

BENGAL

Committee on Industrial Unrest, 1921.

Report.

REPORT-

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OF THE

COMMITTEE ON INDUSTRIAL UNREST

IN BENGAL.

1921.



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REPORT OF THE COMMITTEE ON INDUSTRIAL UNREST.

At a meeting of the Bengal Legislative Council held on the 4th March 1921, the following resolution moved by Mr. Krishna Chandra Ray Chaudhuri was passed unanimously:—

“ This Council recommends to the Governor in Council that a Committee be formed to inquire into the causes of recent strikes of workmen in Bengal and to advise what remedial measures should be adopted.”

The Governor in Council accordingly appointed a Committee composed of the following gentlemen to inquire into the matters specified in the resolution:—

Chairman.

The Hon'ble Mr. J. H. Kerr, C.S.I., C.I.E.

Members.

The Hon'ble Sir Alexander Robertson Murray, C.B.E.

Mr. Krishna Chandra Ray Chaudhuri, M.L.C.

Mr. R. M. Watson-Smyth, M.L.C.

Rai Mahendra Chandra Mitra Bahadur, M.L.C.

Dr. Hasan Suhrawardy, M.D., M.L.C.

Babu Hem Chandra Bhattacharya, M.L.C.

Dr. D. B. Meek, Director of Industries, Bengal.

Secretary.

Mr. D. Gladding, J.C.S.

Causes of recent strikes in Bengal.

2. In considering the first portion of the terms of reference, we have not thought it necessary to go back further than the 1st July 1920. Before that time a certain amount of industrial unrest had been evident in Bengal as in other parts of India, but in Bengal strikes had not been resorted to on any large scale, as a means of enforcing the demands of the workers. During the last six months of 1920, however, no less than 89 strikes occurred in the Calcutta industrial area, while the last six weeks were marked by an outbreak of 12 strikes in the Burdwan district affecting both the coalfields and some of the industrial undertakings at Raniganj. In addition to these, there were two strikes at Barisal and one at Kharagpur. In the first quarter of 1921 there have been 33 strikes in all, some of which were recrudescences of disputes which had broken out in the previous year, but though the tendency to resort to strikes appears to be diminishing for the time being, the industrial situation is still sufficiently unsettled to demand the most anxious consideration, at the hands alike of the Government and of all engaged in industry, of any measures which are likely to afford a more satisfactory means of settling outstanding difficulties than those which have hitherto been adopted.

3. In examining the causes of recent strikes in Bengal, we have been much assisted by a record prepared by the Department of Industries of the strikes which have occurred between the 1st July 1920 and the 31st March 1921. In order to test the accuracy of this record and to make it as complete as possible, we caused extracts from it to be supplied to the employers concerned, and we have, where necessary, supplemented or corrected the original record in accordance with the comments received from them. We have also examined the 19 witnesses mentioned in the list annexed to this report and have received from them much useful and interesting informa-

tion regarding the causes of the strikes with which they were specially concerned and the measures taken to settle them. Full details as to the first part of our reference are embodied in the record of strikes which is appended to this report.

4. The record shows that out of the 137 strikes which occurred in the nine months covered by the figures, 74 were due solely to demands for higher wages, while in 36 other cases demands for higher wages were coupled with other demands. It is noteworthy that of these 110 strikes, no less than 82 occurred in the last quarter of 1920, which also accounted for 89 strikes out of the total number of 137. Of the 27 strikes not concerned with wages, 13 were due to claims regarding overtime, *khoraki*, strike pay, hours of work; shifts and other conditions of work, 10 arose out of the dismissal or discharge of workmen and similar disciplinary action, two were due to demands for the dismissal of individuals, one was due to a demand for better facilities for prayers on the part of Muhammadan employees, and one strike must be classed as sympathetic, in that the men went out in support of a strike that was being fought elsewhere for objects that would not benefit themselves. It is interesting to note that, among the miscellaneous reasons for a strike, mostly put forward in conjunction with other demands, assaults on the men by members of the managing staff were alleged in only two cases. In one case, there was a grievance connected with the non-recognition of an employees' association, while in another demands were made for the provision of a Muhammadan burial ground.

Of the 110 strikes, in which there was a demand for higher wages, 4 were successful in that the increases demanded were conceded in full, 48 were partially successful in that some increases were conceded, though not the full increases demanded, 17 ended in the resumption of work with increases promised or deferred for consideration but not finally settled, while 36 failed in that work was resumed with the demands for higher wages definitely rejected. No definite information is forthcoming as to the terms on which the remaining five wages strikes were settled. In 17 out of the 27 miscellaneous strikes the demands of the workers were met either in whole or in part.

As regards the economic loss caused by these 137 strikes, it is calculated that 244,180 employees were involved and that the aggregate duration in working days was 2,631,488.

Five strikes or more occurred in the following industries:--

	No. of strikes.
Engineering, foundry and metal works	... 33
Jute mills	... 27
Transport and storage of merchandise in the port and city of Calcutta	... 19
Public utility services	... 12
Collieries	... 7
Cotton mills	... 6
Railways	... 5
Printing presses	... 5

5. No useful purpose would be served in our opinion by attempting a more detailed statistical analysis of the causes of strikes. The main facts as brought out above are that 11 per cent. of the strikes occurred in July, August, September, 65 per cent. in October, November, December and the remaining 24 per cent. in January, February, March. The strike fever thus reached its height during the middle quarter of the period under review as the result chiefly of demands for increased wages, but just as the strikes in the first quarter were due largely to other than economic causes, so also the demands of the workers in the last quarter, after the fever had spent itself, took the form in many instances of trivial complaints which in normal times would never have resulted in strikes. So far as remedial measures are concerned, any further analysis is liable to prove misleading rather than help-

ful, as concentrating attention unduly on details which are beyond the scope of our inquiries. The recent outbreak of strikes in Bengal was in fact due as much to a general spirit of unrest as to the specific causes alleged in individual cases, and even if every individual grievance which has been put forward in connection with strikes were remedied, the unrest would continue to give rise to further disputes until its root causes had been removed. Industrial unrest is only one phase of the general unrest which has prevailed since the close of the war in every country in the world. The causes of the unrest are multifarious, political, social and economic. The economic causes are the most obvious and perhaps the most important. The increase in the cost of foodstuffs, cloth and other necessaries of life has been followed by a rise in the wages of all classes of labour, but the rise in wages has not at all times and in all industries kept pace with the increase in prices. During the intervals genuine hardship must have been caused to the labouring classes, giving rise to apprehensions as to the future and a general feeling of unrest. The process of readjustment is not yet at an end, and in the meantime the labour situation has not been uninfluenced by the great political developments of the last few years. Public men of all shades of opinion have devoted themselves to the cause of labour, often with the highest motives, though sometimes with more zeal than knowledge. At all events, labour is developing a new consciousness of its own solidarity and value. We have been told on the highest authority that the development of Indian nationhood cannot be achieved without disturbing the placid pathetic contentment of the masses of the people, and so far as the industrial world in Bengal is concerned, this requisite to political progress has already been achieved. We are far from saying that the results are wholly bad, and we have no doubt that the situation, if wisely handled by all concerned—by the Government, by employers and by those who are assuming the leadership of labour—will eventually right itself. But it is too much to expect universal wisdom and moderation, and in the course of the evolution of new conditions some friction is bound to occur. For our purposes, the strongest evidence of this condition of instability and general touchiness in the labour world appears in the record of the numerous strikes due to comparatively petty causes, which even a year ago would have created nothing more than passing local excitement. Important differences of opinion and matters of principle cannot always be settled without lengthy negotiations often resulting in a temporary rupture of relations between employers and employed; but we are convinced that many of the strikes which have occurred during the last nine months could have been prevented or could have been settled more speedily if a more cordial spirit of co-operation had prevailed, and if some machinery had existed for bringing the parties together immediately the difference occurred and before it had time to develop into a serious dispute.

Remedial measures.

6. Since the situation now to be dealt with is, in our opinion, one of general unrest due to a multiplicity of causes, rather than to any specific grievance or set of grievances capable of specific remedies, it follows that the machinery which we propose to set up must be designed for the purpose of alleviating unrest, present and future, rather than for a detailed investigation of current labour conditions. With this object in view, we have carefully considered the remedies which have been adopted in other countries for dealing with industrial disputes. We find that in the United Kingdom, in the first half of last century, statutory machinery existed, whereby, on the application of either party, certain disputes between employers and workmen could be settled by Industrial Tribunals, whose awards were enforceable by distress or imprisonment. Later on Councils of Conciliation and Arbitration were established, and the Industrial Tribunals were given additional powers to determine rates of wages, hours of work and other conditions of employment. Ultimately, as a result of the report of the Royal Commission on Labour of 1894, the Conciliation Act, 1896, was passed. Under that Act the Board of

Trade could take action to promote an amicable settlement of a difference, or, at the request of either party interested, could appoint a conciliator to assist in securing a settlement, but could appoint an arbitrator to determine a difference only with the consent of both parties. This Act, amended in some respects, still continues in force in the United Kingdom. During the war, with the increase in labour troubles, new and improved machinery for the speedy settlement of disputes was found necessary, and special Acts were introduced containing provisions for compulsory arbitration, the legal prohibition of strikes and lock-outs in certain circumstances, and the statutory enforcement of awards; but immediately after the signing of the Armistice in November 1918, these special provisions were repealed. An effort was made to re-enact them when the Industrial Courts Bill was introduced, but during the passage of the Bill through the House of Commons these particular provisions were dropped, and the English Industrial Courts Act, 1919, therefore, contains no provision for compulsory arbitration or the legal enforcement of awards. In other parts of the Empire, however, legislation has been enacted whereby in certain circumstances strikes and lock-outs are illegal, and in some cases the parties can be compelled to accept the awards of Arbitration Tribunals under penalty of fine or imprisonment. As far back as 1892—1894 Conciliation and Arbitration Acts were passed in Australia and New Zealand. In spite of subsequent amending and consolidating Acts passed with a view to bringing industrial legislation into line with modern conditions, the systems of arbitration in force both in Australia and New Zealand have not been entirely successful. Although strikes and lock-outs are forbidden, and awards are made binding on the parties, under penalties which include heavy fines and terms of imprisonment with or without hard labour, illegal strikes and breaches of awards are by no means uncommon. Indeed, in actual practice, the great majority of industrial disputes in those countries are settled by direct negotiations between employers and workmen. In Canada the Industrial Disputes Investigation Act, 1907, provides that in the event of a dispute in the mining industry, or in the public utility services, either employers or employees may ask for the appointment of a Board of Conciliation and Investigation; and until such time as this Board has concluded its inquiry and published its recommendations, a strike or lock-out is illegal. But here also the statutory machinery has not always proved effective, and strikes often occur before investigation. The Industrial Disputes Prevention Act of the Transvaal passed in 1909 was modelled on the Canadian Act. Besides the mining industry and public utility services, it covered other trades, such as building and engineering, and extended the period during which a strike or lock-out was illegal for a month after issue of the Board's report. We understand that the Government of India are now making inquiries with a view to ascertaining the latest information concerning industrial disputes legislation in the various portions of the British Empire and elsewhere, and it will be interesting to receive up-to-date reports regarding the effect of such legislation. But on the information now before us, we cannot recommend that legislation on the lines referred to should be introduced in India. The drastic compulsory arbitration laws of Australasia, the provisions of the Canadian and Transvaal Acts making strikes illegal before investigation, and even the statutory machinery set up in the United Kingdom for the voluntary settlement of disputes, are none of them suited to present Indian conditions. Such legislation presupposes the existence of a high state of organisation among both employers and employed, which is almost entirely wanting in India. Any organizations found among employers are of the loosest description, while, except in a few special cases, such as those of the telegraph and railway workers, who are outside the ranks of ordinary industry, organized bodies of labour hardly exist. It might be possible by legal process to enforce an arbitration award or a finding of a Conciliation Court, so far as employers are concerned, but it would be out of the question to attempt compulsion in respect of hundreds or thousands of labourers, the majority of whom would probably be incapable of understanding the points at issue or the basis of the award. Even if penal action were confined to the leaders or chief representatives of the men, it would be bound to provoke serious disturbances, leading possibly to riot and bloodshed.

7. The absence of labour organizations is indeed one of the difficulties of the present situation in Bengal. It is true that a certain number of Labour Unions have sprung into existence during the last few months, but they have for the most part been created in order to deal with specific disputes or strikes. They have signally failed, possibly through no fault of their own, to prevent strikes or to get strikes postponed for the purpose of negotiation, and they have, as a rule, relapsed into inactivity on the settlement of the dispute which called them into being. It is indeed open to doubt whether labour organization in India will ever develop on Western lines, since the fear of unemployment, which has always been the main-spring of Trades Unionism in England, is fortunately absent in India. No wise employer will do anything to prevent or discourage attempts at organization among his workers, but for present purposes, such movements are too inchoate to be of much use, while it is impossible to foresee on what lines they will develop.

8. In these circumstances, we consider that the most hopeful line of advance at present is the creation in industrial concerns of Joint Works Committees containing representatives of both employers and employed. Such Committees have, it is well known, achieved a large measure of success in America as well as in England, where their creation was stimulated by the reports of the Whitley Committee during the war, and they have been able to fulfil many useful functions in promoting friendly relations between employers and employed, in spite of the fact that they have had to avoid trenching on the functions of the older established Trades Unions. This particular difficulty will not occur in India, but other difficulties are certain to arise in introducing novel arrangements in the Indian industrial system. Nevertheless, we are convinced that the difficulties are not insuperable. The idea of the panchayat as an agency for settling social and communal affairs is familiar in India, and a Joint Works Committee, organized on proper lines would be simply a panchayat for regulating industrial affairs so far as they concern the workers.

9. The main purpose of Joint Works Committees, as defined in the Whitley reports, is to establish and maintain harmonious relations between employers and employed, and nothing is more urgently required in Bengal at the present time. It is a regrettable fact that, in spite of all that has been done during the last quarter of a century to improve the material condition of the work-people in the jute mills and other large industrial concerns on the banks of the Hooghly, the personal relations between employers and employed are much less intimate and cordial than they were twenty years ago. Unless something can be done to bridge this gulf, the continuance of disputes is inevitable, leading to interruptions of work, engendering ever-increasing bitterness and causing serious material loss to the workers, the employers and the community at large. Labour, in its ignorance, is certain to make unreasonable demands which could not be granted without destroying industry; but firmness in refusing such demands needs to be mingled with much patience and consideration and with frank and full explanation of the actual difficulties. We feel, therefore, that the time has come when employers and employed must put aside preconceived notions and unite in a genuine endeavour to find a solution of their differences.

10. A list of functions of Works Committees suggested by the Ministry of Labour in England includes the following:—

- (1) The issue and revision of works rules.
- (2) The distribution of working hours, breaks, time recording, etc.
- (3) The payment of wages (time, form of pay ticket, etc.), explanation of methods of payment, the adjustment of piece prices, records of piece prices, deductions, etc.
- (4) The settlement of grievances.
- (5) Holiday arrangements.
- (6) Questions of physical welfare (provision of meals, drinking water, lavatories and washing accommodation, ventilation, and sanitation; accidents, safety appliances, first aid, ambulance, etc.).

- (7) Questions of discipline and conduct as between management and work-people (malingering, bullying, time keeping, publicity in regard to rules, supervision of notice boards, etc.).
- (8) Terms of engagement of work-people.
- (9) The training of apprentices and young persons.
- (10) Technical library; lectures on the technical and social aspects of the industry.
- (11) Suggestions of improvements in method and organization of work; the testing of suggestions.
- (12) Investigation of circumstances tending to reduce efficiency or in any way to interfere with the satisfactory working of the factory.
- (13) Collections (for clubs, charities, etc.).
- (14) Entertainments and sports.
- (15) The provision of facilities for the workers' side of the Joint Committee (or of a departmental committee, if any) to conduct its own work.

Most of the foregoing are subjects worthy of consideration by Joint Committees representative of employers and workers in India, as well as in England, and there should be no difficulty in providing Works Committees in this country with functions appropriate to the different industries concerned. Our object in reproducing the Labour Ministry's list is not to suggest any rigid code for general adoption, but to secure the adoption of measures which will induce a friendly spirit of co-operation between employers and employed in all matters affecting the latter.

