

**STUDIES IN ECONOMICS**

**No. 1 in the series of Monographs by writers connected with the  
Annamalai University.**

---

**FACTORY LABOUR IN INDIA**

# Factory Labour in India

BY

AHMAD MUKHTAR, M. A., PH. D., ECON. (LONDON)

University Professor and Chairman Board of Studies in Economics, Annamalai  
University, Annamalainagar (Madras); Sometime University Lecturer  
in Economics, Aligarh Muslim University, Professor of History  
and Economics, Gordon College, Rawalpindi,  
Industrial Investigator, Punjab

WITH AN INTRODUCTORY NOTE BY

RAO BAHADUR S. E. RUNGANADHAN, M. A., I. E. S.

Vice-Chancellor, Annamalai University

---

PUBLISHED BY  
THE ANNAMALAI UNIVERSITY

MADRAS  
METHODIST PUBLISHING HOUSE  
1930

## CONTENTS

---

	PAGE
Preface ... ..	vii
Introductory Note ... ..	ix
<b>CHAPTER</b>	
I. Introductory ... ..	3
<b>PART I</b>	
The State in relation to Factory Labour	
II. The Factory Acts ... ..	11
III. Industrial Accidents and Workmen's Compensation Act.	51
IV. The Law and Labour Unrest ... ..	86
<b>PART II</b>	
The Factory Labourer and his Environment	
V. The Factory Labourer ... ..	129
VI. Conditions within Factories ... ..	208
VII. Housing and Health ... ..	252
VIII. Concluding Remarks ... ..	276
<b>Appendix</b>	
A. Statement of wages in some Punjab Factories ... ..	295
B. Questionnaire for family budgets ... ..	306
C. Questionnaire for factory-owners ... ..	310
D. Periods of Wage-Payment ... ..	315
General Index ... ..	321

## PREFACE

---

THIS book represents an attempt to discuss systematically and comprehensively the economic condition of factory labourers in India. It was undertaken at the suggestion of Dr. Gilbert Slater and comprises personal observations extending over the last ten years, some of which, of course, form the basis of my book on 'Factory Labour in the Punjab.'

I wish to avail myself of this opportunity to express my gratitude to Professor V. G. Kale, Dr. Gilbert Slater, Sir Richard Burn and Sir John Maynard for the kindly interest they have taken in this work which, I hope, will prove useful to all students of the subject. My thanks are due to my colleagues, Messrs. K. R. Pisharoti, B. R. Kumar and P. K. Mahadevan, who helped me considerably in the correction of proofs. To Mr. Mahadevan who took over the tedious, but responsible, task of preparing the Index I am doubly thankful.

Last but not least, I wish to express my extreme thankfulness to our Vice-Chancellor, Rao Bahadur S. E. Runganadhan, M.A., I.E.S. who has kindly added an introductory note to the book and also sanctioned the publication of the same by the University.

ANNAMALAI UNIVERSITY, }  
ANNAMALAINAGAR, }  
*3rd February, 1930.*

AHMAD MUKHTAR.

## INTRODUCTORY NOTE

---

IN the following pages the Author has made a careful study of the economic condition of factory labourers in India and has prefixed to that study a critical account of labour legislation by the Central and Provincial Governments during the past fifty years. Dr. Mukhtar has been a close student of Indian labour problems for several years and the results of his investigations in different parts of the country which are set forth in this book should be of great value to all those who are interested in the welfare of industrial workers and particularly to the Royal Commission on Labour which is at present touring in India.

Though there has been a great development of organised industries during the past thirty years, there is a general feeling that the industrialisation of India has not been rapid enough. But this slowness in the growth of industrialism may after all be a blessing in disguise to the country as there is yet an opportunity, before it is too late, of avoiding the worst evils of the Industrial Revolution in the West by suitable legislation and social welfare work.

The condition of the factory labourer, even at present, is deplorable. To quote the Author's words—"He is poor, very poor. His labour is often sweated and underpaid. He is badly fed, badly clothed and badly housed and is subject to occasional epidemics. He is also ignorant and unorganised."

Fortunately, however, in spite of the preoccupation of the leaders of public opinion with politics, attention is beginning to be focussed on the industrial problems of the country. Apart from the measures which the Government and large employers of labour may take for the amelioration of the condition of the working classes, there is a vast field for our educated young men for social service among them. By conducting a systematic survey of industrial conditions, by starting night-schools for labourers and by other forms of social welfare work, the young men who leave our universities can do national service of the greatest importance.

## INTRODUCTORY NOTE

I hope Dr. Mukhtar's book and his teaching and influence will give an impetus to economic studies in this university and will lead some of its students to take an active part in social work for the benefit of the working classes round about them. For whatever adds to the well-being and efficiency of the labouring classes contributes to the strength of the nation and to its progress and prosperity.

ANNAMALAI UNIVERSITY, }  
ANNAMALAINAGAR, }  
3rd February, 1930

S. E. RUNGANADHAN,  
*Vice-Chancellor.*

## **FACTORY LABOUR IN INDIA**

## INTRODUCTORY NOTE

I hope Dr. Mukhtar's book and his teaching and influence will give an impetus to economic studies in this university and will lead some of its students to take an active part in social work for the benefit of the working classes round about them. For whatever adds to the well-being and efficiency of the labouring classes contributes to the strength of the nation and to its progress and prosperity.

ANNAMALAI UNIVERSITY, }  
ANNAMALAINAGAR, }  
*3rd February, 1930*

S. E. RENGANÁDEAN,  
*Vice-Chancellor.*



## APPENDIX " A "

Statement of wages in some Punjab factories as collected by the  
Author in his tour.

### Factory A

		Rs. A.	
Engineer (1st class)...	...	Rs. 275, 125, 110	0 per month
Engineer (2nd class)	...	145	0 "
Engine Drivers	...	Rs. 65 and 55	0 "
Fitters,	ranging between	,, 52 and 110	0 "
Firemen,	ranging between	Rs. 1-1 and	1 10 per day
Oilmen	...	1	0 "
Carpenters	...	1	14 "
Blacksmiths	...	Rs. 1-8 and	2 9 "

### Factory B

Ordinary unskilled labour	...	Rs. 18 to 22	0 per month
Skilled labour	...	,, 25 to 30	0 "
Worker on Shaving Machine	...	38	0 "
Worker on Splitting Machine	...	75	0 "

### Factory C

Oilmen	...	20	0 per month
Ironsmiths	...	50	0 "
Engineer (2nd class)	...	135	0 "
Firemen	...	32	0 "
Khanchiman (centrifugal)	...	Rs. 22 to 27	0 "
Fitters	...	22	0 "
Sievemen	...	18	0 "
Ordinary unskilled labourers	...	0	12 daily

### Factory D

Engineer (2nd class)	...	115	0 per month
Engine Driver	...	45	0 "
Fitter	...	64	0 "
Fireman	...	40	0 "
Oilmen	...	22	0 "
Carpenter	...	37	0 "
Mochi	...	35	0 "
Chowkidar	...	18	0 "
Opener or Press Coolies	...	1	4 per day
Coolie (woman on gias)	...	0	7 "

## Factory E

			Rs.	A.	
Engineer (2nd class)	...	...	...	150	0 per month
Engine Driver	...	...	...	50	0 "
Fitter	...	...	...	90	0 "
Fireman	...	...	...	40	0 "
Oilman	...	...	...	30	0 "
Carpenter	...	...	...	50	0 "
Blacksmith	...	...	...	40	0 "
Mochi	...	...	...	50	0 "
Chowkidar	...	...	...	20	0 "
Opener or Press Coolie	...	...	...	1	0 per day
Coolie (woman on gins)	...	...	...	0	6 "

