industrial establishments	55
Extent and nature of inspection	55
XVIII. Intelligence—	
(143) Existing statistics	55
(i) Extent and use	55
(ii) Method of collection	55
(iii) Degree of accuracy	55
(144) Possibility of improvement in statistics	55
(145) Nature of special investigations conducted	55
(i) Cost of living enquiries	55
(ii) Results achieved	55
(146) Future developments necessary	55

(x)

SCHEDULE—

	Page.
I. Rules for Apprentices	57
Electrical Department	57
Telegraph Branch	60
Locomotive and Carriage Department	61
II. Rules for Examination	74
III. Syllabus of Training	76
IV. Prevailing Rates of Wages and movements in recent years, i.e., since 1920	77
Mechanical Engineering Workshop	77
V. Prevailing Rates of Wages (Printing Press)	83
VI. Prevailing Rates of Wages and movements in recent years, i.e., since 1920—	
Traffic Staff	84
Engine Repairing Staff	89
Shed Staff	90
Pumping Engine Staff	91
Train Examining Staff	91
Engineering Staff	93
Other Staff	94
VII. Rules for Occupation of Staff Quarters	96
VIII. Scale of accommodation provided for different classes and the rent charged	108
IX. Special and House Allowances	109
X. Scale of Uniform to Traffic Staff	110
XI. Free Pass Rules and Special Travelling Concessions	122
XII. Travelling Allowance Rules as sanctioned from 1st July 1908	142
XIII. Rewards for suggestions and improvements	151
XIV. Provident Fund Rules (comparison with State Rules)	152
XV. Appeals	158
XVI. Contract Agreement	159
XVII. Indebtedness	168
XVIII. Leave Rules	169
XIX. Railway Schools	186
XX. Rules for the Inter-Railway Sports Competitions	191
XXI. Comparative Statement	192
XXII. Provident Fund Rules	193
XXIII. Service Agreements	212
XXIV. Organisation Departmental and Administrative	221