11. It is not possible for us to suggest in detail the precise composition of Works Committees, or the procedure to be followed in setting them to work in individual concerns. The differing circumstances of different industries make it impossible to devise any scheme suitable to every industry. Much must depend on the nature and arrangement of the work in each mill or factory which decides to give a trial to this experiment. In some cases, it may be desirable to form a single Works Committee for the whole concern; in others, separate Works Committees may be found useful for different departments, *e.g.*, for the foundry and for the machine shop in engineering works. In some cases, the manager may himself desire to preside over the meetings of the Committee; in others, he may prefer to let his assistants take part in the actual deliberations of the Committee and to meet the Committee only after they have formulated their views on the points referred to them for consideration. The position of *sardars* and similar functionaries in relation to the Committee will also require consideration. But these and other details should not be difficult of settlement if the authorities responsible for bringing the scheme into operation bear in mind the policy of Works Committees, as authoritatively laid down at the National Whitley Conference held in London last December--the policy of bringing employers and employed together so that each may learn the other's point of view, may pool ideas and experiences and may discover solid identity of interest even in matters in which antagonism at first sight appears inevitable.

12. It is important to notice that in the more highly organized industries in England, Works Committees are only one part of a triple organization of national, district and workshop bodies, the two former containing representatives of employers and employed for the district concerned or for the industry as a whole, and dealing with questions similar to those brought before the Works Committees, but on a wider scale. In Bengal, the time for creating district or National Councils has not yet come, and we must start with Works Committees for individual concerns, leaving them to develop Councils covering districts or wider areas, if experience should show the need for such co-ordination in their work.

13. As to the precise action which should be taken at the present stage to bring Works Committees into existence, it is clearly neither possible nor desirable that they should be created simultaneously in all industrial concerns in Bengal. It will be best to start them experimentally in selected con-

cerns where conditions are favourable and where success can reasonably be hoped for. The results of this experience will facilitate the general expansion of the movement. The Committee of the Bengal Chamber of Commerce have already commended the establishment of Works Committees to the members of the Chamber and of the various mercantile and industrial associations recognized by the Chamber, and it is believed that some concerns have tentative measures for the purpose under consideration. It would be of great assistance if the Chamber would now ascertain which concerns are willing to take definite steps in the matter. Such firms could be placed in communication with the Department of Industries, which would be able to supply them with literature on the subject, and to advise them, if desired, on the framing of a constitution and working rules.

14. While it may be hoped that the creation and development of Works Committees will enable a large number of disputes to be settled before an open rupture occurs between employers and employed, it will be some time before the arrangements which we have suggested can be brought into general use, and there will always be a certain number of cases of acute disagreement in which the employers will resort to a lock-out or the employees to a strike rather than give way. To deal with such cases more promptly and effectively than is at present possible, we consider some further machinery necessary, at any rate in the case of public utility services, where a cessation of work directly affects the public and leads immediately to insistent demands for the intervention of Government or some outside authority. Calcutta has within the last few months been afflicted with two tramway strikes, a taxi strike, and a strike of the employees of the Gas Company, and it would be rash to assume that all danger of similar strikes is over. Failing a settlement by consent between the parties under pressure of public opinion—often a lengthy process—the usual course adopted in such cases has been the appointment of an *ad hoc* Committee to investigate the causes of difference. But the weak point about such Committees is that their functions end with the submission of their report, and lengthy negotiations are often necessary before a settlement can be arrived at on the basis of their recommendations. Hitherto, in the absence of any other agency, it has been left to Government to undertake such negotiations, but there are grave objections to this course. Where a question of statutory rules is involved, as in the case of the taxi strike, the final decision must of course rest with Government, but ordinarily Government, at any rate in this country, is placed in an entirely false position when it is forced into settling the details of industrial arrangements. It is not properly equipped for such a purpose, and it runs a grave risk of being discredited, and so rendered less efficient for the discharge of its proper functions, if its advice is disregarded. We, therefore, consider it necessary to devise some other means for settling disputes of this nature.

15. In several countries strikes and lock-outs in public utility services are either absolutely prohibited, or the stoppage of work is declared illegal unless previous notice is given accompanied by a statement of the causes of dispute. We have been unable to ascertain how these penal provisions are worked in practice, or how far they are effectual, but, for the reasons already stated, we are opposed to the introduction of legislation of this character in India. There is the less necessity for its application to public utility services, because in such cases public opinion is always strongly in favour of an early settlement and can be brought to bear on the parties. What is required is some machinery which can be brought into operation without the necessity of invoking the direct intervention of Government. We suggest the formation of a Conciliation Board or panel, consisting of about twenty members to be appointed by Government and to include a due proportion of all classes of the community, both European and Indian, and representatives of both capital and labour. Care should be taken to appoint only men of the highest character and reputation, who would be regarded by public opinion as fully competent to investigate impartially any question which was referred to them. In the case of any dispute arising in a public utility

service which was likely to cause or had actually caused a strike or lock-out, a Conciliation Court consisting of a small number of members, entirely unconnected with the dispute, would be chosen from the panel and asked to go into the merits of the dispute in consultation with the parties and to give their finding. Once such a Conciliation Board had been established, one or other of the parties to an industrial dispute could safely be trusted to apply for the creation of a Conciliation Court to deal with it, but, in the event of either or both parties proving unwilling to submit themselves to the arbitrament of the Conciliation Court, public opinion would in the great majority of cases compel them without undue delay to lay their case before the Court. We would, therefore, leave it to Government to establish a Conciliation Court for the decision of a dispute affecting a public utility service, either on the application of one or both parties or of its own motion. There should ordinarily be no difficulty in getting the parties to agree to the members of the panel who should be selected to form the Court, and it would ordinarily be preferable that the Court should be constituted in accordance with the joint wishes of the parties; but if there was any difficulty on this point, Government could select the members to serve on the Court. Government might also appoint an official chairman for the Court in the event of the parties preferring a Government officer to act in this capacity rather than a member of the panel, who would all be non-officials, but such appointment should only be made after consultation with the other members of the Court. Further than this, however, Government should not go. Its functions should be confined to setting up the Court, and in performing this function, it should as far as possible secure the consent of both parties. But having constituted the Court, Government should stand aside and leave the Court to investigate the dispute and promulgate its findings, which would, of course, not be finally decided upon until both parties had had a full opportunity of representing their views and objections. The Court would have no legal power to enforce its findings, but here again we would leave it to public opinion to induce the parties to come to terms. Great weight would undoubtedly attach to the findings of a thoroughly competent and impartial Court in matters of this kind, and neither party to the dispute would be able lightly to disregard its recommendations.

16. Voluntary Conciliation Courts working on these lines have met with considerable success in England in recent years, though all authorities seem to agree that they have been greatly assisted by the fact that they were dealing with conditions in which wages were rising. It remains to be seen how far they will succeed in dealing with disputes arising out of the necessity of reducing wages. This particular difficulty is not, however, likely to arise in India at present, and we see no reason why voluntary Conciliation Courts, wisely constituted, should not achieve a large measure of success in India in that large class of cases where the parties have come to a deadlock and a solution of the dispute can only be found by the intervention of disinterested outsiders.

17. It has been suggested that it might in some cases be desirable to attach experts to the Court as assessors. We think that provision might be made for this purpose, but in our opinion the weight to be attached to the findings of the Conciliation Courts will depend more on the general competence and impartiality of the Court than on its strength as a technical body. It would be seldom that Courts constituted in the manner we propose would be unable to appreciate the bearing of any technicalities that might arise in the course of their inquiries. We also recommend that, for the present at any rate, Courts should be appointed only to deal with industrial disputes arising in Calcutta and its neighbourhood. It is in this area that persons suitable for this difficult and delicate work will most readily be found, and it would not be fair to expect them to leave their own business for considerable periods to investigate disputes in distant localities. We would again emphasize our opinion that the success of this experiment depends on the competence and impartiality of the members composing the Courts, and that too great care cannot be taken in the selection of persons for

appointment to the panel. It would undoubtedly help to secure the support of public opinion for their findings, if only such men as have attained eminence in their particular lines of business should be nominated. So far as employers' representatives are concerned, present and past Presidents and Chairmen of leading Chambers of Commerce and Industrial or Trades Associations offer a likely field of choice. In the case of the workmen's representatives, there may be difficulties to begin with in finding men whose recommendations will carry weight outside limited bodies of workmen, but these difficulties will no doubt disappear with the spread of proper workmen's organizations and the introduction of duly constituted Works Committees. In order that the panels may be kept up to date we recommend that all appointments should be for periods of one year only.

18. So far we have recommended the constitution of Conciliation Courts solely for industrial disputes affecting the working of public utility companies, and consequently the public comfort and convenience. We fear that if ordinary industrial disputes were referred in considerable numbers to Conciliation Courts formed in the manner we have suggested, too much work might be thrown on the members constituting the panel, with the result that it would be found impossible to secure suitable men to serve on the panel. But if, in a private dispute, both parties expressed a desire for impartial outside intervention, Government should consider how such a desire should be met, possibly by the constitution of a Court similar to that which we have recommended in the case of disputes affecting public utility services.

19. There is only one other recommendation that we desire to make. Government is being held increasingly responsible for dealing with labour unrest, and from the point of view of law and order alone, it has a direct interest in the matter. We have already expressed our opinion that Government intervention in industrial disputes should be confined within strict limits, but if Government is to be in a position to discharge its responsibilities for the general administration of the Presidency, it must have prompt and full information regarding the ever-changing industrial situation. We have been impressed by the difficulties experienced in compiling the record of strikes which is attached to our proceedings. In the absence of any regular sources of information, it was based originally partly on reports from local officials who necessarily regard the question mainly from the point of view of law and order, partly on information supplied by employers, and partly on information picked up at strike meetings and other gatherings. We feel that Government should have full information regarding these occurrences, if they are to maintain a proper watch over the industrial situation, and we would recommend all commercial and industrial associations to urge upon their members the importance of supplying full and early information regarding industrial unrest to the Industrial Intelligence Officer, whose business it is to keep Government informed of such matters. It is not improbable that a regular Labour Bureau will have to be formed at no distant date to enable Government to fulfil its responsibilities for this subject, and in that case it might be advisable to attach to it an Advisory Committee representative of capital and labour. Meanwhile we see no objection and great advantage in keeping the Intelligence Officer fully informed on matters of fact.

Conclusion.

20. There is much that is applicable to the present situation in Bengal in the remarks made by Mr. (now Lord) Buxton, President of the British Board of Trade in 1911, and endorsed in his recent work on Industrial Problems and Disputes by Lord Askwith, who has probably done more solid work for the settlement of labour disputes than any other living man.

Mr. Buxton said:—"The more I have seen of them the more I am convinced, first that the best and most satisfactory method of settling disputes between employers and workmen is for the parties directly concerned to come to an agreement among themselves. Secondly, that when the parties are unable themselves to come to terms, and a stoppage of work is imminent, or

after a stoppage of work has taken place, assistance from outside is very often effective in preventing, shortening, or ending a dispute. Thirdly, that this method of action, if and where it takes place, must be done at the right moment, in the right way, and by the right person.

These principles have inspired all the most successful work that has been done in England during the last ten years for the settlement of labour troubles of a far more intricate nature than any that have arisen in Bengal. We claim that our proposals conform entirely to these principles, and as they involve no compulsion or legislation, they can readily be modified or supplemented as experience may show to be necessary. We believe that they are worthy of a trial, and if they afford a basis for a solution of the problem of industrial unrest in Bengal, our labour will not have been in vain.

J. H. KERR.

A. R. MURRAY.

K. C. R. CHAUDHURI.

R. M. WATSON-SMYTH.

MAHENDRA CHANDRA MITRA.

HASSAN SUHRAWARDY.

HEM CHANDRA BHATTACHARYA.

NOTE.—Dr. D. B. Meek, having proceeded on leave, was unable to sign the report, but he attended all the meetings of the Committee, except the final meeting, and expressed his concurrence with the proposals contained in the report.

APPENDIX I.

**Outlines of reported details of strikes occurring in
Bengal between the 30th June 1920 and
the 31st March 1921.**

Outlines of reported details of strikes in Bengal

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
1. New Central Jute Mills, Ghosury.	Weaving	4,000	650	4,000	6th July 1920.	9th July 1920.	Proposed arrest of weavers concerned in serious assault upon European assistant.
2. Radha Kissen Cotton Mills, Ghosury.	Carding	1,000	1,000	1,000	7th July 1920.	9th July 1920.	Demand for an increase of wages, created by increases granted in other mills. Increase demanded 12½ per cent.
3. Five Printing Presses, Barisal.	...	...	34	31	8th July 1920.	23rd July 1920.	Demand for increases of pay and improved leave rules.
4. Atlas Construction Co., Ltd., Calcutta.	Iron Construction.	245	30	245	16th July 1920.	17th July 1920.	Trouble owing to cutting of pay for Sundays for bad attendance.

which began in the second half of 1920.

Course.	Results.	REMARKS.
I	II	III
<p>5th July 1920.—Assault upon assistant (evening).</p> <p>6th July 1920.—Weavers demonstrate against proposed arrest of assailants of assistant, and go on strike (morning). Rest of mill locked out (afternoon).</p> <p>8th July 1920.—Manager promises deputation not to proceed against anyone beside the four accused (who had got away), if the men return to work (evening).</p> <p>9th July 1920.—All return.</p>	<p>Partial success.</p>	<p>The assault case was brought under prosecution.</p>
<p>7th July 1920.—The Carding Department strike at 2 P.M. and are followed by the rest of the mill.</p> <p>9th July 1920.—Employers announce an increase of 6½ per cent. and all resume work (morning).</p>	<p>Partial success.</p>	<p>This made a total rise of 31½ per cent. since December, 1919. They had received an increase of 25 per cent. in January 1920 in response to a demand for an increase of 37½ per cent. The jute mills had recently granted increases, and the wages in jute mills were 40 per cent. higher than they were in 1917.</p>
<p>Local pleaders submit representation to owners, which they refuse to entertain.</p> <p>8th July 1920.—The men go on strike. Submit amended petition modifying demands. This also rejected. Slight increases eventually granted in two presses and promised in another.</p>	<p>Partial success in three presses. Failure in rest.</p>	
<p>16th July 1920.—The strikers go out. Three of their ringleaders are dismissed and the demands refused.</p> <p>17th July 1920.—The strikers return.</p>	<p>Failure.</p>	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE OF WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
5. Bengal Government Presses, Calcutta and Sealdah.	Piece-workers.	900	450	450	16th July 1920.	27th September 1920 to 1st October 1920.	<p>Dissatisfaction with <i>communiqué</i> of Government of India announcing general terms of a proposed revision of pay, etc., of Government presses, these including—</p> <p>(a) 40 per cent. rise in piece rates, (b) standardised hours, (c) continuance of piece-work system.</p> <p>The last was particularly objected to, and was made the main issue in the strike.</p>
6. Government of India Printing Press, Calcutta.	Piece-workers.	...	1,100	1,100	15th July 1920.	27th September 1920.	As in Bengal Government Press strike.
7. Firemen of Port Trust Railway.	...	120	120	120	17th July 1920.	17th July 1920.	Refusal of Commissioners to raise their wages and grant certain other privileges demanded in a written petition.
8. Bally Jute Mills, Bally.	Spinning	4,000	1,196	1,196	21st July 1920.	22nd July 1920.	Dismissal of a spinning sirdar by the assistant manager.

Course.	Results.	REMARKS.
9	10	11
<p>14th July 1920.—Representatives of Government of India and Bengal Government interview in Calcutta a deputation of Government press employees.</p> <p>16th July 1920.—Men attend press but refuse to work.</p> <p>17th July 1920.—Financial Secretary explains finality of order regarding piece-work.</p> <p>21st July 1920.—Only those willing to work admitted to press.</p> <p>21st September 1920.—Announced that strikers not returning by 4th October 1920 will be dismissed.</p> <p>27th September 1920.—Men begin to dribble back.</p> <p>1st October 1920.—All but 12 men back.</p> <p>.....</p>	<p>Failure.</p> <p>Failure.</p>	<p>This strike followed in the wake of a similar strike (next below) in the Government of India Press, which began on 15th July 1920. The grievances of Government Press employees, particularly that regarding piece-work, had been discussed at meetings of the Press Employees' Association, a recently formed union. The deputation of 14th July 1920 were selected at a meeting of the Association. During the strike very frequent public meetings were held. At these Association officials appeared, but politicians exerted most sway, the men turning from one party to another, and each holding out hopes of Government's surrender. The Association's funds, such as they were, do not appear to have been called upon to any appreciable degree; but a special strike fund of over Rs. 1,000 is claimed to have been collected from publicists and spent on strike relief.</p>
<p>29th June and 10th July 1920.—Petitions demanding a rise of pay from Rs. 15 to Rs. 20, free quarters, regular privilege leave, sick leave, and extra pay for work on Sundays; and announcing they would strike on 17th July 1920 if their demands were rejected.</p> <p>17th July 1920.—The demands being rejected, they go on strike at 6 A.M. The Vice-Chairman offers a compromise, viz., Rs. 17 pay, free quarters and regular leave. This is accepted and work resumed in the evening.</p>	<p>Partial success</p>	
<p>21st July 1920.—Sirdar dismissed. Spinning Department go on strike at instigation of other sirdars 8 A.M. At 9 A.M., 100 Madrasi spinners return to work. No stoppage of mill.</p> <p>22nd July 1920.—All resume work with nothing achieved.</p>	<p>Failure.</p>	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
9. Wellington Jute Mills, Rishra.	Spinning	4,000	800	4,000	12th August 1920.	14th August 1920.	(1) A dismissed sirdar watching for an opportunity of causing trouble. (2) The alleged striking of three spinning boys by the Manager.
10. Jetty Crane-men of Commissioners for the Port of Calcutta.	...	175	175	175	22nd August 1920.	24th August 1920.	The arrest of a crane-man.
11. Hooghly Jute Mills, Kidderpore.	Spinning	3,000	3,000	3,000	6th September 1920.	9th September 1920.	Movement for a 10 per cent. rise in wages.
12. Tank Storage Company (India), Ltd., Calcutta.	...	700	700	700	14th September 1920.	15th September 1920.	Petty assault upon an employee by a European assistant.
13. North Union Jute Mill, Sealdah.	Weaving	3,000	3,000	3,000	14th September 1920.	20th September 1920..	Demand for 10 per cent. rise in wages occasioned by concession of that amount to certain other jute mills. (See item 11.)