## Factory F

Engineer (1st class)	...	...	...	195	0 per month
Engineer (2nd class)	...	...	...	50	0 "
Engine Driver	...	...	Rs. 35	to 60	0 "
Fitters	...	...	" 30	to 60	0 "
Firemen	...	...	" 24	to 35	0 "
Oilmen	...	...	" 20	to 35	0 "
Carpenters	...	...	" 25	to 40	0 "
Blacksmiths	...	...	" 35	to 55	0 "
Mochi	...	...	" 25	to 35	0 "
Weaver	...	...	" 35	to 60	0 "
Spinner	...	...	" 20	to 28	0 "
Dyer	...	...	" 19	to 24	0 "
Chowkidar	...	...	" 15	to 23	0 "
Opener or Press Coolies	...	...	As. 10-6	to As. 13	6 per day

## Factory G

Engine Driver	...	...	Rs. 70	and 45	0 per month
Fitter	...	...	...	50	0 "
Fireman	...	...	...	38	0 "
Oilman	...	...	...	20	0 "
Carpenter	...	...	...	40	0 "
Blacksmith	...	...	...	60	0 "
Mochi	...	...	...	53	0 "
Press Distributor	...	...	...	40	0 "
Press Compositor	...	...	Rs. 30	to 47	0 "
Chowkidar	...	...	...	19	0 "
Opener or Press Coolie	...	...	Rs. 15	to 18	0 "

## Factory H

				Rs.	A.	
Engineer (2nd class)	...	...	...	90	0	per month
Engine Driver	...	...	...	35	0	"
Fitter	...	...	...	50	0	"
Fireman	...	...	...	35	0	"
Oilman	...	...	...	18	0	"
Mochi	...	...	...	35	0	"
Chowkidar	...	...	...	20	0	"

## Factory I

Engineer (2nd class)	...	...	...	150	0	per month
Engine Driver	...	...	...	110	0	"
Fitter	...	...	...	35	0	"
Fireman	...	...	...	30	0	"
Oilman	...	...	...	60	0	"
Carpenter	...	...	...	45	0	"
Chowkidar	...	...	...	16	0	"

## Factory J

Miller	...	...	...	550	0	
Engineer	...	...	...	150	0	
Head Fitter	...	...	...	107	0	
Fitters	...	...	...	51	0	
Spotman	...	...	...	20	8	
Misri	...	...	...	120	0	
Whirl Scourer	...	...	...	19	0	
Rulemen	...	...	...	27	0	
Purifier Room	...	...	...	18	0	
Cleaner	...	...	...	19	0	
Carpenter	...	...	...	88	0	

## Factory K

Engineer (2nd class)	...	...	...	150	0	
Engine Driver	...	...	...	40	0	
Fitter	...	...	...	25	0	
Fireman	...	...	...	33	0	
Carpenter	...	...	...	60	0	
Blacksmith	...	...	...	50	0	
Chowkidar	...	...	...	16	0	

## Factory L

Minimum per day. Maximum per day.

	Rs. A.	Rs. A.
Leading Fitters (Mistris) ...	3 0	5 8
Fitters ...	1 4	2 8
Apprentice Fitters { Europeans	0 14	1 8
{ Indians.	0 8	1 2
Turners ...	0 15	2 8
Drillers ...	0 12	1 12
Slotters, Planers ...	1 6	2 8
Shapers ...	1 4	2 4
Masons ...	2 0	2 8
Trimmers and Belters ...	1 14	2 0
Oilmen ...	0 14	1 12
Drivers ...	1 8	2 0
Firemen ...	1 8	1 8
Mill Wrightman ...	1 8	2 8
Blacksmiths ...	1 4	2 8
Hammermen ...	0 14	1 2
Carpenters ...	1 4	2 8
Painters ...	0 14	2 8
Batterymen ...	2 0	2 0
Coolies ...	0 10	0 12
Coolie Jamadars ...	1 1	2 8
Moulders ...	1 0	2 8
Core-makers ...	0 7	2 8
Fettlers ...	0 8	2 0
Tuyer Cleaners ...	1 6	1 7
Chowkidars ...	...	Rs. 15 to 20 per month
Chowkidar Jamadars ...	...	„ 22 to 25 „

## Factory M

	Rs. A.
Engineer (2nd class) ...	Rs. 500 0 to 650 0 per month
Shift Chargeman ...	„ 185 0 to 350 0 „
Boiler House Chargeman ...	„ 185 0 to 350 0 „
Engine Driver ...	„ 65 0 to 105 0 „
Fitter ...	„ 1 4 to 2 8 per day
Fireman ...	„ 30 0 to 50 0 per month
do. ...	„ 1 4 to 3 0 per day
Greasers ...	„ 20 0 to 30 0 per month

## Factory M—(Continued)

				Rs. A.	
Greasers ...	...	...	Rs.	0 14 to	1 2 per day
Blacksmiths	...	...	"	1 4 to	2 8 "
Coolies ...	...	...	"	0 10 to	1 2 "
Winders ...	...	...	"	1 4 to	2 8 "
Masons ...	...	...	"	1 4 to	2 8 "
Wiremen ...	...	...	"	1 4 to	2 8 "
Painters ...	...	...	"	1 4 to	2 8 "
Turners ...	...	...	"	1 4 to	2 8 "
Pump-Drivers	...	...	"	30 0 to	50 0 per month
Chowkidars	...	...	"	15 0 to	20 0 "
Jamadar ...	...	...	"	21 0 to	28 0 "
Apprentices (Literate)	...	...	"	50 0 to	90 0 "
		and	"	50 0 to	120 0 "
Linemen ...	...	...	"	1 4 to	2 8 per day
Mistris ...	...	...	"	2 10 to	4 2 "
Jamadar Coolies	...	...	"	1 4 to	2 8 "
Switch Board Attendants	...	...	"	1 4 to	2 8 "

## Factory N

Mistri ...	...	...	...	...	30 0 per month
Coolies ...	...	...	...	...	0 6 per day
Turners ...	...	...	...	...	40 0 per month
Fitters, Carpenters and Ironsmiths	...	...	...	...	30 0 "
Factory-Manager	...	...	...	...	200 0 "

## Factory O

Head Chowkidar ...	...	...	...	...	28 0 per month
Chowkidar	...	...	...	...	20 0 "
Mason ...	...	...	...	...	1 12 per day
Dyer ...	...	...	...	...	110 0 per month
Another Dyer	...	...	...	...	52 0 "
Coolies ...	...	...	...	As. 8 to	0 14 per day
Firemen ...	...	...	...	Re. 1	8½ "
Fitters ...	...	...	...	Re. 1 to	1 12 "
Blacksmith	...	...	...	...	1 8 "
Turner ...	...	...	...	...	1 12 "
Carpenter	...	...	...	...	1 12 "
Carding Jamadar	...	...	...	...	1 10 "
Carder ...	...	...	...	As. 13 to	1 0 "

## Factory O—(Continued)

					Rs.	A.	
Mochi	...	...	...	...	1	3	per day
Spinning Jamadar	...	...	...	...	1	8	"
Spinners	...	...	...	As.	8 to	1 0	"
Reelers	...	...	...	"	6 to	0 7	"
Teasers	...	...	...	"	12 to	0 15	"
Teasing Jamadars	...	...	...	...	1	15	"
Mender	...	...	...	...	1	4	"
Packer	...	...	...	...	1	0	"
Winders	...	...	...	...	0	7	"