Course.	Results.	REMARKS.
9	10	11
<p>12th August 1920.—The Manager said to have hit three spinning boys of the 9 A.M. shift for bad work, and the whole shift walk out. Shortly after noon the mill is closed down.</p> <p>13th August 1920.—The police and a deputation of sirdars propose settlement by the payment of Rs. 10 as compensation to the boys. The Manager pays.</p> <p>14th August 1920.—The mill restarts, but the 9 A.M. shift refuse to come in unless they are paid for the 13th and a dismissed sirdar reinstated. These demands are conceded and the shift comes in.</p>	Success.	The assault was subsequently denied.
<p>21st August 1920.—All the cranemen strike owing to arrest of a craneman for removing a piece of wood. They also complain of general hard treatment by the police.</p> <p>24th August 1920.—They resume work on a promise that their complaint will be looked into.</p>	Indefinite.	The arrested craneman was discharged.
<p>6th September 1920.—For a fortnight periodic deputations ask the Manager for a 10 per cent. increase alleging that other mills are getting it. He denies the allegation, but says that if others get it they shall also. The spinners go on strike, and at midday the whole mill is closed down.</p> <p>8th September 1920.—An increase of 10 per cent. on pre-war rates to all operatives announced. Effect from the 13th September 1920.</p> <p>9th September 1920.—All hands return to work.</p>	Success.	A similar demand was simultaneously on foot on the Howrah side. Three concerns conceded a rise of 10 per cent. (with effect from 13th September 1920) on the day this strike began. Others in Metiabruz conceded same rise immediately afterwards. (See also item 13, and compare subsequent movement at items 47 <i>et seq.</i>)
<p>14th September 1920.—A European assistant, while paying the men, flicks a boy with a cane. The men go out at instance of solder and machine men.</p> <p>15th September 1920.—The officer in charge compromises the case and the men resume work.</p>	Compromise.	
<p>13th September 1920.—The men demand 10 per cent. rise from 6th September, and are told by the Manager that they must await orders.</p> <p>14th September 1920.—The men go on strike.</p> <p>16th September 1920.—The men demand a rise of 10 per cent. on present actual pay instead of on pre-war rates, with effect from 13th September.</p> <p>18th September 1920.—Announced that all hands will be dismissed.</p> <p>20th September 1920.—All hands resume on terms offered.</p>	Partial success. Men get a rise of 10 per cent. (calculated on pre-war rates) with effect from 13th September 1920.	The same rise was conceded to the remaining jute mills the week following, with effect from 4th October 1920.

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
14. Hooghly Jute Mill, Kidderpore.	Preparing	3,000	350 women	3,000	16th September 1920.	18th September 1920.	Alleged misconduct of European assistant in charge of Preparing Department.
15. Indian Tailoring firms, Calcutta and Suburbs.	Tailors...	10,000	10,000	10,000	22nd September 1920.	27th September 1920.	Demand for 50 per cent rise in wages.
16. Conductors and Drivers of Calcutta and Howrah Tramways.	...	2,500	2,500	2,500	1st October 1920.	4th October 1920.	Demand for 75 per cent. rise in wages, free kit and reinstatement of two dismissed men.

Course.	Results.	REMARKS.
9	10	11
<p>16th September 1920.—At 8-30 A.M. the women of the Preparing Department walk out demanding the dismissal of the European assistant in charge. They accuse him of general improper conduct and of striking one of them. Mill has to close down.</p>	Success.	On resuming work the women petitioned for the assistant's reinstatement. The petition was rejected.
<p>17th September 1920.—The assistant is dismissed.</p>		
<p>18th September 1920.—All hands return.</p>		
<p>22nd September 1920.—All absent themselves from work under instructions of pickets. Meeting at Kalighat.</p>	Indefinite.	
<p>27th September 1920.—Most proprietors promising an increase, the men resume work.</p>		
<p>11th September 1920.—Commissioner of Police receives anonymous petition detailing grievances. After this date several meetings are held and it is given out that, unless favourable orders are passed on petitions presented to the Management, a strike will be called on 1st October 1920.</p>	<p>Partial success. Concessions granted—</p> <p>(1) Rise of wages time-scale from Rs. 19—Rs. 25 to Rs. 24—Rs. 23 with effect from 1st September 1920.</p> <p>(2) Improved terms regarding uniform.</p> <p>(3) Dismissed men reinstated.</p>	<p>The dismissed men were regarded by the management as mischief makers.</p> <p>The men's representatives were two conductors, two drivers and five gentlemen not in the service of the Tramway Company.</p>
<p>30th September 1920.—Men's petition received by Company at noon. Circular letter issued to all depôts asking men to send deputation to discuss matters with management at 11 A.M. the following day.</p>		<p>Following the strike, the Calcutta Tramway Employees' Union was formed.</p>
<p>1st October 1920.—The men go on strike without further notice.</p>		
<p>2nd October 1920.—Manager attempts to get in touch with strikers, who refer him to the Commissioner of Police. He interviews the Commissioner of Police and arranges to meet men on Sunday morning at one of the depôts.</p>		
<p>3rd October 1920.—None found at that depôt. Goes to another and makes offers. There told the matter is in hand of appointed leaders. Later informed that men and leaders are assembled at Belgachia (7 P.M.). Goes there and arranges terms at 2 A.M.</p>		
<p>4th October 1920.—Partial start up. Finally settled by concession with retrospective effect to increased rates as from 1st September 1920, at the request of two leaders not present the night before.</p>		

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
17. Oriental Gas Co., Sealdah.	...	1,100	1,082	1,082	7th October 1920.	19th October 1920 to 1st November 1920.	General unrest, due principally, the management state, to political agitation. This culminates in a demand for a 50 per cent. rise in wages.
18. Bengal Nagpur Railway Kharagpur Staff.	Loco and Traffic Department.	13,000	10,000	10,000	8th October 1920.	8th October 1920.	Demand for higher wages and objection to certain disciplinary orders and certain transfers.

Course.	Results.	REMARKS.
9	10	11
<p>2nd October 1920.—In response to a demand for a 25 per cent. rise, a rise of Re. 1 per head is announced and apparently accepted.</p> <p>7th October 1920.—Men reject original rise and go on strike demanding rise of 50 per cent. The Company supply 50 per cent. gas for street lighting and full supply for private consumption, the supervising staff and 18 Indian workmen working.</p> <p>8th October 1920.—Original increase raised to Rs. 2 for Retort House hands and Re. 1 for all others. The men declining, the offer is withdrawn.</p> <p>9th October 1920.—Gas supply discontinued up to 19th, owing to mechanical breakdown. Manufacture resumed on 17th with assistance of about 150 lascar firemen, housed and fed on premises.</p> <p>19th October 1920.—Full supply of gas to private consumers and 50 per cent. to streets. Men begin to dribble back.</p> <p>1st November 1920.—Full supply of gas for all purposes.</p> <p>2nd November 1920.—Remainder of strikers return to work.</p>	<p>Failure. Work resumed at rates originally offered and in force when strike began.</p>	<p>The increase given on the 2nd October established rates varying from Rs. 22 to Rs. 27-8 for Retort House hands and Rs. 15-8 for Yard labourers, an all-round increase of approximately 47 per cent. on pre-war rates.</p> <p>The strikers were several times addressed by politicians. The Company state that a minority prevented the bulk of the men from returning earlier.</p>
<p>7th October 1920.—Mass meeting of Railway Workmen's Association, Kharagpur Branch. Wire to Agent stating they will strike at 6 A.M. on the 8th.</p> <p>8th October 1920.—Men stop work at 6 A.M. Agent interviews deputation in afternoon. Strike ends at 11 P.M.</p>	<p>Partial success. Terms—</p> <ol style="list-style-type: none"> (1) Transfer of Traffic Inspector cancelled. (2) Demand that Officiating Chief Mechanical Engineer and Foreman of Erecting shop be retired withdrawn. (3) Agent to enquire personally into 3 cases of disciplinary orders, and his decision to be final. (4) The above Traffic Inspector to be accepted as men's representative in future disputes. (5) Pay for strike period, provided men resume at once. (6) Rest room to be supplied for Power House employees. (7) A deputation to put grievances before Agent when formulated. 	<p>The men alleged that certain of the transfers in question were directed against officers because they were leading members of that branch of the Association.</p> <p>The central Association (Allahabad) denounced the strike as unauthorised.</p> <p>With the exception of a few Traffic European and Anglo-Indian employees, the whole of the European and Anglo-Indian staff remained at work and disagreed with the strike.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
19. Petrol Depôts of Messrs. Shaw Wallace & Co., Jamal Bros., Asiatic Petroleum Co. and Indo-Burma Petroleum Co., Budge-Budge.	...	4,000	4,000	4,000	8th October 1920.	14th October 1920.	Demand for higher wages.
20. Messrs. Breakwell & Co., Coach Builders and Motor Engineers.	Motor ...	200	200	200	12th October 1920.	15th October 1920.	(1) Refusal of the firm to grant "Mabalaya" holiday ($\frac{1}{2}$ day). (2) Unrest in connection with wages.
21. Standard Jute Mills, Tittagarh.	Spinning	4,000	1,000	4,000	14th October 1920.	16th October 1920.	Demand for easier shift hours, as observed in a neighbouring mill.
22. Gunners and khalasies of the Port Trust Railway, Calcutta.	...	200	200	...	15th October 1920.	18th October 1920.	Non-grant of increase in wages as demanded in a petition.
23. Cranemen of the Port Commissioners' Jetties, Calcutta.	...	240	240	...	15th October 1920.	20th October 1920.	Non-grant of increase in wages as demanded in a petition.

Course.	Results.	REMARKS.
	10	11
<p>8th October 1920.—Men go out.</p> <p>14th October 1920.—Men return on terms offered.</p> <p>11th October 1920.—Men refused half holiday from midday onward and kept at their posts.</p> <p>12th October 1920.—Men absent themselves and send in demands for an increase of wages and for the grant of all Hindu and Muhammadan holidays.</p> <p>13th October 1920.—Offer of Hindu holidays for Hindus and Muhammadan holidays for Muhammadans refused by men.</p> <p>15th October 1920.—Full concessions granted. Men resume work; but go out again on being informed that pay for period of strike will be cut. Firm's representative meets them at Ochterlony Monument and announces that deduction will be made in three equal monthly instalments. Men finally return (12 A.M.).</p>	<p>Partial success. Concession— A rise of 33½ per cent.</p> <p>Partial success. Concessions— (1) Leave for all on all Hindu and Muhammadan holidays. (2) Payment on the 15th of every month instead of on the 25th. (3) An increment in wages at the rate of 15 per cent. for those drawing Rs. 60 or less and 10 per cent for those getting above Rs. 60.</p>	<p>Followed by strikes in similar concerns. (Items 24 and 26.)</p>
<p>14th October 1920.—Spinners go out demanding either— (1) shift system observed in a neighbouring mill, or (2) an extra hour off per day. Demand refused. Rest of mill works till evening.</p> <p>15th October 1920.—Strikers remain out. No work done.</p> <p>16th October 1920.—Strikers return.</p>	<p>Failure.</p>	
<p>15th October 1920.—The men go out.</p> <p>18th October 1920.—Commission announce rise to gunners from Rs. 30 fixed pay to time-scale of Rs. 24—3—65; and to khalasis from Rs. 12 to time-scale of Rs. 15—1—20. They resume work.</p>	<p>Partial success.</p>	
<p>15th October 1920.—The men go out.</p> <p>20th October 1920.—All-round increase of Rs. 5 announced (Rs. 3 pay plus Rs. 2 house allowance). Work resumed.</p>	<p>Partial success.</p>	<p>Joint with strike immediately above.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
24. Russa Engineering (Motor) Works, Calcutta.	Machine Shop.	2,000	150	150 2,000	16th October 1920. 3rd December 1920.	18th December 1920 to 24th December 1920.	Demand for general rise of 30 per cent. and other subsidiary demands.

Course.	Results.	REMARKS.
i	10	ii
<p>15th October 1920.—Petition rejected and presenter dismissed.</p> <p>16th October 1920.—Strikers refuse to enter works, demanding 30 per cent. rise, reinstatement of dismissed men and dismissal of department's time-keeper.</p> <p>18th October 1920.—Petitions to Managing Agents and Commissioner of Police stating demands Agents offer (1) reinstatement of dismissed men, (2) no punishment on account of the strike, (3) increase to deserving cases; and refuse (a) all-round increase and (b) dismissal of time-keeper. No effect.</p> <p>25th October 1920.—Time-keeper makes peace with the men, who withdraw demand for his dismissal. Manager threatens to close down for six months unless all return at once. Four more mistries go out.</p> <p>28th October 1920.—Pleaders approached. A pleader takes up the case.</p> <p>8th November 1920.—Pleaders interview Manager, who demands written statement.</p> <p>9th November 1920.—Written statement sent in demanding (1) and (2) of the terms offered above and general rises of pay graduated according to length of service.</p> <p>1st December 1920.—A meeting called, at which the head mistri of the Ford Department promises to bring that department out as well.</p> <p>2nd December 1920.—All remaining departments go out. Pleaders address a meeting advising solidarity. Some blacklegs assaulted, and police called in to protect them.</p> <p>3rd December 1920.—Clerks and hospital compounders (in all 110) cease work on pretext of intimidation. Their request to be given leave refused.</p> <p>14th December 1920.—Notice posted on gate announcing all-round increase of Rs. 5 per month to all men of Ford Department and 40 men of Machine Shop, provided all hands rejoin at once.</p> <p>18th December 1920.—The men begin to dribble back. Other strikers threatening them, they are carried in motor lorry guarded by police.</p> <p>24th December 1920.—All hands back, except a few of the Machine Shop.</p>	<p>The firm state that nothing was achieved, as the increments granted had already been decided upon, and orders passed, two days before the strike began.</p>	<p>(Compare items 20 and 26.)</p> <p>IF OF ON</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
25. Salesmen in a Hardware Shop.	...	7	7	7	17th October 1920.	23rd October 1920.	Demand for general increase in wages.
23. Messrs. Steuart & Co., Coach Builders and Motor Engineers.	...	450	450	450	18th October 1920 and 23rd October 1920.	2nd November 1920 (12 noon).	Refusal of management to concede demands, viz :— (1) 25 per cent. rise in wages. (2) Holidays on all Hindu and Muhammadan festivals.
27. Machinemen, India Jute Press.	...	50	50	50	26th October 1920.	28th October 1920.	Demand for a 50 per cent rise in wages.
28. British Indian Steam Navigation Company's Ship Repairing Workshops.	...	3,750	3,750	3,750	26th October 1920 1,250 men. 4th November 1920 2,500 more men.	11th November 1920.	Demand for 50 per cent. rise in wages and extras amounting to another 35 per cent.
29. Working staff of Harbour Shipping Master, Calcutta.	...	900	900	900	28th October 1920.	2nd November 1920.	Demand for 75 per cent. rise in wages, free uniform and other concessions.

Course.	Results.	REMARKS
9	10	11
<p>17th October 1920.—The men go on strike.</p> <p>23rd October 1920.—Three resume work unconditionally and the rest are replaced.</p> <p>17th October 1920.—At 5 P.M. the Muhammadan workmen announce they will not turn up on following day.</p> <p>18th October 1920.—Commencement of Pujas, which were a holiday for Hindus only. Muhammadan workmen absent themselves.</p> <p>23rd October 1920.—Office reopens. All workmen attend, demand reply to petition and are told petition is rejected. They go on strike.</p> <p>24th October to 30th October 1920.—Strikers meet in maidan, collect money and approach pleaders. Latter refused interview by management.</p> <p>2nd November 1920.—Strikers interviewed accompanied by Police Court pleader. Terms announced. The men return.</p>	<p>Failure.</p> <p>Partial success. Terms conceded—</p> <p>(1) Grant of the Hindu and Muhammadan holidays recently agreed upon by the Society of Motor Trades.</p> <p>(2) Pay to all for period of strike.</p> <p>(3) Deduction of one day's pay instead of two days' pay for one day's absence.</p> <p>(4) Pay to be increased from December 1920 according to length of service at rates to be determined meanwhile.</p>	<p>About 20 men who objected to qualifications regarding length of service, did not return till 4th November 1920.</p> <p>The firm believe the strike was engineered by outsiders, as on several occasions previous to the strike strangers were seen talking to the men. (Compare items 20 and 24.)</p>
<p>26th October 1920.—The men go out.</p> <p>28th October 1920.—Men resume work on terms conceded.</p>	<p>Partial success.</p> <p>Terms conceded—A rise of Rs. 2 per head.</p>	<p>(See item 32.)</p>
<p>26th October 1920.—All but boiler-makers go out (1,250).</p> <p>27th October 1920.—Superintending Engineer approaches strikers and is referred to certain pleaders. He refuses to recognise them.</p> <p>4th November 1920.—Boiler-makers come out (2,500). Superintending Engineer admits a pleader of Howrah to audience and through him announces offers to men. The pleader persuades the men to accept them despite other pleaders' advice to await arrival of an expected speaker from Burdwan.</p> <p>11th November 1920.—All return to work.</p>	<p>Partial success. Terms conceded—</p> <p>(1) 25 per cent. increase over existing rates with effect from date of return.</p> <p>(2) Usual 10 per cent bonus for 25 days' work (including Sundays) per month to be calculated at new rate.</p> <p>(3) Consequent automatic increase of pensions (the whole permanent establishment is pensioned).</p> <p>(4) <i>Khoraki</i> for night work raised from 2 to 4 annas.</p> <p>(5) Half pay for period of strike.</p>	<p>This being a purely spending department of the firm, the permanent labour enjoys peculiar benefits (<i>e.g.</i>, pensions).</p> <p>The firm attribute the trouble to the temporary hands, 1,250 men, who were then in their employ owing to pressure of work.</p>
<p>29th October 1920.—The men go out.</p> <p>2nd November 1920.—The Port Authorities after treating with the men's pleader announce concessions. The men resume work.</p>	<p>Partial success. Concessions granted—</p> <p>(1) A sliding scale of increases, averaging a rise of 15 per cent.</p> <p>(2) Free uniform.</p>	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
30. Sirdars and coolies employed by Stevedores to work in the holds of ships, being loaded or unloaded, Calcutta, Port and Docks.	...	1,100	1,100	1,100	1st November 1920 (6-30 A.M.)	12th November 1920 (7 A.M.)	Rejection of demand for higher rates, double shift system and shorter hours; system at the time being Rs. 10 per gang of 10 per day and Rs. 13 per night, one gang serving at each crane hook and the day consisting of 6-30 A.M. to 5-30 P.M.
31. Bengal Galvanizing Works and Dutt Machine and Tool Works, Calcutta.	Engineer- Ing.	198	130	130	1st November 1920.	7th November 1920.	Demand for a 40 per cent. rise in wages and 6 additional holidays.
32. Carrying coolies of 19 jute presses.	...	1,100	1,100	1,100	3rd November 1920.	7th November 1920.	Demand for rise of rates from Rs. 7-8 to Rs. 9 per day per gang of 3 men.
33. Carrying coolies of lime godowns, Chitpur and Northern Calcutta.	...	250	250	250	4th November 1920.	6th November 1920.	Demand for increase of 25 per cent.
34. Sweeper staff of the Corporation of Calcutta.	...	2,500	2,500	2,500	4th November 1920.	9th November 1920.	Demand for rise of Rs. 2 per head.

Course.	Results.	REMARKS.
9	10	11
<p>23rd October 1920.—Ultimatum to shipping firms signed by pleader demanding—</p> <p>(1) two gangs of 9 men per hook; (2) day to begin at 7 A.M., and end at 5 P.M. with one hour off at midday; (3) Rs. 12 per day gang and Rs. 16 per night gang.</p> <p>26th October 1920.—Meeting of Stevedores who offer Rs. 11 and Rs. 13 per gang of 11, and hours as demanded</p> <p>28th October 1920.—Pleader reports rejecting offer.</p> <p>29th October 1920.—Shipping Committee Chamber of Commerce uphold Stevedores' award.</p> <p>1st November 1920.—Strike commences.</p> <p>8th November 1920.—Stevedores offer Rs. 12 and Rs. 16 per gang of 11 men at meeting attended by sirdars Offer rejected, sirdars refusing more than 10 men for that figure.</p> <p>11th November 1920.—Stevedores offer Rs. 12-8 and Rs. 16-8 per gang of 11 men. Terms accepted after meeting on maidan.</p> <p>1st November 1920.—The men go out.</p> <p>9th November 1920.—Majority resume work unconditionally, the management promising to consider their case for a rise in pay.</p> <p>3rd November 1920.—The men refuse to work. An increase of 8 annas per gang announced.. The men refuse to accept it.</p> <p>7th November 1920.—Employers concede 12 annas per gang and the men resume work</p> <p>4th November 1920.—The men go out.</p> <p>6th November 1920.—The men resume on terms offered.</p> <p>4th November 1920.—Sweepers of Districts. Nos. I and II strike work some however resuming in the evening.</p> <p>5th November 1920.—The returned men go out again.</p> <p>8th November 1920.—Corporation announces increase of Rs. 2 to all sweepers</p> <p>9th November 1920.—The strikers resume work.</p>	<p>Partial success. Claim for double shift fails, but strikers get—</p> <p>(1) roughly 2 hours less work per day. (2) roughly 2½ per cent. increase in rates.</p> <p>Indefinite. (On consideration the management conceded a general rise of 10 to 15 per cent. in January 1921.)</p> <p>Partial success, the men getting a 20 per cent rise, roughly half of what they demanded.</p> <p>Partial success. Coolies given Rs. 2 rise, and carters an extra 2 annas per trip.</p> <p>Success.</p>	<p>Strikers offered during strike to supply their own stevedores, i.e., to contract direct. No effect.</p> <p>The management state that their relations with their workmen had previously been generous and amiable, and that this strike must have been induced by outside influence.</p> <p>Preceded by strike in India Jute Press (item 27) and followed by strike of preparing coolies in same presses (item 46.)</p> <p>The strikers were made to forfeit pay for strike period.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
35. Machine Shop of Messrs. Dykes & Co. (Motor Department).	...	...	50	50	5th November 1920.	6th November 1920.	Demand for reinstatement of a dismissed mistri.
36. Hooghly Docking and Engineering Co., Ltd., Kidderpore.	Machine Shop.	700	250 700	700	5th November 1920. 11th November 1920.	17th November 1920.	Demand for a rise of 25 per cent. in wages.
37. Port Commissioners' Workshop, Kidderpore.	...	2,400	2,400	2,400	9th November 1920.	16th December 1920.	Demand for— (1) 33½ per cent. rise. (2) Effect from 1st April 1920. (Quote similar rise in wages given to Port Commissioners' clerical staff earlier in the year.)
38. Messrs. Parry & Co.'s Workshop, Howrah.	...	500	500	500	15th November 1920.	2nd December 1920.	Demand for a rise of 50 per cent. in wages

Course.	Results.	REMARKS.
	10	11
<p>5th November 1920.—Fifty men demand the mistri's reinstatement. Request refused. They go out. New hands are recruited and work proceeds as usual.</p> <p>5th November 1920.—The machine shop men (250) go out.</p> <p>11th November 1920.—The other departments follow suit.</p> <p>17th November 1920.—The firm promises to grant same increases as may be ascertained to have been given by other works of the same kind. Men resume work.</p> <p>Prior to the commencement of the strike the workmen were offered an improved scale of pay involving an increase of 10 per cent. for daily labour, 15 per cent. for mistries and 20 per cent. for head mistries. A protracted dispute consolidated with other strikes of pumping station and hydraulic cranimen at docks commencing during and probably occasioned by this strike. A barrister and an Alipore pleader take up men's case. Mass meeting at local gentleman's house attended by Foreman of pumping station who advises written statement of demands. Demand for 33½ per cent. reduced to demand for 25 per cent., but demand added that pay shall be given for period of strike (quoting case of B.I.S.N. Co.'s strike item 27). One or two cases of assault by the strikers.</p> <p>26th November 1920.—Alipore pleader and another place petition before the Vice-Chairman, Port Commissioners, who dictates reply in their presence.</p> <p>27th November 1920.—Vice-Chairman's reply despatched offering to revise rates to the level of rates that may be ascertained to obtain in other similar works, but refusing pay for period of strike.</p> <p>16th December 1920.—Strike collapses. Men resuming unconditionally.</p> <p>15th November 1920.—The men go out.</p> <p>25th November 1920.—Strikers assault a fitter who wanted to resume work. A police case instituted.</p> <p>29th November 1920.—Some of the strikers join local jute mill strikers.</p> <p>2nd December 1920.—The firm announce an all-round increase of 2 annas per day, and the men resume work.</p>	<p>Failure.</p> <p>Indefinite.</p> <p>Indefinite.</p> <p>Partial success.</p>	<p>(For connected strikes see items 40 and 53.)</p> <p>The five accused in the police case were fined Rs. 15 each. (For local jute mill strikes see items 48 et seq.)</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	
39. Scales and Weight Manufactory of Messrs. W. T. Avery & Co., Calcutta.	...	100	100	100	15th November 1920.	22nd November 1920.	Demand for a 60 per cent rise in wages.
40. Mechanical staff of Hydraulic Pumping Station, Port Commissioners, Kidderpore.	...	150	150	150	15th November 1920.	6th December 1920.	Demand for 33 per cent. rise in wages similar to that recently granted to the Port Commissioners' clerks. Strike apparently induced by Port Commissioners' workshop men already on strike. (Item 37).
41. Coachmen and Syces of Calcutta.	3,000	3,000	15th November 1920.	15th November 1920.	Demand for a rise in wages of Rs. 7 for coachmen and Rs. 5 for syces.
42. Iron Manufactory of Messrs. Sikdar & Co., Calcutta.	...	275	250	250	15th November 1920.	17th November 1920.	(1) Protest against late payment of wages for October. (2) Demand for general rise in wages.
43. Steamer-workshop of Rivers Steam Navigation Co., and India General Navigation Co., Barisal.	...	598	598	598	16th November 1920 (after noon).	25th November 1920.	Demand for— (1) 20 per cent. rise in wages. (2) 20 per cent. cost of living allowance on same, (3) free medical treatment, (4) pure drinking water at shop, (5) annual increments of Rs. 10 for at least 10 years.

Course.	Results.	REMARKS.
	10	11
<p>15th November 1920.—The men go out. 18th November 1920.—Firm announces concessions. 19th November 1920.—Majority of men resume work. 22nd November 1920.—The whole resume work.</p>	<p>Partial success. Concessions given— (a) 12½ per cent. rise to the workshop men. (b) Rupee 1 (Rs. 16) to the coolies of long service and 4 annas (Rs. 15-4) to coolies of junior service. (c) Four instead of 2 days' bonus for a full month's attendance. (d) Absence owing to genuine sickness to count for bonus.</p>	<p>Only a few men affected by concession (a). Others affected under (c). In March 1921 the demand for a 50 per cent. rise was repeated. Matter settled (no strike) by extending concession (a) to all hands and reducing bonus to 2 days' bonus again.</p>
<p>15th November 1920.—The men go out. Subsequent course up to 27th November 1920 as in strike of the Port Commissioners' workshop (item 87). 6th December 1920. Strike collapses, no concessions being granted.</p>	<p>Failure.</p>	<p>(Compare item 53.)</p>
<p>A union (not heard of since) formed with an Alipore pleader as President. Written demands sent to employers. 15th November 1920.—The men go out. In the evening the pleader announces that about 95 per cent. of the employers have granted an increase of Rs. 4 and Rs. 3, respectively, and calls off the strike.</p>	<p>Partial success.</p>	
<p>15th November 1920.—The men go out on strike. 17th November 1920.—The men return without any settlement.</p>	<p>Failure.</p>	
<p>16th November 1920.—Men go out. 25th November 1920.—Concessions announced after negotiations with pleaders. The men return.</p>	<p>Concessions granted— (1) 20 per cent rise in wages; (2) grain allowance per month, subject to good time-keeping, of Rs. 3-8 to men drawing Rs. 30 and upwards and Rs. 3 to others; (3) grain allowance of Re. 1-4 to apprentices and menials; (4) an annual increase of Rs. 2 to apprentices; (5) half pay to strikers for period of strike, at old rates; (6) full pay to persons injured on duty and free medical aid.</p>	<p>A local pleader mediated the case at Barisal and a barrister in Calcutta mediated the case at the headquarters office.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
44. Shalimar Works, Ltd., Sibpore, Howrah.	Riveters	1,500	300	1,400	17th November 1920.	29th November 1920.	(1) Demand for higher wages (2) Outside interference (according to the management.)
45. Anglo-American Motor Co., Calcutta.	...	100	100	100	18th November 1920.	18th November 1920.	Non-payment of wages for overtime claimed to have been earned in the previous month.
46. Preparing coolies of 19 Jute Presses in Chitpur and Cossipore, Northern Calcutta.	...	...	1,000	...	19th November 1920. 20th November 1920. 15 presses 3 presses	25th November 1920.	Demand for 50 per cent. rise in the wages.
47. Hooghly Jute Mill, Kidderpore.	Weaving	3,000	3,000	3,000	20th November 1920.	7th December 1920.	Demand for 25 per cent. rise in wages.

Date.	Remarks.	REMARKS.
9	10	11
<p>17th November 1920.—The men go out. 29th November 1920.—Men resume work on terms offered.</p>	<p>Partial success. Terms— (1) some enhancement to daily men; (2) riveters' (contract) rates to be enhanced proportionately, if they could show that higher rates were being drawn by riveters in other similar concerns.</p>	<p>The question of raising wages had been under consideration for some months. A rise conceded to daily men was, the firm states, ineffective only because the contract riveters exerted under pressure upon the daily men, threatening violence. The firm report outside interference by vakils and pleaders, and meetings on Howrah maidan and at Garden Reach addressed by outsiders; all of which, the firm states, prolonged the strikes and worked against the maintenance of goodwill between them and their men.</p>
<p>The men strike work and the firm forthwith sanctions payment.</p>	<p>Success.</p>	
<p>Several meetings and a union formed. Letters addressed to owners. 24th November 1920.—Men of five presses resume, increments being given. Midday, go out again to compel similar concessions in other houses. 25th November 1920.—Concessions granted and men return.</p>	<p>(1) Rupees 2 increase (20 per cent.) (2) Previous grain compensation allowance of Rs. 4 to be henceforth a consolidated part of pay.</p>	<p>The total number of large jute presses is 20. Messrs. Ralli Bros. men did not join the strike. (Compare item 32.)</p>
<p>18th November 1920.—Deputation of weavers asks Manager for 25 per cent. rise. 19th November 1920.—Position discussed by Jute Mills Association. Company reject demand. 20th November 1920.—Weavers go out. Mill closed down. 6th December 1920.—Deputation of sirdars representing each department interviews member of firm at the mill. Arranged to restart next day unconditionally. 7th December 1920.—Work resumed.</p>	<p>Failure.</p>	<p>An additional police force was drafted into the area. No disturbance. (See also connected strikes in Howrah group, next below.)</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE OF WHICH DISPUTE		Cause.
					Began.	Ended.	
1		2	3	4	5	6	7
48. Fort William Jute Mill, Sibpur.	Weaving	6,000	6,000	6,000	23rd November 1920.	6th December 1920.	Demand for 25 per cent. rise in wages. Probably induced by Hooghly Jute Mill weavers already on strike. (About 200 of the weavers of this mill live in the neighbourhood of the Hooghly Jute Mill.)
49. Ganges Jute Mills, Sibpur.	Weaving	10,000	10,000	10,000	25th November 1920.	6th December 1920.	Demand for 25 per cent rise in wages; the strike in the Fort William Jute Mill spreading to all jute mills of the Howrah group.
50. Howrah Jute Mills, Sibpur.	Weaving	11,500	11,500	11,500	25th November 1920.	6th December 1920.	Demand for 25 per cent. rise in wages; the strike in the Fort William Jute Mill spreading to all jute mills of the Howrah group.
51. Atlas Construction Co., Ltd., Calcutta.	...	246	246	246	22nd November 1920.	25th November 1920.	Demand for a rise of 37½ per cent. in wages.