## Factory P

Engine Driver	...	...	...	...	40	0	per month
Ropeman	...	...	...	...	33	0	"
Oilman	...	...	...	...	21	0	"
Fireman	...	...	...	...	30	0	"
Mechanics	...	...	...	...	40	0	"
Blow-Room	...	...	...	...	18	0	"
Carding Tenders and Lap Carriers	...	...	...	...	18	0	"
Drawing Frame	...	...	...	...	22	0	"
Slubbing Frame	...	...	...	...	23	0	"
Intermediate Frame	...	...	...	...	20	0	"
Rowing Frame	...	...	...	...	18	0	"
Substitutes	...	...	...	...	20	0	"
Sweepers	...	...	...	...	16	0	"
Whole-time Doffers	...	...	...	...	11	4	"
Half-time Doffers	...	...	...	...	6	4	"
Mistris (Carding and Spinning)	...	...	...	...	70	0	"
Mule Minders	...	...	...	...	28	0	"
Mule Piecers	...	...	...	...	23	0	"
Bobbin Boys	...	...	...	...	16	4	"
Reelers	...	...	...	...	35	0	"
Bundling	...	...	...	...	25	0	"
Bailing	...	...	...	...	17	8	"
General Departments	...	...	...	...	17	8	"
Ginning	...	As. 7 per day for women.	As. 12 per day for men.	...			
Winders	...	...	...	...	35	0	per month
Warpers	...	...	...	...	28	0	"
Sizers	...	...	...	...	45	0	"
Drawers	...	...	...	...	28	0	"

## Factory P—(Continued)

				Rs.	A.	
Weaving Jobbers	...	...	...	85	0	per month
Finishers	...	...	...	18	0	"
Weavers	...	...	...	50	0	"
Calenders	...	...	...	20	0	"
Bleachers and Dyers	...	...	...	17	8	"
One Manager and Engineer	...	...	...	500	0	"

## Factory Q

Engineer (1st class)	...	...	...	275	0	per month
Engineer (2nd class)	...	...	...	175	0	"
Drivers	...	...	Rs. 44 and	38	0	"
Oilman	...	...	...	23	0	"
Blacksmith	...	...	Rs. 51, 45 and	38	0	"
Fitter Coolie	...	...	...	23	0	"
Fireman	...	...	...	36	0	"
Coalman	...	...	...	23	0	"
Ordinary Labourer	...	...	...	0	12	per day
Fittermen	...	...	...	24	0	per month
Pressmen	...	...	...	23	0	"
Bag-wash	...	...	...	23	0	"
Supervisor	...	...	...	48	0	"
Head Pan-man	...	...	...	215	0	"
Pan-man	...	...	Rs. 85 0 and	70	0	"
Pan-Coolies	...	...	" 22 8 and	32	0	"
Centrifugal Supervisor	...	...	" 25 0 to	42	0	"
Centrifugal Workers	...	...	...	23	8	"
Mill Manager	...	...	...	175	0	"
Assistant Mill Manager	...	...	...	100	0	"

## Factory R

Master-Weavers	...	...	Rs. 40 per month on an average			
Adult Males	...	...	...	20	0	per month
Children under 12	...	...	Rs. 0 1½ to	0	4	per day
Children between 12 and 15	...	...	About	12	0	per month
Head Dyer	...	...	...	88	0	"
Other Dyers	...	...	Rs. 20 to	25	0	"
One Driver and Engineer	...	...	...	60	0	"
Fireman	...	...	...	35	0	"

## Factory S

				Rs. A.	
One Engineer	...	...	...	900	0 per month
One Superintendent	...	...	...	400	0 "
One Assistant Superintendent	...	...	...	125	0 "
One Head Fitter	...	...	...	105	0 "
Overtime allowance				...	15, 0 "
Drivers	...	...	Rs. 40 to	60	0 "
Firemen	...	...	...	30	0 "
Boiler cleaners	...	...	...	20	0 "
Oilmen	...	...	...	17	0 "
Coalmen	...	...	...	17	0 "
Engine-Cleaners	...	...	...	18	0 "
Sweeper	...	...	...	12	0 "
Gate-keeper	...	...	...	20	0 "
Well-Chowkidar	...	...	...	20	0 "
Sub-station Fitter	...	...	...	130	0 "
Coolie	...	...	...	18	0 "
Electrician	...	...	...	70	0 "
Electrician Coolie	...	...	...	20	0 "
Chowkidar	...	...	...	19	0 "

## Factory T

Foreman	...	...	...	110	0 per month
Chowkidar	...	...	...	20	0 "
Fitter	...	...	Rs. 66 and	52	0 "
Fitter Tinsmith	...	...	...	50	0 "
Turner	...	...	...	67	0 "
Junior Turner	...	...	...	35	0 "
Carpenter	...	...	...	60	0 "
Moulder	...	...	...	67	0 "
Coolies	...	...	...	20	0 "
One Boy Coolie	...	...	...	10	0 "

## Factory U

Factory Superintendent	...	...	...	168	0 per month
Transport Clerk	...	...	...	80	0 "
Factory Foreman	...	...	...	100	0 "
Storekeeper	...	...	...	60	0 "
Laboratory Assistant	...	...	...	42	0 "
do. Attendants	...	...	...	22	0 "
do. Cleaners	...	...	...	20	0 "
Resin Foreman	...	...	...	41	0 "



## Factory U—(Continued)

				Rs.	A.
Turpentine Foreman	...	...	...	30	0 per month
Turpentine Coolie	...	...	As. 11 to	0	12 per day
Rosin Foreman	...	...	...	33	0 per month
Rosin Assistant	...	...	...	25	0 "
Rosin Stocking Coolie	...	...	...	0	12 per day
Head Distiller	...	...	...	99	0 per month
Fitter	...	...	...	45	0 "
Fitter Coolie	...	...	...	0	14 per day
Maintenance Carpenter	...	...	...	60	0 per month
do. Blacksmith	...	...	...	55	0 "
do. Coolie	...	...	...	0	14 per day
do. Water-carrier	...	...	...	0	12 "
Sweeper	...	...	...	0	8 "
Boiler-in-charge	...	...	...	80	0 per month
" Fireman	...	...	...	26	0 "
Boiler Apprentice	...	...	...	0	14 per day
Resin Collection Coolie	...	...	...	0	12 "
Vacuum Plant Coolie	...	...	...	0	12 "
Firewood Coolie	...	...	...	0	12 "
Ash Removal	...	...	...	0	12 "
Gas Engine	...	...	...	0	12 "
Cinder Collection	...	...	...	0	12 "
Mason	...	...	...	2	4 "
Saw-Machine Mistri	...	...	...	40	0 per month
do. Coolie	...	...	...	0	12 "
Distillers	...	...	Rs. 82, 45,	35	0 "
Assistant Distillers	...	...	" 40, 35,	35	0 "
Lagging	...	...	...	33	0 "
Rosin Shed Foremen	...	...	...	30	0 "
Dipping Coolies	...	...	...	0	12 per day
Vacuum Plant	...	...	...	0	12 "
Chowkidar	...	...	...	18	0 per month

## Factory V

## I. Power Generating Department:—

*Drivers	...	...	Rs. 2-6 to 3	0 per day
Assistant Firemen	...	...	1	8 "
Oiler, Power House	...	...	1	2 "
B. H. Aspitman	...	...	1	0 "
Coolies	...	...	9	10 "

## Factory V—(Continued)

Rs. A.

*II. Slurry Production Department :—*

Fitters ... ..	2	7	per day
Motor man between Re. 1-2 and	2	8	"

*III. Clinker Production Department :—*

Fitters ... ..	Rs. 2-4	to	3	0	per day
Motor man ... ..	As. 10	to	2	8	"

*IV. Cement Production Department :—*

Miller ... ..	1	10	per day
Oiler ... ..	1	2	"
Cleaner ... ..	0	8	"
Motor man ... ..	2	2	"

*V. Cement Packing Department :—*

Mate Coolies ... ..	1	0	per day
Coolies ... ..	0	10	"

*VI. Laboratory Department :—*

Calcimetres ... ..	1	0	per day
Tasters ... ..	0	8	"

*VII. Raw Mill Department :—*

Cleaners ... ..	0	10	per day
Khalasis ... ..	1	8	"

*VIII. Stores :—*

Cobbler ... ..	1	2	per day
Chowkidar ... ..	0	9	"

*IX. Workshop :—*

Fitters ... ..	2	4	per day		
Moulders ... ..	Rs. 1	to	3	0	"
Turners ... ..	2	8	"		
Blacksmith ... ..	As. 10	to	2	8	"
Blacksmith Coolies ... ..	8	to	0	10	"
Carpenters ... ..	Rs. 1-8	to	3	0	"
Coolies ... ..	As. 8	to	0	10	"

X, Masons ... .. Re. 1-8 to 2 8 "

XI, Khalasis ... .. As. 12 to 1 4 "

## Factory V—(Continued)

			Rs. A.	
<i>XII. Superior Staff (Permanent) :—</i>				
Manager ...	...	...	1,050	0 per month
Engineer	...	...	928	0 "
Works Foreman	...	...	700	0 "
Chemist	...	...	425	0 "
Accountant	...	...	400	0 "
Assistant Engineer	...	...	262	0 "
Assistant Foreman	...	...	125	0 "
Laboratory Assistant	...	Rs. 40 to	112	0 "
Chief Time-Keeper	...	...	92	0 "
Assistant Time-Keeper	...	Rs. 35 to	72	0 "
Store-Keeper	...	...	77	0 "

## APPENDIX " B "

---

The following questionnaire was used by the Author for the collection of family budgets of factory-labourers in 1920 and 1921. The results obtained therefrom appear in Chapter V.

### Questionnaire No. 1

#### *For Family Budgets*

#### *I. Family :—*

- (a) What religion ?
- (b) How many persons in household ?  
(State sex, age, and relationship with the labourer).
- (c) How many children have died and from what cause ?
- (d) What is the state of health of each member ?
- (e) What other dependants (a) living with family, (b) living elsewhere.
- (f) District of origin of the labourer.

#### *II. Family Income :—*(Average monthly income for the preceding year).

- (a) What was labourer's monthly wage ? How much commission ?
- (b) What other wage-earners were there in the household ? What relations were they to the labourer ? And what were their occupations ?
- (c) What was the average monthly wages of each wage-earner ?
- (d) What additional monthly income (e.g. from property) was obtained and from what source ?
- (e) What were the receipts in kind during the preceding year and what was their approximate value ?
- (f) How many hours' work a day ?
- (g) Is work regular or intermittent ?
- (h) State days of unemployment during the last year.

#### *III. Housing :—*

- (a) Is house separate or a tenement ?
- (b) Is it owned or rented ?

*III. Housing:—(Continued)*

- (c) What is the rent?
- (d) Does the labourer pay for repairs? If so, how much does he pay?
- (e) Is there any sub-tenant? If so, how much does he pay?
- (f) How many rooms? And what are the dimensions of each?
- (g) State use of each room.
- (h) Is house made of brick or mud?
- (i) How are rooms (i) ventilated, (ii) roofed, and (iii) lighted?
- (j) Describe furniture of each room. Describe flooring.
- (k) What bathing arrangements are there?  
Describe conditions of surroundings.
- (l) What sanitary arrangements are there?
- (m) Where is drinking water obtained from?
- (n) Is there any accommodation for livestock?
- (o) What livestock is there?
- (p) Is there any yard? If so, is it private or common to several houses?

*IV. Food:—(Average monthly last year)*

- (a) State number of meals taken by family per day.
- (b) State kind of food consumed (e.g. fish meat, wheat, ghee, rice, sugar, vegetable, milk, oil, etc.
- (c) State quantities of each ordinarily consumed per month by the family.
- (d) State expenditure on each article of food per month, including salt and spices.
- (e) When are bills for various articles of food paid?
- (f) Mention whether bought, cooked or not.
- (g) At what intervals are various kinds of goods bought?
- (h) State kind and monthly cost of fuel for cooking.
- (i) What was the expenditure on cooking utensils or pottery last year?
- (j) What arrangements are there for storing food: (a) raw materials, (b) cooked food?
- (k) What arrangements are there for washing cooking utensils?

**V. Lighting arrangements :—**

What is the nature and cost of artificial lighting ?

If lamps are used, state kind of oil used.

**VI. Services :—**

(a) What is the monthly cost of barbering for the family ?

(b) What is the monthly *dhobi* (laundry) bill ?

**VII. Clothing :—**

(a) Give details of clothing bought for family last year.

(b) Give details of shoes bought last year.

(c) State cost of each article (if home-made, give cost of material and making-up).

(d) Were any clothes handed down by dowry to the family ?

(e) Were any gifts of clothing received during the year ? If so, from where ?

(f) Give details of any expenditure on clothes-mending and shoe-repairs.

**VIII. Education :—**

(a) Has the labourer read any language ? If so, which ?

(b) Can he write any language ?

(c) Can any of the family read or write ?

(d) What is the expenditure on education of children ? And where are they educated ?

**IX. Medical Attendance :—**

(a) Give cost of any medical attendance to the family during the last year (including medicine).

(b) Mention disease or ailment for which medical attendance was obtained last year.

(c) What were the qualifications of the physician ?

(d) Is the civil dispensary made use of ? If not, why not ?

**X. Ceremonies :—**

(a) Give list of ceremonies in the family during the last four years.

(b) What was the cost on each occasion ?

(c) Mention any ceremonies which were attended outside family circle and any expenditure incurred thereon.

(d) Has any member of the family been to a place of pilgrimage ? State the cost.

**XI. Amusements :—**

Give details of expenditure during last year on fairs, tobacco drinks, betelnut, etc.

**XII. Entertainment of Guests :—**

Give details and cost of entertaining guests or other hospitality (not already included under other heads).

**XIII. Charities or Presents :—**

Mention expenses, if any.

**XIV. Savings :—**

What was the amount actually saved last year? How is it utilised.

**XV. Mention any expenditure on sundries not included in above heads, e.g., stationery, stamps, soap, etc.****XVI. Indebtedness :—**

- (a) Give total amount of any debts.
- (b) How were they incurred?
- (c) What is the amount of debts repaid last year?
- (d) What is the amount of monthly interest due?
- (e) What is the amount of interest actually paid last year?
- (f) What is the security offered to the *Bania* by the labourer?

## APPENDIX "C"

---

The following questionnaire was framed by the Author in April, 1927, and copies of it were circulated amongst the factory-owners. The scheme was later on dropped and the Author himself collected a mass of material, in the light of this questionnaire, in his tour in 1927. The results of the enquiries thus made appear in the foregoing pages.

### Questionnaire No. 2

*For Factory-owners only*

#### *I. Business :—*

- (a) State your business. When was it started?
- (b) Give the total number of your employees classified as under :—
  - (i) Adults (male)
  - (ii) Adults (female)
  - (iii) Children (male)
  - (iv) Children (female)
  - (v) Total.
- (c) Give the number of skilled as well as unskilled labourers under you.
- (d) Have you got any apprentices? If so, state the duration and the kind of training given.

#### *II. Contract of Work :—*

- (a) How are labourers employed? Direct or through contractors?
- (b) If through contractor, state the commission paid.
- (c) Is contractor an independent man or in your employ?
- (d) What is the length of notice for bringing the contract to an end on both sides.
- (e) State the average period of service of labourers under different categories.

#### *III. Working Hours :—*

- (a) State the number of working hours in your firm per week, and per day.



*III. Working Hours :—(Continued)*

- (b) Are the workers engaged overtime? If so, how long and at what periods? How is overtime wage reckoned?
- (c) Does any labourer work on Sundays or other holidays?
- (d) State the number of holidays including the weekly day of rest which the workers receive every year.