Course.	Results.	REMARKS.
9	10	11
<p>23rd November 1920.—Weavers go out and mill closed down.</p> <p>27th November 1920.—Sporadic looting in bazar by these and other jute mill strikers.</p> <p>2nd December 1920.—Meeting. Calcutta Maulvis advise continuance. Opposed by some sirdars.</p> <p>3rd December 1920.—A body of the strikers interfere with men of the Ganges Mill, also on strike, who had returned to work.</p> <p>5th December 1920.—Meeting. Local Maulvis advise return.</p> <p>6th December 1920.—All return to work unconditionally.</p>	<p>Failure.</p>	
<p>25th November 1920.—Weavers go out and mills closed down.</p> <p>27th November 1920.—Sporadic looting in bazar.</p> <p>2nd December 1920.—Meeting. Calcutta Maulvis advise continuance. Opposed by some sirdars.</p> <p>3rd December 1920.—A proportion return to work in both mills. Outsiders intervene, believed to be strikers of the Fort William Jute Mill. New mill men go out again.</p> <p>4th December 1920.—Old mill (700) again work.</p> <p>5th December 1920.—Meeting. Local Maulvis advise return.</p> <p>6th December 1920.—All return to work unconditionally.</p>	<p>Failure.</p>	<p>Special police activity throughout, extra armed men being drafted in. These three concerns are the only jute mills in the Howrah City industrial group. The Hooghly Jute Mill across the river is comparatively isolated at the Kidderpore side, and belongs by intercourse to the Howrah group, quite a proportion of the labour of the Howrah mills living in its neighbourhood. The four rises of wages (10 per cent. 10 per cent. 20 per cent. and 10 per cent.) conceded to the jute industry between 1917 and these strikes were each preceded by strikes in this group of four concerns.</p>
<p>25th November to 2nd December 1920.—As in Ganges Jute Mill (above).</p> <p>3rd December 1920.—Some of the strikers return to work, but go out again under threats of outsiders, believed to be strikers of Fort William Jute Mill.</p> <p>5th December 1920.—Meeting. Local Maulvis advise return.</p> <p>6th December 1920.—All return to work unconditionally.</p>	<p>Failure.</p>	
<p>22nd November 1920.—Men go out.</p> <p>25th November 1920.—All but 30 resume work unconditionally.</p>	<p>Failure.</p>	<p>The firm believe the demand was the result of outside interference, stating that several of the workers said they had been instructed to strike, as all work in Bengal would be shut down unless every Engineering firm gave a rise of 37½ per cent. The firm state that willing workers were intimidated, and that after the resumption of work substantial increases were given to deserving cases.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
52. Godown coolies of Rivers Steam Navigation Company, Limited, and the India General Navigation and Railway Company, Limited, working at Nimtollah, Armenian Steamer and Juggernath Ghats; also at Kulpi Ghat and Branch Booking Office, Samavaya Mansions.	...	163	163	...	24th November 1920.	28th November 1920.	Demand for a rise to Rs. 20 from present pay of Rs. 11 and Rs. 12.
53. Cranemen of Port Commissioners' Docks, Kidderpore.	...	200	200	200	25th November 1920.	6th December 1920.	Demand for— (1) initial pay of Rs. 35 in place of Rs. 25 up to Rs. 50 by annual increments of Re. 1. (2) improved leave rules.
54. Bengal Iron Works, Kulti.	Foundry	11,000	600 1,400 11,000	11,000	25th November 1920.	1st December 1920. (afternoon).	General unrest regarding wages precipitated by objection of foundry men to unaccustomed orders of Foundry Foreman and to recently introduced system of payment by contract.

Course.	Results.	REMARKS.
9	10	11
<p>24th November 1920.—The men go out. 27th November 1920.—The authorities announce an increase. 28th November 1920.—Work resumed.</p>	<p>Partial success. Terms conceded:— (1) all-round rise of Rs. 3 (2) also Re. 1 for coolie in charge of each scale where such not already being paid. (3) half pay for period of strike.</p>	<p>A pleader interviewed the Companies on the men's behalf, but the settlement was made direct, and the Companies' decision was communicated to the men by the respective Godown Superintendents.</p>
<p>28th November 1920.—The men go out. 6th December 1920.—Majority resume work unconditionally. Others replaced by new hands.</p>	<p>Failure.</p>	<p>(Compare item 40.)</p>
<p>25th November 1920.—General casting shop go out (600 men) demanding— (1) removal of shop foreman; (2) cancellation of his order that they should collect and remove their own scraps; and (3) time wages instead of contract piece wages.</p> <p>General Manager offers to suspend foreman pending proper enquiry. Settlement deferred owing to orders of Swami Biswananda (follower of Mr. Gandhi), whom men's leaders had sent for, that case should be handed over to him. Men's leaders visit him: he raises question of wages: they tell him a rise of 20 per cent. is expected on arrival (December) of Chairman from England; he advises a general demand for 50 per cent. rise backed by a general strike of whole works. Letters sent inviting Gandhi and Lajpat Rai.</p>	<p>Strike partially successful. Terms conceded— (1) General Manager to sign an expression of regret for the assault on the Swami drafted by workers' representative. (2) No victimisation on account of the strike. (3) Strikers' demand for a 50 per cent. rise in wages to be referred to the Chairman for decision; the General Manager giving a written undertaking that there will be some increase of wages and that a final decision will be given within a month. (4) Contract work to be abolished and all workers to revert to the basic wage of 1919 plus 50 per cent. unless already in receipt of that amount.</p>	<p>The Additional Superintendent of Police was on the spot throughout with a contingent of armed men. The case for assault was filed owing to insufficient evidence. An all-round increase of 30 per cent. over pre-war rates had been granted in December 1919 as the result of one day's strike.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
55. Loading coolies (contract labour), Calcutta.		160	160	160	26th November 1920.	27th November 1920.	Demand for a rise in wages from 2 annas per cart to 3 annas.

Course.	Results.	REMARKS.												
9	10	11												
<p>26th November 1920.—Sleeper Shop go out (800 men). Meeting held, presided over by Swami Biswananda and attended by the General Manager, the Manager of Foundry Department, the Additional Superintendent of Police and the Subdivisional Magistrate. General Manager explains how he proposes to meet the men's demands. Men apparently inclined to return, but the Swami lays down that a more final settlement should first be made. Meeting breaks up after five hours' session. Announced that the whole works will go on strike from following morning.</p> <p>27th November 1920.—All hands join the strikers (total about 11,000).</p> <p>28th November 1920.—Subdivisional Magistrate interviews the Swami and impresses on him his personal responsibility in the event of outbreak of violence.</p> <p>28th November 1920.—The Swami presents himself at the General Manager's bungalow in the evening with three of his Committee (recently constituted Barakar Labour Association) and asks for interview on behalf of the men. Audience refused. On driving away the party assaulted by some European employees of the Company. Rumour spread that the Swami had been shot or is confined in General Manager's bungalow. Some 2,000 strikers armed with <i>lathis</i> prepare to attack General Manager's bungalow. Trouble averted by the appearance of Swami, who urges non-violence.</p> <p>29th November 1920.—The Swami declining to do so, the Subdivisional Officer institutes a case in respect of the previous day's assault on the Swami. Subdivisional Officer induces Swami's Committee and the General Manager to meet the following day.</p> <p>30th November 1920.—Meeting postponed owing to arrival of two Barristers. Meeting fixed for following day.</p> <p>1st December 1920.—Meeting held at Barakar Dāk Bungalow and settlement arrived at. All hands return to work.</p>	<p>(5) The Foreman and head mistry of the General Casting Shop to be removed from the shop for a month, during which an enquiry to be held as to their conduct and result submitted to Chairman for his orders.</p> <p>(6) The practice of deducting two days' wages for one day's absence to be discontinued.</p> <p>(7) (a) Workers on daily pay to receive a bonus of half a day's pay for six full days' work done in one week, in addition to overtime for work on week days and Sundays; and (b) full wages to be paid for X'mas day, Good Friday, New Year's Day:—</p> <p>Half wages to be paid for—</p> <table data-bbox="784 1121 1090 1247"> <tr> <td>Pujah ...</td> <td>... 2 days.</td> </tr> <tr> <td>Dewali ...</td> <td>... 1 day.</td> </tr> <tr> <td>Holi ...</td> <td>... 1 "</td> </tr> <tr> <td>Id ...</td> <td>... 1 "</td> </tr> <tr> <td>Muharam ...</td> <td>... 1 "</td> </tr> <tr> <td>Bakr-Id ...</td> <td>... 1 "</td> </tr> </table> <p>(8) (a) Sick leave with pay to be granted on production of medical certificate; and (b) management to pay more attention to arrangements for medical attendance.</p> <p>(9) (a) General Manager to denounce ill-treatment of workers and racial differentiation in a written circular; and (b) all complaints to be referred to a Workmen's Committee meeting once a month.</p> <p>(10) All workers to be paid with effect from 1st December 1920 irrespective of the day upon which the company may call upon them actually to work.</p> <p>(11) Workers to receive cinders and coke grease for consumption as fuel.</p>	Pujah 2 days.	Dewali 1 day.	Holi 1 "	Id 1 "	Muharam 1 "	Bakr-Id 1 "	
Pujah 2 days.													
Dewali 1 day.													
Holi 1 "													
Id 1 "													
Muharam 1 "													
Bakr-Id 1 "													
<p>26th November 1920.—The coolies go out.</p> <p>27th November 1920.—Half-anna increase given and the men resume work.</p>	<p>Partial success.</p>													

Workeffected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
56. Robert Hudson Workshops of Messrs. Martin & Co., Kidderpore.	...	500	500	500	27th November 1920.	15th December 1920.	Demand for a rise of 50 per cent.
57. M. E. D. Stores, Messrs. Martin & Co., Kidderpore.	...	20	20	20	28th November 1920.	15th December 1920.	Demand for a rise of 50 per cent.
58. Kutra Workshop, Messrs. Martin & Co., Kidderpore.	...	150	150	150	29th November 1920.	10th December 1920.	Demand for a rise of 50 per cent.
59. Head Workshop, Martin & Co., Kidderpore.	...	150	150	150	1st December 1920.	15th December 1920.	Demand for a rise of 50 per cent.
60. Lifting and carrying coolies of Messrs. Bird & Co., Chitpur Ghat.	...	...	40	40	28th November 1920.	30th November 1920.	Demand for a rise in wages from 4½ pies to 9 pies per bale.
61. New Central Jute Mill, Ghoosury.	...	4,000	4,000	4,000	29th November 1920.	16th December 1920.	Demand for 25 per cent. rise in wages.
62. Radha Kissen Cotton Mill, Ghoosury.	General.	1,100	1,100	1,100	29th November 1920.	5th December 1920.	Demand for further rise in pay, making a total rise of 75 per cent. on pre-war rates.
63. Bharat Abhudoy Cotton Mill.	General.	800	800	800	29th November 1920.	7th December 1920.	Demand for 75 per cent. rise in wages, as in neighbouring Radha Kissen Cotton Mill.

Course.	Results.	REMARKS.
	10	11
<p>27th November 1920.—The men go out. 15th December 1920.—The men resume work unconditionally.</p>	Failure.	
<p>28th November 1920.—The men go out. 15th December 1920.—The men resume work unconditionally.</p>	Failure.	Connected strikes.
<p>29th November 1920.—The men go out. 10th December 1920.—The men resume work unconditionally.</p>	Failure.	
<p>1st December 1920.—The men go out. 15th December 1920.—The men resume work unconditionally.</p>	Failure.	
<p>28th November 1920.—The men go on strike. 30th November 1920.—The men resume work on obtaining increases of— (1) Rupee 1 per day for carrying coolies, (2) Fourteen annas for lifting coolies.</p>	Partial success.	
<p>29th November 1920.—Men go out. 16th December 1920.—All return unconditionally.</p>	Failure.	An extension of the movement for 25 per cent. rise made in the Howrah group (47 <i>et seq.</i>) to which this is the next adjacent jute mill northwards.
<p>29th November 1920.—Strikers go out. 7th December 1920.—The men resume work, employers having conceded increased wages exceeding pre-war rates by— (1) 43 per cent. for those drawing Rs. 40 or less, (2) 25 per cent. for those drawing more than Rs. 40.</p>	Partial success.	Probably occasioned by strike in New Central Jute Mill, to which this mill is immediately adjacent. The increase was preceded by increases granted in January and June 1920
<p>29th November 1920.—The men go out. 1st December 1920.—One-third coolies resume work. 2nd December 1920.—Go out again. 7th December 1920.—All resume work, the firm conceding rises resulting in wages of 45 per cent., in excess of pre-war rates, on average.</p>	Partial success.	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
64. Engineering Workshop of Messrs. Jessop & Co., Garden Reach.	...	200	150	200	29th November 1920.	3rd December 1920.	Demand for a general rise in wages.
65. Riveters and carpenters in works of Rivers Steam Navigation Co., Garden Reach.	...	3,000	500	500	29th November 1920.	13th December 1920.	Demand for a rise of 25 per cent. in wages.
66. Loading and unloading coolies of Spice Godowns, Amratollah, Calcutta.	...	2,000	500 2,000	2,000	30th November 1920.	11th December 1920.	Demand for a rise in wages from 2 annas to 3 annas for loading a cart.
67. Contractors' workmen in India General Navigation and Railway Co.'s Dock-yard, Garden Reach.	Riveters, blacksmiths and carpenters.	850	850	850	1st December 1920.	10th December 1920.	Demand for higher wages due to grant of higher wages to Company's own daily paid men.

Course.	Results.	REMARKS.
	10	11
<p>29th November 1920.—The men go out.</p> <p>3rd December 1920.—Authorities promise to consider the case sympathetically, and the men resume work.</p> <p>29th November 1920.—The men go out.</p> <p>13th December 1920.—Firm announces 10 per cent. increase. The men resume work.</p> <p>About 500 coolies petition the merchants through a pleader.</p> <p>30th November 1920.—100 coolies refuse to work. Others follow.</p> <p>1st December 1920.—Employers promise to consider and the men resume work.</p> <p>4th December 1920.—The men modify their demand to 2 annas 6 pies. per cart. More stop work on the pleader's advice.</p> <p>5th December 1920.—Employers promise a rate of 2 annas 6 pies, and the men resume work.</p> <p>6th December 1920.—Employers alleged to be paying 2 annas 3 pies instead of 2 annas 6 pies. The entire labour (2,000) go out.</p> <p>11th December 1920.—Employers give a written undertaking to increase the rate by 6 pies and the men resume work.</p>	<p>Indefinite.</p> <p>Partial success.</p> <p>Partial success.</p>	
<p>1st December 1920.—The men decline to enter the Dockyard. Contractors state they had received no warning of intended strike.</p> <p>2nd December 1920.—Men employed in other trades, such as moulders, painters, sailmakers and caulkers, are drawn into the strike. The Riveter Contractors are considered to be sufficiently well paid, but an increase of 10 per cent. on standard rates is granted to contractors in other trades.</p> <p>6th December 1920.—Men employed in other trades begin to come in.</p> <p>10th December 1920.—All men back at work.</p>	<p>Partial success.</p>	<p>The firm state that the riveters were the leaders of the strike and that the contractors asked for time to settle with them, which was allowed. At the outset of the strike the position was complicated by an alleged assault on a riveter contractor by one of the European staff owing to delay in returning a plan. The matter was, however, dropped as both parties appeared to be to blame.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
68. Contract coolies working at northern terminal Ghats, Calcutta.	...	2,000	2,000	2,000	1st December 1920.	3rd December 1920.	Demand for a rise of 75 per cent in wages.
69. Contract coolies working at Salt Golas, Howrah.	...	1,500	1,500	1,500	2nd December 1920.	12th December 1920.	Demand for a further rise of 25 per cent. in wages (over increase of 50 per cent. granted in February 1920).
70. South Union Jute Mill, Matiabruz.	Weaving	4,000	4,000	4,000	3rd December 1920.	9th December 1920.	Complaint about quality of yarn and demand for 25 per cent. rise in wages.
71. Gouripore Jute Mill No. 2, Gouripore.	Weaving	5,000	5,000	5,000	6th December 1920.	22nd December 1920.	Demand for more wages (amount unspecified).
72. Dey and Kundu's Iron Foundry, Howrah.	...	100	40	40	7th December 1920.	24th January 1921.	Demand for— (a) payment for Sunday. (b) an all-round increase of Rs. 5 per month.
73. Reliance Jute Mill, Bhatpara.	Weaving	7,000	7,000	7,000	8th December 1920.	13th December 1920.	Demand for 25 per cent. rise in wages.