*IV. Wages :—*

- (a) How are they calculated? By piecework or day-work, or any other way.
- (b) Are wages paid weekly, fortnightly, or monthly?
- (c) Are the employers paid any bonus in addition to wages? Are their wages cut down in any way?
- (d) Are wages paid in money? State the amount and value of payment made in kind. (e.g. house free of rent, free oil, fuel, etc.)
- (e) State your rules in regard to fines on workmen.
- (f) If the worker leaves without notice, are his wages forfeited wholly or partially? If so, where do they go? state the amount of unclaimed or forfeited wages during the last two years.
- (g) Give the rates of wages in different categories, in as much detail as possible.

*V. Strikes and Lock-outs :—*

- (a) State the number of strikes and lock-outs in your factory ever since its establishment.
- (b) State causes of the same.
- (c) Give dates of commencement and termination.
- (d) State the number of employees directly engaged in the disputes as compared with the total number at the time in your factory.
- (e) Describe the number of workers who were thrown out of employment but who were not directly engaged in the dispute.
- (f) Give the amount of loss to the employees in each strike.
- (g) Give the total amount of loss in wages which the workers (strikers and non-strikers) suffered during the period of strike.

V. *Strikes and Lock-outs* :—(Continued)

- (h) What was the result of the strike?
- (i) What was the attitude of other employers towards the dispute?  
(For Chambers of Industries only)
- (j) Give the total amount of money spent by your association on different strikes.
- (k) How was it spent? With what end in view?
- (l) State the number of establishments connected with your association.

VI. *Medical* :—

- (a) What arrangements exist in the factory as regards medical relief? Is there any physician attached to the factory? If so, state his qualifications, and the number of hours put in by him for his patients.
- (b) State the number of patients treated by him every day on an average. What is the most prevalent disease or diseases? State causes, if possible.
- (c) Is there any indoor ward for the patients? If so, state the number of patients in it on an average every day.
- (d) State the amount of money spent by the factory for the workmen?

VII. *Water* :—

- (a) Is there any supply of cool water in the factory for the workmen?
- (b) Where is the water obtained from? Is it filtered or not?

VIII. *Education* :—

- (a) What is the total number of literate labourers?  
Describe under the following heads :—  
(i) Male  
(ii) Female.

*Note* :—The term literate refers to a person who can both read and write any language.

- (b) Is any school maintained by the Factory? If so, state the total number of students. State as well the courses of instruction and the kind of training imparted to students.
- (c) How many teachers are there in the school?  
What is the qualification of each?

**IX. Housing :—**

- (a) Are quarters supplied to workmen?
- (b) State total accommodation.
- (c) Give dimensions of a typical room. Is it whitewashed or not?  
Is floor cemented or not? Is it ventilated? If so, how?  
Give full details bearing on this question.

**X. Miscellaneous :—**

- (a) Is any cinema-show maintained by the employers for their workmen?
- (b) Where do the mill-hands stay in the mid-day interval? Is any park or shed provided for this purpose? When and where do the workers dine at the time of rest, i.e., mid-day interval?
- (c) Are first-aid appliances maintained by the factory proprietor?
- (d) Has the mill proprietor been ever punished (fined or warned) for a breach of law? If so, state the exact fault.

*Note :—*The answer should relate to the last five years, i.e., 1922-26.

- (e) Are the workers given to loitering in the working hours of the mill? If so, state the amount of time wasted in this way daily by each wage-earner.
- (f) State the number of latrines in the premises of the factory.  
Also give the number of urinals.
- (g) State the number of sweepers especially set apart for keeping the latrines and urinals clean. What are their working hours?
- (h) Discuss the effect of factory conditions on the health and efficiency of workers.
- (i) What is the general temperature of your mill during the working hours? Is it heated during winter? Are there any cooling arrangements in the summer season? If so, describe their nature.
- (j) Are you in favour of a working day of nine hours? Give reasons for your answer.

*X. Miscellaneous :—(Continued)*

- (k) Was the employer ever dragged into court by the worker? If so, on what grounds, and with what results?
- (l) State your grievances, if any, against the workers.
- (m) Give details, if any, of insurance of labour on your part against risks under the Workmen's Compensation Act.

## APPENDIX "D"

### Periods of Wage-Payment \*

PROVINCE	PERIOD OF PAYMENT	WAITING PERIOD
<b>Cement Works</b>		
Bengal ...	Weekly ...	4½ days
Bihar and Orissa ...	Weekly ...	3 days
	Monthly ...	None
Central Provinces ...	Fortnightly ...	4-5 days
	Monthly ...	4-6 days
	Weekly ...	15 days
Madras ...	Monthly ...	8-15 days
Punjab ...	Monthly ...	7 days
<b>Brick Works</b>		
Assam ...	Fortnightly ...	3 days
Baluchistan ...	Monthly ...	7 days
Bengal ...	About one month generally ...	15 days
	Weekly ...	1 day
Bihar and Orissa ...	Daily ...	None
	Monthly ...	None
Bombay ...	Fortnightly ...	10 days
	Weekly ...	1-6 days
	Daily ...	None
	Special ...	Work done on contract
Burma ...	Monthly ...	4 days
Central Provinces ...	Weekly ...	1 day
	Monthly ...	...
Delhi ...	Contract system ...	Advance given every fortnight. Final settlement of wages made after every 2 or 3 months.
	...	...
Madras ...	Fortnightly ...	5 days
	Weekly ...	Wages paid on market day
North-West Frontier Province ...	Weekly ...	1 day
United Provinces ...	Fortnightly ...	1 day

\* Bulletins of Indian Industries and Labour—No. 34—(Calcutta, 1925).

PROVINCE	PERIOD OF PAYMENT	WAITING PERIOD
<b>Cotton Ginning and Pressing Factories</b>		
Ajmere-Marwara—		
Permanent Labour..	Monthly ...	7-10 days
Casual Labour ...	Weekly ...	...
Bengal—		
Permanent Labour...	Monthly ...	15 days
Casual Labour ...	Weekly ...	None
Bombay ...	Monthly ...	1-14 days
	Fortnightly ...	3-4 days and, in one case, 20 days
	Weekly ...	1-2 days
	Daily ...	None
Burma ...	Daily ...	1 day
	Monthly ...	15 days
	Weekly ...	1 day
Central Provinces—		
Skilled Labour ...	Monthly ...	7-10 days
Unskilled Labour ...	Weekly ...	1 day
Delhi ...	Monthly ...	15 days
Madras ...	Monthly ...	10 days
	Weekly ...	...
	After every 10 days	...
Punjab ...	Monthly ...	7-10 days
United Provinces—		
Gin Workers ...	Daily ...	...
Others ...	Monthly ...	15 days
<b>Cotton Spinning and Weaving Mills</b>		
Ajmere-Marwara ...	Monthly ...	15 days
Bengal—		
Permanent Labour...	Monthly ...	15-25 days
Casual Labour ...	Weekly ...	7 days
Bombay ...	Monthly ...	12-15 days
Burma—		
Employees ...	Monthly ...	15 days
Labourers ...	Daily ...	None
Piece-workers ...	Piece-workers are paid on completion of their jobs ...	
Central Provinces ...	Monthly ...	15-20 days
Delhi ...	Monthly ...	15 days
Madras ...	{ Monthly ...	10-25 days
	{ Weekly ...	...

PROVINCE	PERIOD OF PAYMENT	WAITING PERIOD
<b>Cotton Spinning and Weaving Mills—(Continued)</b>		
Punjab ..	Monthly ...	15 days
United Provinces ...	Monthly ...	10 days
	Fortnightly ...	10 days
<b>Engineering Works</b>		
Assam ...	Fortnightly ...	3-6 days
	Monthly ...	5-15 days
Baluchistan ...	Monthly ...	10 days
Bengal—		
Firms' Employees ...	Monthly ...	15 days
Contractors' Employees	The Contractor is paid monthly. He is given intermediate advances as required.	
Bihar and Orissa ...	Monthly ...	14-15 days
	Weekly ...	...
Bombay ...	Monthly ...	14-30 days
	Fortnightly ...	7-14 days
Burma ...	Monthly ...	15 days
Central Provinces ...	Monthly ...	15-20 days
	Weekly ...	...
Delhi ...	Monthly ...	10 days
	Fortnightly ...	3-4 days
Madras ...	Monthly ...	10-20 days
	Fortnightly ...	6-12 days
Punjab ...	Monthly ...	15 days
United Provinces ...	Fortnightly ...	10 days
	Monthly ...	2-14 days
<b>Flour Mills</b>		
Baluchistan ...	Monthly ...	30 days
Bengal ...	Monthly ...	15 days
	Weekly ...	7 days
	Monthly ...	15 days
Bihar and Orissa ...	Fortnightly ...	3 days
	Monthly ...	1-5 days
Bombay ...	Monthly ...	1-30 days
	Weekly ...	0-10 days
	Daily ...	0-1 day
Burma ...	Monthly ...	1-7 days
Central Provinces ...	Weekly ...	None
Delhi ...	Monthly ...	15 days

PROVINCE	PERIOD OF PAYMENT	WAITING PERIOD
<b>Flour Mills—(Continued)</b>		
Madras ...	Monthly ...	10-12 days
	Weekly ...	...
Punjab ...	Monthly ...	10 days
United Provinces ...	Monthly ...	15 days
<b>Printing Presses</b>		
Ajmere-Marwara ...	Monthly ...	15 days
Assam ...	Monthly ...	7-30 days
	Weekly ...	7 days
Baluchistan... ..	Monthly ...	20 days
Bengal ...	Monthly ...	7-20 days
Bihar and Orissa ...	Monthly ...	1-7 days
Bombay ...	Monthly ...	1-60 days
	Fortnightly ...	6-25 days
	Weekly ...	10 days
Burma ...	Monthly ...	15 days
	Weekly ...	...
	Daily ...	7 days
Central Provinces ...	Monthly ...	5-20 days
Delhi ...	Monthly ...	1-17 days
Madras ...	Monthly ...	1-20 days
	Fortnightly ...	3-6 days
Punjab ...	Monthly ...	1-15 days
United Provinces ...	Monthly ...	15 days
<b>Rice Mills</b>		
Assam ...	Monthly ...	1-7 days
	Daily ...	...
Bengal ...	Monthly ...	10 days
	Fortnightly ...	7 days
	Weekly ...	2 days
	Daily ...	None
Bihar and Orissa ...	Weekly ...	1 day
	Monthly ...	5-14 days
Bombay ...	Monthly ...	1-15 days
	Weekly ...	2 days
	Daily ...	1-2 days
	Fortnightly ...	...
Burma ...	Monthly ...	15 days
	Weekly ...	15 days
	Daily ...	15 days



PROVINCE	PERIOD OF PAYMENT	WAITING PERIOD
<b>Rice Mills—(Continued)</b>		
Central Provinces	Monthly	5 days
	Weekly	2 days
Madras	Monthly	1-10 days
	Weekly	1-10 days
Punjab	Daily	1-10 days
	Monthly	10 days
	Weekly	10 days
	Daily	10 days
<b>Iron and Steel Works</b>		
Bengal	Monthly	10 days
	Fortnightly	7 days
	Weekly	2 days
	Daily	None
Bihar and Orissa	Monthly	4-17 days
	Weekly	1-4 days
Bombay	Monthly	1-15 days
	Fortnightly	10-28 days
	Daily	---
Delhi	Monthly	10 days
Madras	Monthly	10 days
	Fortnightly	16 days
	Weekly	---
Punjab	Monthly	7-10 days
<b>Sugar Mills</b>		
Assam	Monthly	7 days
Bengal	Monthly	15 days
Bihar and Orissa	Fortnightly	4-7 days
	Monthly	5 days
Madras	Monthly	1-20 days
	Fortnightly	10 days
	Weekly	1-7 days
Punjab	Monthly	7-10 days
	Fortnightly	---
United Provinces	Monthly	15 days
	Daily	15 days
<b>Tanneries</b>		
Bengal	Monthly	15 days
Bihar and Orissa	Monthly	15-20 days

PROVINCE	PERIOD OF PAYMENT	WAITING PERIOD
<b>Tanneries—(Continued)</b>		
Bombay ...	Monthly ...	5-15 days
	Fortnightly ...	1 day
	Weekly ...	15 days
Madras ...	Monthly ...	7 days
	Fortnightly ...	10, 12 days
Punjab ...	Monthly ...	7-10 days
	Fortnightly ...	7-10 days
United Provinces ...	Monthly ...	15 days
	Fortnightly ...	15 days

## GENERAL INDEX

<b>A</b>				PAGE
Absenteeism in factories	...	...	...	153, 229, 280
Accidents, definition of	...	...	...	76
general causes of	...	...	...	30, 51, 52
particular causes of	...	...	...	64-69
statistics of	...	...	...	57-62
evils of	...	...	...	51
compensation for, voluntary	...	...	...	70, 71
"        " legal, see	Workmen's Compensation Act			
Allen, C. T.	...	...	...	284
Anderson	...	...	...	16
Andrews, C. F.	...	...	...	181n
Appleton, W. A.	...	...	...	111, 120
Apprentices in factories	...	...	...	292, 293
Asavale, R. S.	...	...	...	244
Athawada	...	...	...	153
	190			
	81, 282			
<b>B</b>				
B...	...	...	...	153
Babi	...	...	...	176
Ballard, J. A.	...	...	...	12, 15
Barnes, Sir George	...	...	...	72
Bellhouse, Gerard	...	...	...	52
Bengal Chamber of Commerce	...	...	...	27, 72
Bengalee, Hon'ble S. S.	...	...	...	18, 19, 23, 28, 86
Bhat, K. S.	...	...	...	15
Blaney, Dr.	...	...	...	18, 23
Blum, Solomon	...	...	...	152n, 230n, 251n
Board of Economic Enquiry, Punjab	...	...	...	109, 138, 286
Bombay Chamber of Commerce	...	...	...	26, 72
Bombay Mill-hands' Association	...	...	...	86
Bombay Millowners' Association	...	...	...	20, 43, 48, 72, 87, 156n, 159n, 161n, 187n, 188n, 229n
Bonus, payment of	...	...	...	155, 156
Brander, J. P.	...	...	...	184
Broughton, Miss G.	...	...	...	70, 194n, 249n
Buckingham and Carnatic Mills, Madras	...	...	...	290
Budgets, family in Ahmedabad	...	...	...	172, 173, 174, 178, 180
in Bombay	...	...	...	167, 168, 178, 180
in the Punjab	...	...	...	164, 165, 166
in Sholapur	...	...	...	169, 170, 171, 172, 174, 178
comparison with United Kingdom	...	...	...	179
Burnett-Hurst	142n, 153, 157n, 158n, 203, 228n, 229n, 256n, 257, 258n, 271n			

## C

	PAGE
Calvert ... ..	201n
Canteens, necessity of, in factories ... ..	191
Carpenter, Miss ... ..	15, 16
Carpet factories, case for inclusion in the Factories Act ... ..	276, 277
Caste ... ..	201-203
Chatmanlal ... ..	187
Chatterjee, Sir A. C. ... ..	42, 115
Chawls ... ..	256-259
Chelmsford, Lord ... ..	283
Child marriage ... ..	133, 134
statistics of ... ..	135
Act for the prevention of ... ..	136
Children in factories, age of employment of ... ..	17-20, 22, 28-26, 28-30, 32, 35, 38, 41, 42, 44-46, 218, 219, 221
education of ... ..	17, 28, 37-39, 41, 45, 46
hours of work of ... ..	17, 19, 20, 22, 27-29, 34, 37-39
medical certification of ... ..	20, 22, 32, 35, 45, 218, 220, 221
double certification of ... ..	89, 49, 221
Clow ... ..	76n, 83p, 143n
Conciliation boards ... ..	287
Contracting in, permitted in Indian Unions ... ..	120
Contracting out, in English Trade-Unions ... ..	280
Co-operative Stores ... ..	282
Co-operative Credit ... ..	19
Cranbrook, Viscount ... ..	242, 246
Crèches in factories ... ..	18
Croft, John ... ..	24, 25
Cross, Lord ... ..	245, 251n
Curjel, Dr. ... ..	272
Ourzon, Lady ... ..	3