Course.	Results.	REMARKS.
	10	11
<p>15th November 1920.—The men form a union and submit a petition demanding 75 per cent. rise.</p> <p>27th November 1920.—The Union send an ultimatum threatening to go on strike on 1st December 1920.</p> <p>1st December 1920.—The men go out.</p> <p>3rd December 1920.—Employers announce increase of 35 per cent. and men resume.</p>	<p>Partial success.</p>	<p>Similar strike follows in the Salt Golas. (Item 69.) (See also item 74.)</p>
<p>2nd December 1920.—The men go out.</p> <p>12th December 1920.—Firm concede increase of 4 annas per head per week. Men return.</p>	<p>Partial success.</p>	
<p>3rd December 1920.—Men go out and mill closed down.</p> <p>9th December 1920.—Three quarters of the men return. Absentees, mostly Diamond Harbour men, return later. Better yarn promised.</p>	<p>Failure on main issue</p>	<p>Further extension of the movement started in the Hooghly Jute Mill and in the Howrah group. (Item 47 <i>et seq.</i>) Next adjacent jute mill but one to Hooghly Jute Mill southward. Followed by strike of mill department. (Item 78).</p>
<p>Meetings held during previous week and general signs of unrest.</p> <p>6th December 1920.—Weavers refuse to work and all go out. Mill closed down and announcement made that it will be restarted only when all undertake to return unconditionally.</p> <p>22nd December 1920.—Deputation of weavers undertake to start next day unconditionally.</p> <p>23rd December 1920.—Mill restarted. All return.</p>	<p>Failure.</p>	<p>Probably occasioned by strikes in Howrah group, which were still proceeding on 6th December 1920. (Item 47 <i>et seq.</i>)</p>
<p>7th December 1920.—The men go out. Employers announce they will consider the case of increment if the men resume work. No effect.</p> <p>24th January 1921.—Twenty-five men resume work. The pay of 19 of them increased by Rs. 2 and 3 according to length of service. No increase for remaining 6, as they work on contract.</p>	<p>Partial success.</p>	<p>The firm state that the remaining 15 strikers subsequently resumed work on action being taken against them.</p>
<p>8th December 1920.—The men go out.</p> <p>11th December 1920.—They want to resume, but management refuse to start up. Promise to start up on 13th December 1920.</p> <p>13th December 1920.—All hands resume.</p>	<p>Failure.</p>	<p>Another probable extension of Howrah group movement. (Item 47 <i>et seq.</i>)</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
74. Baranagar North and South Jute Mills, Baranagar.	Weaving	8,000	8,000	8,000	8th December 1920.	15th December 1920.	Demand for a 25 per cent. increase in wages, the strikers alleging that a similar increase had been granted to the workers of the Howrah group of Jute Mills.
75. Contractors' men of Messrs. John King & Co., Ltd., Victoria Engine Works.	...	200	200	200	6th December 1920.	22nd December 1920.	Demand for higher wages from contractors.
76. Contract coolies working in Kantapur Shed, Kidderpore Docks.	...	150	150	150	9th December 1920.	14th December 1920.	Demand for rise similar to rise given by contractors in northern terminal ghâts a week before. (Items 68 and 69).
77. East India Cigarette Co., Dum Dum.	...	800	16	16	9th December 1920.	13th December 1920.	Demand for a rise of Rs. 2 per month per head.
78. South Union Jute Mill, Matiabruz.	Cop-winding.	4,000	200	4,000	10th December 1920.	13th December 1920.	Demand for <i>khorki</i> for period of strike originating in factory department, which concluded on 9th December 1920. (Item 70.)
79. Drivers The Indian Motor Taxi Cab, Calcutta.	...	150	150	150	12th December 1920.	14th December 1920.	Demand for a rise in commission from 11 per cent. to 15 per cent., smaller deduction for empty miles run and dismissal of a cashier and inspector.
80. Engineering Works of Messrs. Burn & Co., Howrah.	...	5,000	5,000	5,000	14th December 1920.	26th January 1921.	Demand for rise up to a figure 75 per cent. in excess of pre-war rates.

Course.	Results.	REMARKS.
9	10	11
<p>8th December 1920.—Weavers of South Mill go out at 8 A.M. and are joined at 9 A.M. by weavers of North Mill, no notice having been given to the management. The two mills are closed down.</p> <p>15th December 1920.—All return unconditionally, a small deputation of weavers having satisfied themselves that no such increase had been granted in the Howrah group.</p>	<p>Failure.</p>	<p>The East Mill worked without interruption. The majority of the workers dissociated themselves from the claim.</p>
<p>The firm offered the strikers a bonus, payable only to men who worked a full month of 24 days without loss of time. The strikers rejected the proposal.</p>	<p>Not reported.</p>	<p>The firm are of opinion that the strike was arranged between Contractors and men with a view to forcing the firm to increase contract rates for work under construction.</p>
<p>9th December 1920.—The men go out.</p> <p>14th December 1920.—The men resume work on the promise of the authorities that their case will receive consideration.</p>	<p>Indefinite. (On consideration an increase of 25 per cent. above 1919 rates was granted, making 56 per cent. in all on pre-war rates.)</p>	<p>Said to be instigated by union formed by the coolies in the northern ghâts at the time of their strike. (Item 68).</p>
<p>9th December 1920.—The men go out.</p> <p>13th December 1920.—The firm concede an increase of Re. 1 per month and the men resume work.</p>	<p>Partial success.</p>	<p>Followed by a general strike on 21st December 1920. (Item 89.)</p>
<p>10th December 1920.—Manager refusing demand, cop-winding department go out. Whole concern closed down.</p> <p>13th December 1920.—Work resumed unconditionally.</p>	<p>Failure.</p>	
<p>Case put up to Motor Drivers' Association, who send letter to firm detailing demands and asking for reply by 15th December 1920. They send copy to Commissioner of Police asking him to arbitrate. (He declined to do so.)</p> <p>12th December 1920.—Men go out in breach of Association's programme.</p> <p>14th December 1920.—Men resume work, firm having raised commission to 12 per cent. and dismissed cashier and inspector.</p>	<p>Partial success.</p>	<p>No record that Association denounced the breach of programme. (See also item 5, table for 1921).</p>
<p>14th December 1920.—The men go out.</p> <p>16th December 1920.—Some interference with would-be workers.</p> <p>26th January 1921.—Firm having promised consideration, the men resume work.</p>	<p>Indefinite.</p>	<p>About 2 months previously increases had been given to selected cases.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of rs. strike	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
81. North Union Jute Mill, Sealdah.	Weaving	3,000	300	3,000	14th December 1920.	31st December 1920.	Alleged supply of bad yarn.
82. Potato vendors of Sir Stewart Hogg Market, Calcutta.	...	30	30	...	15th December 1920.	15th December 1920.	Dissatisfaction with selling price for hill potatoes fixed by market authorities.
83. Mistries of oil mills (about 105 mills), Calcutta.	...	1,600	1,600	1,600	15th December 1921.	16th December 1920.	Demand for a rise in wages.
84. Coolies of oil mills, Calcutta and Sulkea.	...	...	1,500	1,500	17th December 1920.	17th December 1920.	Demand for a general rise of Rs. 3 per mensem (present pay Rs. 11 and Rs. 12).
85. Maniktalla Municipality.	Conser-vancy.	441	441	441	16th December 1920.	17th December 1920.	Demand for a rise of Re. 1 on their present pay. (Mehtars Rs. 11 and dhangars Rs. 8), on account of similar concessions granted in neighbouring Cossipore-Chitpore Municipality.
86. Calcutta Pottery Works, Calcutta.	...	420	400	400	17th December 1920.	19th December 1920.	Demand for a general rise in wages.
87. Baurea Cotton Mill, Baurea.	...	2,000	2,000	2,000	18th December 1920.	12th January 1921.	Demand for higher wages.

Course.	Results.	REMARKS.
9	10	11
<p>14th December 1920.—European assistant takes disciplinary action against some weavers for bad production. The weavers assault the Manager, attribute the cause of less production to the supply of bad yarn, and go out. The whole mill closes down.</p> <p>31st December 1920.—The men resume work unconditionally.</p>	Failure.	
<p>15th December 1920.—Men strike. Prices raised from 4 annas 6 pies to 5 and 6 annas per seer, and men resume.</p>	Partial success.	
<p>The durwans and coolies sent an ultimatum demanding a rise in wages. The authorities increased their wages by Rs. 2 and Re. 1, respectively</p>	Partial success.	Followed by strike of oil mill coolies. (Item 84).
<p>15th December 1920.—The mistries go out as no increase was given to them.</p> <p>16th December 1920.—The authorities increase their wages to Re. 1-5 a day for working days and 5 annas 3 pies for holidays, and the men resume work.</p>		
<p>17th December 1920.—The men go out of the Calcutta oil mills, and some 300 of the strikers go to Sulkea to induce the men there to strike work. The police disperse them, but the men of two oil mills go out. The press men of these oil mills go to a neighbouring oil mill to spread the strike, and the leader is arrested. The authorities announce an increase of Rs. 2 per mensem and the men resume work.</p>	Partial success.	The police case was compounded and the accused released.
<p>16th December 1920.—The men go out.</p> <p>17th December 1920.—Demands conceded in full. Men return.</p>	Success.	
<p>17th December 1920.—The men go out.</p> <p>19th December 1920.—The men resume work unconditionally.</p>	Failure.	The non-strikers, about 20 in number, were prosecuted with a blanket each.
<p>18th December 1920.—The men go out.</p> <p>12th January 1921.—The men begin to dribble back unconditionally.</p>	Failure.	The men were last given a rise in September 1920 which brought their pay up to a figure 50 per cent. in excess of pre-war rates.

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
88. Rattan Cotton Mill, Serampore.	...	160	160	160	20th December 1920.	20th December 1920.	(1) Demand for higher wages (unspecified). (2) Less fining for alleged bad work.
89. East India Cigarette Co., Dum-Dum.	...	800	800	800	21st December 1920.	4th February 1921.	Demand for a 50 per cent. rise
90. *Jessop & Co.'s Engineering Works, Howrah.	...	2,500	2,500	2,500	23rd December 1920.	29th January 1921.	Demand for a rise of 25 per cent. in wages and a 50 per cent. cost of living bonus.
91. Calcutta Corporation Workshop, Entally, Calcutta.	...	750	525	525	23rd December 1920.	14th February 1921.	Demand for wages on holidays coupled with complaint about inadequacy of recent increases of pay.
92. Makers of <i>biris</i> in three shops in Strand Road, Calcutta.	...	500	500	500	25th December 1920.	3rd January 1921.	Demand for rise of 2 annas 6 pies on present wages of 13 annas 9 pies for making 1,000 <i>biris</i> .
93. South Union Jute Mill, Matiabruz.	Some weavers and cop-winders.	4,000	200	4,000	30th December 1920.	4th January 1921.	Alleged supply of bad yarn

Course.	Results.	REMARKS.
9	10	11
<p>20th December 1920.—The men go out. The Deputy Superintendent of Police and Inspector induce the strikers to resume work and await decision of the Directors to be given on 6th January 1921.</p>	<p>Indefinite </p>	<p>Another strike on 6th January 1921. (Item 3, statement for 1921.)</p>
<p>21st December 1920.—The men go out. 22nd December 1920.—Manager announces that the firm will not give an increase, but will consolidate with their pay the Rs. 2 monthly bonus which they get for regular attendance. The men refuse these terms.</p>	<p>Partial success ...</p>	<p>Preceded by a partial strike ending on 13th December 1920. (Item 77.)</p>
<p>4th February 1921.—Work resumed on terms offered on the 22nd December. 23rd December 1920.—The men go out. During January.—Stray cases of interference with workshop clerks. No case instituted. 29th January 1921.—Firm promise increases to be decided upon as soon as possible, and announce decision to employ the men direct instead of through contractors. Men resume work.</p>	<p>Partial success. Middlemen eliminated and increments varying from Rs. 2 to Rs. 5 per mensem eventually granted.</p>	
<p>18th December 1920.—Petition to Chairman. 22nd December 1920.—Chairman's reply rejecting petition posted on workshop gates. 23rd December 1920.—All but head mistries, steam roller staff and contractor's coolies go on strike (525). 14th February 1921.—The men resume work, having been conceded six Christian holidays per annum on full pay.</p>	<p>Partial success.</p>	
<p>15th December 1920.—Calcutta <i>biri-wallas</i> hold a meeting and decide to demand rise of 2 annas 6 pies on their present wages of 13 annas 9 pies for making 1,000 <i>biris</i>. Most employers subsequently concede a rise of 1 anna 3 pies per thousand. 30th December 1920.—Strand Road men go on strike, their employers not having followed suit. 3rd January 1921.—The employers concede 1 anna 3 pies more per thousand, and the men return.</p>	<p>Partial success.</p>	
<p>30th December 1920.—Men stop work, demanding better yarn, Manager states that mill will be closed down unless all resume at once. Bobbins thrown at Manager who dismisses 9 cop-winders. 200 at once go out. Rest follow and mill closed down. 4th January 1921.—Work resumed.</p>	<p>Indefinite.</p>	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
BURDWAN AREA (see also item 54).							
94. Raniganj Engineering Works, Raniganj.	...	500	500	500	10th December 1920.	15th February 1921.	Demand for a rise of 75 per cent. in wages.
95. Raniganj Pottery, Raniganj.	2,000	...	19th December 1920.	24th December 1920.	Demand for higher wages by 50 per cent.
96. Raniganj Paper Mills.	1,200	...	23rd December 1920.	9th January 1921.	Demand for higher wages
97. Purandip Tannery, Raniganj.	250	...	31st December 1920.	9th January 1921.	Demand for a 50 per cent. rise in wages.
98. Sweepers, Raniganj Municipality.	...	59	59	59	10th December 1920.	16th December 1920.	Demand that an increase of pay conceded on December 1st should be given retrospective effect as from August 1st, 1920.
99. Victoria Colliery, Kult.	Whole colliery.	450	450	450	7th December 1920.	10th December 1920.	Demand for rise of pay and other improvements.

Course.	Results.	REMARKS.
9	10	11
<p>5th December 1920.—Ultimatum to the Chief Mining Engineer that they would go on strike on 10th December 1920.</p> <p>10th December 1920.—The men go out.</p> <p>15th February 1921.—Work resumed.</p>	<p>Not reported ...</p>	
<p>Manager's offer of about 20 per cent. refused by the strikers. Men dribble back about the 24th December.</p>	<p>Not reported ...</p>	<p>Movement apparently precipitated by outsiders, who toured the area advising labourers to strike. A similar upheaval was simultaneously going on in the Jherria area. The movement must also have been considerably encouraged by the successes achieved in the strike at the Bengal Iron Works, Kulti. (Item 54.)</p>
<p>23rd December 1920.—Men go out without notice; also servants of European staff.</p>	<p>Partial success.</p>	
<p>24th December 1920.—Mill employees submit following demands:—</p> <ol style="list-style-type: none"> (1) 50 per cent. increase in salary; (2) holiday on Sunday; (3) no house rent; (4) tonnage as usual; (5) all strikers to be re-appointed; (6) 13 days' holiday every year. 	<p>Terms—</p> <ol style="list-style-type: none"> (1) 50 per cent. increase in salary, but grain allowance stopped. Nett increase 15 per cent.; (2) Sunday work to be limited as much as possible and restricted to urgent work only (3) no rent for house accommodation; (4) tonnage as usual (5) strikers to be reappointed, but Company reserves right to transfer to other departments if desirable; (6) 13 holidays per annum, provided sufficient workers attend to keep the mill working. 	
<p>Swami Darsananda conducts negotiations thereafter.</p>		
<p>9th January 1921.—Men return on terms offered.</p>		
<p>31st December 1920.—The men go out.</p> <p>9th January 1921.—The men return on terms offered.</p>	<p>Partial success. Terms conceded—a rise of 25 per cent.</p>	
<p>7th December 1920.—Demand refused.</p>		
<p>10th December 1920.—Strike commences.</p>	<p>Partial success ...</p>	<p>The Chairman states that a Swami ordered the men to strike on the 10th December.</p>
<p>16th December 1920.—Retrospective effect as from 1st November 1920 conceded. Men return.</p>		<p>(Followed by a strike for pay for the period of this strike. Item 7 in statement for 1921).</p>
<p>7th December 1920.—The men go out. Swami Darsananda conducts negotiations. Grievances investigated and held by the Company to be without cause.</p>	<p>Failure.</p>	
<p>10th December 1920.—Work resumed unconditionally.</p>		

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
100. Narasamooda Colliery.	Santali miners.	700	90 Santalis.	90 Santalis.	7th December 1920.	11th December 1920.	Demand for rise per tub from annas 6 to annas 8.
101. Baraboni Colliery.	Miners	200	164	164	11th December 1920.	12th December 1920.	Demand for a rise of 50 per cent in wages.
102. Babisole Colliery of the Economic Coal Co., Ltd.	Firemen and Engine Drivers.	93	30	63	13th December 1920.	17th December 1920.	Demand for a rise in wages and other improvements.
103. Bibisole Colliery of the Bellora Coal Co., Ltd.	Firemen, Engine Drivers, Fitters, Surface labourers and some of the miners.	275	100	100	14th December 1920.	17th December 1920.	Demand for a rise in wages and other improvements.
104. Satpukhuria Colliery.	Miners	350	250	...	22nd December 1920.	22nd December 1920.	Demand for a rise in wages and other improvements.

Course.	Results.	REMARKS.
9	10	11
<p>7th December 1920.—Strike commences.</p>	<p>Partial success.</p>	
<p>11th December 1920.—Work resumed on terms offered.</p>		
<p>11th December 1920.—Strike commences.</p>	<p>Partial success. Terms conceded—a rise of 25 per cent.</p>	
<p>12th December 1920.—Work resumed on terms offered.</p>		
<p>13th December 1920.—Strike commences. Fireman and Engine Drivers subsequently drafted in from outside. and ringleader dismissed.</p>	<p>Partial success. Terms conceded— (1) full pay for sick leave on doctor's certificate ; (2) wages for period of strike.</p>	<p>Previous to the strike a rise of 25 per cent. all round had been given.</p>
<p>17th December 1920.—Work resumed on terms offered.</p>		
<p>14th December 1920.—Strike commences. Firemen and Engine Drivers subsequently drafted in from outside. and ringleader dismissed.</p>	<p>Partial success. Terms conceded— (1) full pay for sick leave on doctor's certificate ; (2) wages for period of strike.</p>	<p>Previous to the strike a rise of 25 per cent. all round had been given.</p>
<p>17th December 1920.—Work resumed on terms offered.</p>		
<p>22nd December 1920.—The men go out. Manager promises to consider their demands. Work resumed.</p>	<p>Indefinite.</p>	

Outlines of reported details of strikes in

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE OF WHICH DISPUTES		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
1. Coolies of Port Commissioners' Jetties.	1,500	1,500	3rd January 1921.	3rd January 1921.	Demand for a rise in wages from Rs. 18 to Rs 20.
2. Scavenger coolies of the Salvation Army.	...	169	39	39	4th January 1921.	5th January 1921.	Discontinuance of an allowance of 2 annas per day for coolies going outside Calcutta.
3. Rattan Cotton Mill, Serampore.	...	160	160	160	6th January 1921.	12th January 1921.	Demand for higher wages.
4. Champdany Jute Mill, Baidyabati.	...	8,000	380	8,000	7th January 1921.	10th January 1921.	Objection to proportionate reduction of war bonus in respect of the idle day of the 5-day week begun on 1st January 1921.
5. The Indian Motor Taxi Cab Company.	Drivers.	150	150	150	11th January 1921.	30th January 1921.	Demand for raising commission to 15 per cent., the men alleging that the firm had not fulfilled promise to raise commission to 12½ per cent. which was term of settlement of strike ending on 14th December 1920. (Item 79 in table for 1920.)
6. Taxi Drivers and professional drivers of private cars, Calcutta.	3,000	3,000	12th January 1921.	26th January 1921.	Objection to certain rules, more particularly— (1) New rule requiring medical examination of applicants for professional driver's licence. (2) New rule forbidding carrying of attendants on taxis.

Bengal which began in January-March 1921.

Course.	Results.	REMARKS.
9	10	11
<p>3rd January 1921.—The men go out, but resume work the same day unconditionally.</p>	Failure.	
<p>General complaint at discontinuance ... 4th January 1921.—One of the coolies assaults Captain, and the men go out. 5th January 1921.—Order withdrawn. Men resume work.</p>	Success.	
<p>6th January 1921.—The men go out. 12th January 1921.—The men resume work unconditionally.</p>	Failure.	
<p>7th January 1921.—Demand being refused, the men go out. Mill closed down. 10th January 1921.—Work resumed unconditionally.</p>	Failure	... Followed by similar strike in next adjacent mill but one northwards, a week later. (Item 8.)
<p>11th January 1921.—The men go out. 30th January 1921.—The authorities promise 12½ per cent. commission, and the men resume work.</p>	Partial success	... These men were simultaneously on strike as against the police in the general strike commencing on 12th January 1921. (Item 6.)
<p>September and October 1920.—Recently formed Association sends lengthy printed memorial to Commissioner of Police detailing grievances. Commissioner of Police sends detailed reply, declining to accede to any of the demands.</p>	Committee appointed	... The President of the Association was one of the members of the committee appointed
<p>2nd January 1921.—Association meets in Town Hall. Ruled that a further petition should be sent to Commissioner demanding a favourable reply by 25th January 1921, failing which a strike would be called on 26th January 1921.</p>		
<p>11th January 1921 (night).—Issur Singh, taxi-driver, arrested and taken to thana for continued disobedience of traffic police officer and refusing to show licence. Other drivers on spot protest and go out.</p>		
<p>12th January 1921.—All taxi-drivers on strike. Though a breach of programme, the strike is endorsed by the Association.</p>		
<p>16th January 1921.—Mass meeting of strikers in Wellesley Square under auspices of Association. Main object to get professional drivers of private cars out. Most emphasis laid on hardship on existing drivers of medical test.</p>		

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
<i>6.—concl'd.</i>							
7. Raniganj Municipality.	Conservancy.	59	59	59	12th January 1921.	18th January 1921.	Demand for pay for period of strike ending on the 16th December 1920. (Item 98 in statement for 1920.)
8. Northbrook Jute Mill, Gourhat.	Spinning	3,300	150	3,300	17th January 1921.	20th January 1921.	Demand for same pay as drawn by spinners of Champdany Jute Mill.
9. Art Press in Wellington Street.	Compositors.	32	12	12	18th January 1921.	25th January 1921.	Demand for higher wages ...

Course.	Results.	REMARKS.
9	10	11
<p>17th January 1921.—Most drivers of private cars join the strike. The President of Association and others interview Commissioner, who announces he has recommended the appointment of a committee of enquiry into rules. Will allow attendants unconditionally and accept medical certificate of any doctor, pending committee's report. Will also receive a deputation of strikers.</p> <p>18th January 1921.—Meeting of strikers at Wellesley Square. Results of interview announced. Exposition interrupted by frequent shouts that strikers will not accept reference of medical and attendant question to committee, but demand immediate decision abolishing former absolutely and finally allowing attendants without license. Also demand decision first of case against Issur Singh.</p> <p>20th January 1921.—Deputation to Commissioner, who further explains proposals and agrees to drop medical examination of old drivers pending committee's report. <i>Communiqué</i> announcing committee published.</p> <p>21st January 1921.—Government suspends all subsisting licences to drive a motor cab.</p> <p>22nd January 1921.—President writes to Commissioner announcing relinquishment of demand regarding Issur Singh's case.</p> <p>24th January 1921.—Commissioner further defines position in letter to President. Emergency meeting of owners called by Automobile Association, largely attended. President having intimated acceptance of Commissioner's proposals, Government withdraw order suspending licences.</p> <p>25th January 1921.—All drivers return to work.</p>		
<p>12th January 1921.—Strike commences.</p> <p>18th January 1921.—Demand conceded and work resumed.</p>	Success	... The Chairman states that the strikers were throughout advised by Swami Darsananda.
<p>20th January 1921.—Work resumed unconditionally.</p>	Failure	... The management explain that the claim was unjustified, the Champdany spinners' higher earnings being due to their working six hours longer per week than the Northbrook spinners.
<p>17th January 1921.—Ultimatum demanding reply by 5 P.M. Consideration promised in March.</p> <p>25th January 1921.—Seven men back at work. The rest replaced by new hands.</p>	Failure	... The firm state that they always grant increments in March, and that of the 5 men who did not resume, 4 were new hands.

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	End.d.	
1	2	3	4	5	6	7	8
10. Bengal Paper Mill, Rani-ganj.	General	1,200	1,200	1,200	26th January 1921.	4th February 1921.	Demand for-- (1) full pay for period of strike ending the 9th January 1920 (item 96 of 1920). (2) recognition of Paper Mill Association by the Company.
11. Drivers and Conductors of Calcutta and Howrah Tramways.	...	2,500	2,500	2,500	27th January 1921.	24th February 1921.	Demand for following-- (1) An 8-hour working day and overtime. (2) Fixed monthly salary on a graduated scale with a minimum pay of Rs. 30. (3) Stoppage of taking extra hands till all men have been provided with permanent jobs. (4) Fair distribution of work by Head Starter. (5) Proper enquiries in cases reported by inspectors and flying-checkers. (6) Grant of compassionate allowance in cases of accident. (7) Grant of casual and privilege leave. (8) Permission to make good shortage of cash within a week without suspension in the interim. (9) Abolition of forfeiture except in cases when a man is found guilty of cheating by the Court of Law. (10) No dismissal without enquiry in the accused's presence, and, if necessary, permission to engage lawyer to defend him. (11) Counting attendance in Court under summons as a witness, as attendance on duty. (12) Free supply of overcoats for the winter.
12. Britannia Engineering Works, Tittagarh.	...	453	100	453	29th January 1921.	9th February 1921.	Demand for-- (1) reinstatement of two dismissed head mistries; (2) a 50 per cent. rise in wages; (3) an 8-hour instead of 9-hour day; (4) leave on all Government holidays.

Course.	Results.	REMARKS.
	10	11
<p>26th January 1921.—The men go out Negotiations thereafter conducted by Swami Darsananda.</p> <p>4th February 1921.—Work resumed on Company's agreeing to recognise the Association.</p> <p>21st January 1921.—Tramway Employees' Union officials oppose proposal to go on strike on 23rd January 1921, and urge inviting negotiations by proper notice. Thereafter an anonymous petition, giving a fictitious address, was sent to the Company, requesting a decision regarding the men's demands on or before the 25th January. This petition was received at the Company's office at noon on the 25th January. Same published in papers over signature of Secretary. No reply sent.</p> <p>26th January 1921.—Association meet. President still opposes strike.</p> <p>27th January 1921.—Strike commences without formal sanction.</p> <p>24th February 1921.—The men resume work on the following condition :—</p> <ul style="list-style-type: none"> (i) The Company will investigate the grievances of the employees and announce their decision within one week. (ii) If the men are dissatisfied with the Company's decision, Government will, within one week, appoint a committee to enquire into their grievances. 	<p>Partial success</p> <p>The Company's decision announced on 5th March 1921 not being accepted, the Committee proceeded to the enquiry.</p>	<p>The Company state that contributing causes alleged were :—</p> <ul style="list-style-type: none"> (1) their final settlement of the previous strike with the workers direct; (2) their non-posting-up of the terms of settlement arrived at in that strike. <p>Directly the strike began the President embraced its cause. The 27th January was the day before the arrival in Calcutta of H.R.H. the Duke of Connaught.</p>
<p>27th January 1921.—The men demand a holiday on 28th January 1921, on account of the visit to Calcutta of H.R.H. the Duke of Connaught. The Manager refuses.</p> <p>28th January 1921.—Several absent themselves and two head mistries go out with 100 men working under them.</p> <p>29th January 1921.—All hands return, but the same body go out again on Manager's announcement that their two head mistries are dismissed. Works closed down.</p>	<p>Failure</p>	<p>Six weeks later the firm conceded an 8-hour day.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
12.—concl'd.							
13. Engineering Workshop of Messrs. Saxby & Farmer, Entally.	...	500	500	500	1st February 1921.	9th March 1921.	Demand for-- (1) pay for certain holidays; (2) a 25 per cent. rise in wages.
14. Contractor's coolies of Messrs. John King & Co.'s Engineering Works, Howrah.	...	200	200	200	2nd February 1921.	2nd March 1921.	Demand for higher wages from contractors.

Course.	Results.	REMARKS.
9	10	11
<p>1st February 1921.—Men formulate four demands (see under "Cause").</p> <p>9th February 1921.—Work resumed unconditionally.</p> <p>27th January 1921.—Notice posted at night outside main gate proclaiming a <i>hartal</i> for the 28th, the day of the arrival in Calcutta of H.R.H. the Duke of Connaught.</p> <p>28th January 1921.—Workmen attend but refuse to work. Manager declares a 4 days' holiday, work to recommence on the 1st February.</p> <p>1st February 1921.—276 men present for work.</p> <p>2nd February 1921.—All absent, and nothing heard from them until the 4th February.</p> <p>4th February 1921.—Manager sends for leading mistries, who report that men demand—</p> <ul style="list-style-type: none"> (1) 25 per cent. allowance, (2) all gazetted holidays, (3) pay for absence through accidents. (4) pay for the 4 days' holiday just given. <p>Manager promises to consider any real grievance when men return to work. Thereafter a written petition received to same effect; and Manager announces same reply by posting a notice.</p> <p>15th February 1921.—Men still absent. All workmen and mistries dismissed and paid off. Notice posted that works will reopen on the 17th, when all wishing to be re-engaged should present themselves for re-employment.</p> <p>17th February 1921.—Nobody appears, owing (the management state) to intimidation.</p> <p>23rd February 1921.—Notice posted saying that 12 men, considered to be ringleaders, would not be re-engaged.</p> <p>7th March 1921.—Firm interviewed by a representative of the Bengal Central Labour Federation. They refuse to discuss matters with him.</p> <p>9th March 1921.—Work resumed unconditionally.</p>	<p>Failure.</p>	
<p>2nd February 1921.—The men go out, and are left to take their own course with the contractors.</p> <p>2nd March 1921.—The men resume work.</p>	<p>Not reported</p>	<p>... The strike was intermittent.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
15. Indian operative staff of East Indian Railway Workshops, Lillooah.	...	7,000	7,000	7,000	3rd February 1921.	1st April 1921.	Demand for-- (1) a 25 per cent. rise in wages, (2) pay for Sundays and holidays, (3) pay for absence owing to illness, (4) admission to provident fund benefits.

Course.	Results.	REMARKS.
9	10	11
<p>2nd February 1921.—A delegation to the Carriage and Wagon Superintendent demands—</p> <ol style="list-style-type: none"> (1) a 25 per cent. rise in wages, (2) pay for Sundays and holidays, (3) permission to subscribe to the Railway Provident Institution. <p>(1) and (2) are refused, but the delegates are informed that (3) has already been granted and will be operative from February.</p> <p>3rd February 1921.—The Indian Workshops staff strike work after the dinner interval. Unsuccessful attempt to fire gasworks.</p> <p>17th February 1921.—As a result of a deputation of workmen which met the Superintendent on the previous day, it is notified that—</p> <ol style="list-style-type: none"> (a) employees of 3 years' continuous service may join the Provident Institution, (b) eight specified festivals per annum will be given as holidays, (c) piece-work rates, where necessary, will be revised, (d) absence on strike will be reckoned as break of service, causing loss of gratuity. <p>The men refuse to come in unless Sunday pay is granted.</p> <p>28th February 1921.—A general railway strike, rumoured to be called for this date, fails to occur. The strikers, probably disappointed at this, cause a serious riot in the evening in the Howrah railway yard. Traffic is stopped for several hours and some damage done.</p> <p>18th March 1921.—The District Magistrate forbids meetings on Howrah maidan and assemblages of men with <i>lathies</i> in the Howrah-Lillooah area with effect till the 30th March.</p> <p>26th and 27th March 1921.—Riots in Bamangachi Loco yard. A European driver seriously injured and considerable damage done to property.</p> <p>28th March 1921.—Demonstration by military in affected area.</p>	<p>Partial success, the concessions subsequent to the commencement of the strike being—</p> <ol style="list-style-type: none"> (1) the grant of 12 specified holidays per annum; (2) the making of piece-work optional. 	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
15.—concl'd.							
16. The Central Stores of the East Indian Railway, Howrah.	300	...	11th February 1921.	12th February 1921.	Forceful persuasion on part of men of Railway Workshop at Lillooah already on strike.
17. Government Rifle Factory, Ichapore.	...	3,500	3,300	3,400	12th February 1921.	Gradual collapse in April 1921.	General unrest, precipitated by a meeting at Barrackpore (Sodepore), at which a strike was decided upon. The demands, formulated after some workers had already gone out, were:— (1) rise of wages to bring them up to the level of 75 per cent. increment as at Lillooah, Kanchrapara and other workshops, (2) that day wages might be granted for public holidays declared on account of the arrival of H.R.H. the Duke of Connaught, (3) that in the event of sickness the poor class of people need not produce the medical certificate of a registered medical practitioner (practically all sections),