## D

Dadabhai Naoroji ... ..	271
Dais ... ..	130
Dalhousie, Lord ... ..	289
Depressed classes, education of ... ..	86
'Dinabhandu' ... ..	210, 211
Drinking water, the supply of in factories ... ..	272
Dufferin, the Countess of ... ..	5n
Duraiwami Aiyangar, G. ... ..	129, 130n
Dutt, R. C. ... ..	3

## E

Education ... ..	287, 288, 289, 290
Engel, Dr. ... ..	179n
Engels ... ..	229

GENERAL INDEX

323

		F	PAGE
Factories, Indian : definition of	...	...	74, 75
statistics of	...	...	208
humidification of	...	...	30, 32, 38, 45, 47, 215
latrines in, <i>see</i> latrines			
lighting in	...	...	38, 215, 216
sanitation of	...	...	17, 20-23, 29, 32, 209, 210
ventilation in, <i>see</i> ventilation			
whitewashing of	...	...	22, 23, 192, 209
Factory Doctor, need of	...	...	162-164, 192
Factory-inspection	...	...	19, 20, 24, 29, 30, 32, 35, 38-40, 221-225, 277
Factory labourer, conditions of employment of	...	...	160-162, 283
civil condition of	...	...	132, 133-137
cruel treatment of	...	...	162
health of, compared to prisoners	...	...	234-239
housing of, <i>see</i> housing			
illiteracy of	...	...	16, 137-139, 152, 287
indebtedness of	...	...	175-177, 180
inefficiency of...	...	...	225-227, 247, 248
intemperance of	...	...	181-148
low standard of living of	...	...	177, 178, 185, 196, 280
migratory nature of	...	...	232, 233
recruitment of	...	...	130, 131, 136, 142, 143, 192, 193, 196, 228
supply of and demand for	...	...	193-207
Factory Labour Commission, Bombay, 1875	...	...	16, 17, 18
"    "    "    "    1884	...	...	21-24, 86
"    "    "    "    Indian, 1890	...	...	27-29, 70, 86
"    "    "    "    "    1907-08	...	...	33, 36, 38, 210, 212, 225, 241, 247
Factory legislation, Indian : genesis of	...	...	12, 15
nature of	...	...	11, 12, 14, 15, 18
history of	...	...	12-50
Act of 1881	...	...	19, 20, 24, 86, 215
Act of 1891	...	...	29, 30, 39
Act of 1911	...	...	37-40
Act of 1922	...	...	44-48, 276
Act of 1926	...	...	49
administration of	...	...	19, 20, 22, 24, 29, 32, 48
exemptions	...	...	28, 30, 35, 37, 40, 45, 49
Factory manager	...	...	154
Fatigue	...	...	227
Fawcett, Sir Charles	...	...	122, 161n
Fines in factories : arbitrary nature of	...	...	156-159
necessity of regulation of	...	...	159, 160
Freer Smith, Sir H. P....	...	...	31, 33, 35
<b>G</b>			
Gadgil, D. R.	...	...	129n, 130n
George, Henry	...	...	7
Gilchrist, R. N.	...	...	111n, 142n, 155, 245, 246n

	PAGE
Gokhale, G. K. ... ..	37, 88
Goldmark, J. ... ..	227n, 240n
Goldsmith, Dr. ... ..	186
Graham ... ..	25, 26
Gwynn, J. T. ... ..	6n

## H

Hamilton, Sir Daniel ... ..	8n
Hamilton, Lord George ... ..	16
Hobson ... ..	242n
Holidays ... ..	12, 16, 17, 19, 20-29, 38, 44, 46, 217, 218
Holland, Sir Thomas ... ..	48, 115, 194n
Holt S. Hallet ... ..	27, 29
Hormasji, Dr. ... ..	186
Hours of work in factories ... ..	12, 16-18, 20-22, 24, 25-27, 30, 31, 35, 38, 41-45, 216, 217, 240, 241
Housing conditions :	
in Ahmedabad ... ..	259-262
in Bengal ... ..	265, 266
in Bombay ... ..	256-259
in Cawnpore ... ..	265
in Jamshedpur ... ..	266, 267
in the Punjab ... ..	252-256
in Sholapur ... ..	262-265
scope for improvement of ... ..	274, 275

## I

Index numbers, construction of ... ..	143
Industrial Disputes, statistics of (1920-1927) ... ..	93-107, 122
Industrial Disputes Enquiry Committee, Bengal ... ..	107, 108
"    "    "    "    Bombay, 1922 ... ..	108, 109, 113, 138, 151n
Industrial education ... ..	292
Infant mortality ... ..	270-272
Innes, Sir Charles ... ..	46
Interview method ... ..	169

## J

Jack, J. C. ... ..	179n
James Jones... ..	24
Joshi, N. M. ... ..	42, 49, 50, 114-116, 118, 243, 278n, 279

## K

Kapas-opener ... ..	214, 215
Kamgar Hitawardhak Sabha ... ..	158
Kelley, E. T. ... ..	190n
"    and Haskins ... ..	193n

## GENERAL INDEX

325

	PAGE
Kelman, J. H. 139n, 148n, 155n, 156n, 193n, 209n, 211n, 215n, 228n, 259n, 265n	
Kershaw, Sir Louis ... ..	42
Khandesh formula ... ..	40n, 45
Kismet ... ..	51, 52

### L

Labour adult, limitation of hours of 19, 22, 23, 27, 29, 30, 31, 33-35, 37, 44, 45	
Labour bureaus, industrial ... ..	285
Labour conferences, international,	
"     "     "     at Berlin ... ..	26, 27
"     "     "     at Geneva ... ..	79, 80
"     "     "     at Washington ... ..	41-43, 242
Labour departments, Provincial ... ..	285, 286, 287
Lancashire ... ..	12, 13, 14, 15, 18
Latrines :	
in factories ... ..	28, 209, 210
in houses ... ..	266, 269
Lead poisoning ... ..	64-66
Lescohier ... ..	283
Lethbridge, Major A. S. ... ..	27
Ley, A. H. ... ..	119
Lokhanday, N. M. ... ..	21, 27, 86, 87n

### M

Machinery, safeguards against ... ..	17-19, 24, 98, 66, 67
Maclean, James ... ..	25, 27
Madras Chamber of Commerce ... ..	26
Malavya, Madan Mohan ... ..	5n
Maloney ... ..	47, 48, 215, 232n
Manchester Chamber of Commerce ... ..	25, 26
Marshall, A. ... ..	6n, 188, 288
Maternity Benefits Bill, Indian ... ..	243, 244
"     "     "     Bombay ... ..	244
"     "     "     in Bengal ... ..	245, 246
Maternity welfare ... ..	273
McWatters, A. C. ... ..	124, 126
Meade King ... ..	20, 21
Meeker, Dr. ... ..	169n
Middleton ... ..	202
Mill-hands' association... ..	21, 23, 86
Mistri ... ..	142, 149
Mitra, Sir B. N. ... ..	50, 116, 188, 279
Montague, Rt. Hon. E. S. ... ..	15, 113, 158
Moore, Major ... ..	12, 15
Morison, Sir W. T. ... ..	33
Mukadamin ... ..	143
Muklawa ... ..	135
Mulock ... ..	21, 22, 24
Mundella ... ..	25
Murray, Sir Alexander ... ..	42

						PAGE
<b>N</b>						
Nahani	...	...	...	...	...	257, 267
Naikin	...	...	...	...	...	143
Nair, T. M.	...	...	...	...	13, 34, 35, 40n, 239n	
Night schools	...	...	...	...	...	291, 292
Northbrook, Lord	...	...	...	...	...	13
<b>O</b>						
Olivier, Lord	...	...	...	...	...	187
Overtime work	...	...	...	...	...	160
<b>P</b>						
Pardeshi Bhayi	...	...	...	...	...	199, 204
Permanent partial disablement, definition of	...	...	...	...	...	78
Proud, E. D.	...	...	...	...	...	189n
Provident funds, the necessity of, in factories	...	...	...	...	...	282, 283
Public utility services, definition of	...	...	...	...	...	125
the Trades-Disputes Bill and	...	...	...	...	...	125
<b>R</b>						
Ranga Aiyar, C. S.	...	...	...	...	...	5n
Read, Margaret	...	...	...	...	131n, 224n, 251n	
Records in factories	...	...	...	...	...	248-251
Redgrave Alexander	...	...	...	...	...	12, 15, 16
Report of the Factory-labour Commission, 1875	...	...	...	...	...	17, 18
"    "    "    "    "    1884	...	...	...	...	...	22, 23
"    "    "    "    "    1890	...	...	...	...	...	28, 29
"    "    "    "    "    1908	...	...	...	...	13, 14n, 33, 34, 36	
"    "    "    "    "    "	...	...	...	...	194n, 196n, 241n, 247n	
Report of the Indian Industrial Commission, 1918	...	...	...	...	40, 41n, 235n,	
"    "    "    "    "    "	...	...	...	...	227n, 288n, 291n, 292n	
Report on an enquiry into working class budgets in Ahmedabad	...	...	...	...	46n, 173n, 176n,	
"    "    "    "    "    "	...	...	...	...	178n, 180n, 184n, 259n,	
"    "    "    "    "    "	...	...	...	...	260n, 262n	
"    "    "    "    "    "	...	...	...	...	Bombay 167n, 168n, 178n,	
"    "    "    "    "    "	...	...	...	...	180n, 263n	
"    "    "    "    "    "	...	...	...	...	Sholapur 170n, 171n, 173n,	
"    "    "    "    "    "	...	...	...	...	174n, 184n, 262n, 263n	
Rest interval in factories	17, 20, 21, 22, 24-30, 34, 35, 38, 44-46, 48, 49, 216, 217					
Ripon, Lord	...	...	...	...	...	21
Rowntree	...	...	...	...	...	6
<b>S</b>						
Safety-first devices, necessity of	...	...	...	...	...	52
conditions for success	...	...	...	...	...	54, 55
results of, in America	...	...	...	...	...	53
"    "    England	...	...	...	...	...	53, 54
advantages of	...	...	...	...	...	55, 56, 66
Safety first, inspectors	...	...	...	...	...	55
Saklatwala, S.	...	...	...	...	...	15, 113



GENERAL INDEX

327

	PAGE
Salisbury, the Marquis of ... ..	13, 16
Sedgwick ... ..	198
Seymour, Hartland ... ..	154
Shaftesbury, Lord ... ..	15, 16, 19
Shirras, G. F. ... ..	144n, 146n, 167n, 168n, 178, 180
Sickness, insurance against ... ..	277, 278, 279, 284
Sirdar ... ..	148, 176n
Smith, Samuel ... ..	25, 26
Srivastava, J. P. ... ..	194n, 196n, 199
Strikes, the history of, in India ... ..	86-90
" causes ... ..	87-90, 111-113
Strike enquiry committee, (Bombay, 1928) terms of reference ... ..	122
report of ... ..	123, 161n, 162n, 188n
Sunday schools ... ..	292

T

Talcherkar, H. A. ... ..	157
Tata Iron and Steel Works, Jamshedpur ... ..	230, 231, 233, 266, 267, 282, 284, 290, 291n
Tawney, R. H. ... ..	291n
Textile Labour Committee, Indian, 1906 ... ..	31, 32, 35, 37
Times of India ... ..	31, 157, 184n
Times, London ... ..	12, 15, 18
Trade-boards ... ..	287
Trade-Disputes Act, 1906 ... ..	115
Trade-Disputes Bill, 1928, Indian ... ..	124-126
Trade-unions, definition of ... ..	110
aims of ... ..	110, 120
conditions for success ... ..	110, 111
and political activities ... ..	116, 117, 119, 120, 121
officers of ... ..	117, 119
Trade-union Act, Indian, 1926 ... ..	116-122
genesis fo ... ..	113-115
privileges conferred by ... ..	118
defects of ... ..	121, 122
amendment of ... ..	121, 122

V

Ventilation in factories ... ..	17, 22-24, 29, 30, 32, 38, 39, 40, 211-214
" in houses ... ..	252-254, 268
Versailles, the treaty of ... ..	41, 42

W

Wadia, B. P. ... ..	114
Wages, definition of ... ..	75
payment of ... ..	21, 24, 28, 87, 139-141
differences in ... ..	150-152
statistics of ... ..	144, 145, 147-149

	PAGE
Wages, weekly payment of, bill for ... ..	187, 188
case for and against ... ..	186-188
Wage-census ... ..	149, 150
Wallace, E. J. ... ..	...52n, 54n, 56n
Wacha, Sir D. E. ... ..	194n, 195n
Wattal, P. K. ... ..	132n
Webb, S. ... ..	110, 279n
Welfare work, necessity of ... ..	189, 190
scope of ... ..	191-193
in the West ... ..	189
in India ... ..	190
Welfare-worker, qualifications of ... ..	193
Women in factories, hours of work of ... ..	19, 20, 22, 25-29, 35, 37
after childbirth ... ..	26, 41
night work... ..	29, 33, 35, 41, 42
and dangerous work ... ..	38, 41, 46
Workers' Welfare League of India ... ..	15, 293, 294
Workmen's Compensation Act, Indian, genesis of ... ..	71, 72, 73
scope of ... ..	74
exemptions from ... ..	74-76
conditions of compensation... ..	76, 77
scales of compensation ... ..	77, 78
procedure under ... ..	79
commissioners under ... ..	76, 77, 79, 80, 81
Advantages of ... ..	79, 201
Defects of ... ..	81-85
Amendment of ... ..	79, 85
Works committee ... ..	284
<b>Y</b>	
Young persons' class, creation of ... ..	21, 27, 28, 32, 34, 35, 37
<b>Z</b>	
Zavli sheds ... ..	256, 257

BY THE SAME AUTHOR

---

**FACTORY LABOUR IN THE PUNJAB**

*(Huxley Press, Madras)*

WITH A FOREWORD BY

**SIR EDWARD MACLAGAN, K.C.S.I., K.C.I.E.,**

*Late Governor of the Punjab.*

---

**SOME OPINIONS**

**DR. GILBERT SLATER, M.A., D.SC., LONDON SCHOOL OF ECONOMICS:** "A valuable piece of work."

**MRS. V. ANSTAY, LONDON SCHOOL OF ECONOMICS:** "I am much impressed with the value of the work done and with the spirit in which it has been undertaken."

**SIR W. H. BEVERIDGE, LONDON SCHOOL OF ECONOMICS:** "Mr. Mukhtar investigated the subject of Factory Labour in the Punjab, under the supervision of Dr. Gilbert Slater. He had completed a good deal of first-hand investigation in India, and he carried these investigations further, on an intelligent plan and very thoroughly."

**LADY CHATTERJEE, M.A., D.SC., LONDON:** "Most interesting."

**Madras  
Methodist Publishing House  
1930**