Course.	Results.	REMARKS.
9	10	11
<p>29th March 1921.—Mr. C. F. Andrews interviews employers and strikers and obtains permission from District Magistrate to hold meetings on Howrah maidan. At a meeting there he argues strongly against violence, tells the men that they will be allowed to join the Provident Institution, and announces that piece-work will be optional. He advises them of his failure to secure pay for the period of the strike or condonation of break of service whilst on strike from the point of view of gratuity; and promises to approach the Railway Board on these points.</p> <p>30th March 1921.—Another meeting held by Mr. Andrews. He announces that there will be no victimisation of strikers.</p> <p>31st March 1921.—At a meeting attended by Mr. Andrews the men decide to return to work. Mr. Andrews being too unwell to speak, the men are addressed on his behalf by the Secretary of the Bengal Labour Federation.</p> <p>1st April 1921.—Work resumed</p> <p>11th February 1921.—The men under inducement join the Lillooah strikers. Police assistance given.</p> <p>12th February 1921.—Work resumed.</p> <p>5th February 1921.—Intimation received that the men had determined to go on strike as a result of a large non-co-operation meeting.</p> <p>7th February 1921.—Some unrest in workshops. Superintendent addresses men. Men listen in silence and leave cheering the Superintendent.</p> <p>8th, 9th and 10th February.—Further unrest in shops. Men paid for January work. Superintendent's address read again to men, and comparative statement of earnings of 10 men of each section in 1913 and 1920 given to men. On the 19th petitions, mostly unsigned, received from men of sections, and replies given within 12 hours.</p> <p>11th February 1921.—More unrest in shops; very little work done.</p>	<p>Failure. (As a result of representations made independently of the strike, Government sanctioned pay for the holidays on account of H.R.H. the Duke of Connaught's visit for all ordnance factories.)</p>	<p>During the whole course of the strike numerous petitions, signed, anonymous and pseudonymous, were received by the Management asking for protection on permission to rejoin; and some definitely asking that the ringleaders should be dismissed, thus enabling the others to return to work. On the reconstitution of the Welfare Committee after the strike, candidates connected with the leadership of the strike failed to secure election in 7 out of the 9 sectional electorates.</p>

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTES		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
17.—contd.							<p>(4) that the foroman of a section might have the power of granting leave up to three days (most sections),</p> <p>(5) that pay be granted for Sundays and holidays (most sections),</p> <p>(6) a statement that the fine fund was not disbursed for the benefit of the workmen (about half the sections),</p> <p>(7) that allowance be made for the time spent in prayer by Muhammadans (less than half the sections),</p> <p>(8) that the hours of work be reduced to from 9 A.M. to 4-30 P.M. (one section),</p> <p>(9) that pay be granted in case of accident (one section). (Such pay was already given).</p>

Course.	Results.	REMARKS.
9	10	11
<p>12th February 1921.—Men absent, except clerks, durwans, several head mistries, line mistries and all viewers. Mistries and viewers remain only a short time and state they are afraid of consequence if they refuse to strike. Notice regarding elections for Welfare Committee posted in Factory and lines. Notice posted that Factory is open for work at any time the men desire to work.</p> <p>24th and 25th February 1921.—Clerks report that they are being intimidated from coming to work. They are warned that this is a very serious accusation to bring against the strikers and that <i>ex-parte</i> statements could not be accepted, but really strong evidence must be given. In consequence, a meeting of strikers decided intimidation of clerks was to cease.</p> <p>1st March 1921.—10 Gurkha viewers timber rejoin in spite of threats.</p> <p>7th March 1921.—Some 80 Punjabi workmen rejoin.</p> <p>11th March 1921.—Telegram received by the Director of Ordnance Factories from a man purporting to be Secretary, Central Labourers' Union, asking for a meeting to arrange a compromise. The sender is informed that the case is in the hands of the Superintendent and that the recognised channel of the Workmen's Welfare Committee is open at any time to the workmen.</p> <p>14th March 1921.—The head viewer and three viewers come in and report that they want to come in to work, but cannot do so on account of threats of dacoity. They would do so if they were allowed to keep guns at their houses to protect themselves.</p> <p>15th March 1921.—The Secretary, Central Labourers' Union, writes to Superintendent, asking to meet him and stating that the Director had instructed him to do so. He is informed that the Superintendent is always ready to meet the members of the Workmen's Welfare Committee and that he appears to have misunderstood the Director's letter.</p> <p>17th and 18th March 1921.—Individual strikers begin to visit the Superintendent and ask whether the men could come back without punishment, stating they had been misled by the "Strike Company." They are informed that the Factory is open to them at any time.</p>		

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
17.— <i>contd.</i>							

Course.	Results.	REMARKS.
9	10	11
<p>19th March 1921.—The Secretary, Central Labourer's Union, visits the Factory. He is informed that nothing can be discussed with him and that the workmen know their own representatives.</p> <p>During the whole strike, with few exceptions, about 120 men or women (durwans, gate staff, sweepers and coolies) attended daily. The attendance gradually rose and was 340 on the 31st March.</p> <p>2nd to 5th April 1921.—At a meeting of strikers on the 2nd April, violent speeches were made, stating that clerks and others ought to be prevented from coming in even at the cost of their lives. An influx of outsiders was observed on the 3rd. On the 4th picketing was complete; bands of men, linking arms, checked all men coming in. Two clerks got past and certain coolies were allowed to pass, who were women, including some sweepers. The total number was 125. Clerks were again warned that they must be prepared to give evidence, if they did not desire to be marked "absent without leave." They stated that the obstructors were not Rifle Factory, Ichapore, men, but that they believed they came from Kanchrapara and Kankinara. On the 5th it was decided to post notices in the lines that men unwilling to work after the 16th would have to vacate their quarters to make room for men willing to work. The news of this began to get out on the evening of the 5th.</p> <p>6th April 1921.—Attendance 340; all clerks in. The whole place reported quiet, the obstructionists having left.</p> <p>8th April 1921.—Attendance 450.</p> <p>9th April 1921.—Attendance 864.</p> <p>11th April 1921.—Attendance 1,780. A letter received by the Director from the Union Secretary, stating he is willing to advise the strikers to come in, provided (a) the Superintendent will expedite formation of the elected Workmen's Welfare Committee, (b) that no punishment will fall on individual strikers. The letter was brought by hand by an Indian gentleman who was seen by the Director, and told that no answer could be given to any such communication.</p> <p>12th April 1921.—Attendance 1,950.</p>		

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
17.—concl'd.							
18. Indian employees of the Packing Material Manufacturing Co., Calcutta.	...	60	60	60	14th February 1921.	15th February 1921.	Demand for a holiday on account of Saraswati Puja.
19. Bogra Municipality.	Conser-vancy.	105	105	105	14th February 1921.	17th February 1921.	Demand for rise of pay consequent upon high prices of food-stuffs in the locality.
20. Calcutta Electric Supply Corporation.	...	...	1,200	1,200	16th February 1921.	19th February 1921.	Demand for— (1) an increase of Rs. 6 in wages (present pay Rs. 14 per mensem). (2) an 8-hour day; (3) half holidays on Saturdays; (4) one and half days' wages for working on Sundays and holidays. (5) one month's pay as bonus yearly, (6) full pay during period spent in hospital for injuries received while on duty.
21. Hastings Jute Mill, Rishra.	Hessian weavers.	8,672	500	500	21st February 1921.	22nd February 1921.	Demand for reinstatement of a weaver dismissed for carelessness.
22. Wellington Jute Mill, Rishra, Serampore.	...	4,000	600	4,000	23rd February 1921.	14th March 1921.	(1) Dismissal of five men alleged to have assaulted a European assistant. (2) Demand for dismissal of the head sirdar suspected to have been privy to the dismissal of the men.

Course.	Results.	REMARKS.
9	10	11
<p>18th April 1921.—2,340. Reports from the Factory indicate that a number of men went off to their country at the beginning of the strike, and are rejoining, but have not yet had time to do so. All local men who intend to rejoin appear to have done so.</p> <p>14th February 1921.—The men refuse to work and firm declare a holiday.</p> <p>15th February 1921.—Work resumed.</p> <p>14th February 1921.—The workers refuse to work.</p> <p>16th February 1921.—Municipal Commissioners hold an extraordinary meeting and resolve to grant with retrospective effect from September 1920, an increment of Re. 1 per head resolved upon on the 31st August 1920, and a further Re. 1 per head with effect from February 1921. The excess amount due to be paid in course of the week, provided work is resumed next morning.</p> <p>17th February 1921.—Work resumed.</p> <p>16th February 1921.—The men go out.</p> <p>19th February 1921.—Work resumed on terms offered.</p> <p>21st February 1921.—The men go on strike.</p> <p>22nd February 1921.—They resume work unconditionally.</p> <p>23rd February 1921.—The men go on strike.</p> <p>9th March 1921.—Management refuses to dismiss the sirdar (who in the meantime, fearing assault at the strikers' hands, had left the neighbourhood), but undertakes only to reinstate him if the work of the mill is found to suffer by his absence.</p> <p>14th March 1921.—Work resumed.</p>	<p>Success.</p> <p>Partial success.</p> <p>Partial success.</p> <p>Terms conceded:— (1) a rise of Re. 1 per head, (2) time-and-a-half for over-time on Saturdays.</p> <p>Failure.</p> <p>Partial success.</p>	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
23. Mistries and coolies at Victoria Memorial, Calcutta.	...	400	400	400	27th February 1921.	3rd March 1921.	Demand for 25 per cent. increase in wages
24. Umbrella shops in Barabazar, Calcutta.	Sewers...	350	350	350	16th February 1921.	19th February 1921.	Demand for a rise of 3 pies in existing wage for sewing 1 dozen umbrellas (2 annas 6 pies per dozen).
25. Standard Jute Mill.	...	4,000	4,000	4,000	28th February 1921.	...	Demand for <i>kloraki</i> for period when mill was closed owing to repairs.
26. New Central Jute Mill, Ghoosury.	Winding	4,000	150	4,000	28th February 1921.	7th March 1921.	Demand for recess for <i>nemaz</i> on Fridays.
27. Messrs. Angelo Bros', Shellac Factory, Cossipore.	...	180 at time of strike.	100	180	1st March 1921.	17th March 1921.	The firm discharged 20 men on the 1st March, as they were partially shutting down manufacture of shellac. The strikers demanded the re-employment of a weighman who was among those discharged.

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Course.	Results.	REMARKS.
9	10	11
<p>22nd February 1921.—The men send an ultimatum demanding 25 per cent. on their present rates, allowing time for reply till 26th February 1921.</p> <p>26th February 1921.—The authorities refuse demand, saying previously granted increases should suffice.</p> <p>27th February 1921.—The men go on strike.</p> <p>3rd March 1921.—The men resume work unconditionally.</p>	Failure.	
<p>16th February 1921.—The men refuse to work.</p> <p>19th February 1921.—The employers grant increase of 1½ pies per dozen, and men resume.</p>	Partial success.	
<p>The men demand <i>khoraki</i> from Manager, which he refuses. They inform Manager that unless <i>khoraki</i> is paid they will not resume work when mill re-opens.</p> <p>26th February 1921.—The Manager notifies that mill will work from 28th February 1921.</p> <p>28th February 1921.—Mill re-opened. No men turn up. The mill is closed down.</p> <p>10th March 1921.—Work resumed without any definite settlement.</p>	Indefinite.	
<p>25th February 1921.—Daily paid Muhammadans demand recess for prayer. The Manager makes it a condition that they make up by overtime.</p> <p>28th February 1921.—They go out. Mill closed down.</p> <p>7th March 1921.—Agreement arrived at. Work resumed.</p>	Success.	
<p>1st March 1921.—About 100 stop work.</p> <p>2nd March 1921.—The rest follow suit owing to intimidation. Notice posted that Factory will be closed down unless strikers return on the 4th.</p> <p>4th March 1921.—All absent.</p> <p>7th March 1921.—Firm receive a letter from a man styling himself a member of the Chitpore Khilafat Committee, asking them to reinstate one of the men paid off. Firm refuse.</p> <p>17th March 1921.—All strikers resume work unconditionally.</p>	Failure.	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE OF WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
28. Loco and Carriage Workshops, Kanchrapara, Eastern Bengal Railway.	Loco Workshops.	5,800	5,800	5,800	3rd March 1921 (afternoon).	...	Partly the dismissal (for unauthorised absence from work) of an apprentice, which was the actual occasion of the strike; and partly a general state of unrest in the works (ascribed by the Company to political agitation).

Course	Result	Remarks
<p>3rd March 1921.—Men strike work without notice. Notice issued to the men explaining exactly why the apprentice was dismissed, and announcing that, if they resume work the next day, the time lost will be treated as leave.</p> <p>4th March 1921.—Workshops opened. A number of men turn up but return home owing to intimidation by strikers. Armed Police arrive from Barrackpore.</p> <p>5th March 1921.—Notice issued to workmen that shops will open on the 7th March, and that, if they turn up, their absence from the 3rd March will be treated as leave without pay. If on the other hand they do not turn up, they will be treated as being absent without leave.</p> <p>6th March 1921.—Messrs. Sen and Haldar, Barristers from Calcutta, arrive at Kanchrapara and address meeting of about 2,000 workmen. Subsequently, at their request, they are granted an interview with the Loco Superintendent. Mr. Sen says that he wishes to end the strike, and that he has informed the men that they were wrong in striking without first putting forward their grievances. He asks, however, for the reinstatement of the apprentice, which is refused.</p> <p>7th March 1921.—Workshops re-open, but have to be closed again as only about 100 men come to work.</p> <p>10th March 1921.—Petition received from Kanchrapara Labour Union stating—</p> <ol style="list-style-type: none"> (1) that their appeal of the 10th February 1921 for 25 per cent. increase of pay was refused; (2) that the contractors' workmen did not receive the same percentage increase as the Workshop daily labourers; (3) that the contractors themselves do not get P. T. O.'s and passes; (4) that contractors' men are not given railway quarters; (5) that the contractors' rates have only been increased 20 per cent.; (6) that the dismissed apprentice should be reinstated; (7) that there is a distinction made in pay between Indian, Anglo-Indian and European apprentices. 	10	11

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
28.—concl'd.							
29. Northbrook Jute Mill Company.	Spinning	3,300	250	3,300	7th March 1921.	15th March 1921.	Demand for dismissal of spinning line sirdar recently appointed from outside the mill.

Course.	Results.	REMARKS.
	10	11
<p>13th March 1921.—Petitioners informed by notice that when they resume work, any grievances they may have will be looked into.</p> <p>14th March 1921.—Shops re-open, but have to be closed again owing to only 100 men turning up.</p> <p>16th March 1921.—Notice of 13th March re-issued to strikers, with the addition that they are reminded that they will lose pay for the days they are absent from work and that this absence constitutes a break in service.</p> <p>19th March 1921.—Another appeal, purporting to come from the Kanchrapara Labour Union, demanding reinstatement of the dismissed apprentice, full pay for the period on strike and service to be treated as continuous, and no one to be dismissed for striking.</p> <p>21st March 1921.—Shops re-open, but no workman turns up.</p> <p>22nd March 1921.—Appeal received on 19th March replied to and petitioners informed by notice that the Company are not in a position to consider their demands.</p> <p>29th March 1921.—Shops re-open, but none turns up. Gangs of strikers armed with sticks assemble at different points and prevent men from going to work. The armed police arrest five men armed with lathies, who refused to disperse when ordered.</p> <p>2nd April 1921.—Further appeal from Indian Workmen's Union concerning only the dismissed apprentice.</p> <p>8th April 1921.—One workman caught in bazar on his way to work is detained and his head shaved. Other cases of intimidation brought to notice and in several cases workmen have to leave the station.</p> <p>11th April 1921.—Shops re-open. None turns up. (The strike was still in progress while the Committee was sitting.)</p> <p>7th March 1921.—About 250 spinners go out. Manager refuses to dismiss Sirdar as no good reason is adduced. Mill closed.</p>	Failure.	

Works affected and locality.	Department in which originating.	Full strength.	Number of strikers.	Number affected.	DATE ON WHICH DISPUTE		Cause.
					Began.	Ended.	
1	2	3	4	5	6	7	8
29.—concl'd.							
30. Loco, Carriage and Wagon Works, Bengal Provincial Railway, Tarkeswar.	...	60	60	60	18th March 1921.	18th March 1921.	Demand for— (1) 75 per cent. rise in wages; (2) more regular payment of allowance.
31. "Amrita Bazar Patrika" Press.	Compositors.	130	18	18	18th March 1921.	18th March 1921.	Demand for rise of pay. No amount specified.
32. Bally Jute Mill, Bally.	Weaving	4,000	4,000	4,000	28th March 1921.	5th April 1921.	Demand for a burial ground by Muhammadan employees. (Followed by a demand for higher wages.)
33. Municipal Market Coolies.	...	400	400	400	29th March 1921.	29th March 1921.	Discontent on account of— (1) alleged arrests by police for obstructing roads by keeping baskets thereon; (2) alleged suspension of licenses by Market authorities for insufficient reasons; (3) alleged enhancement of license fee from Rs. 3 to Rs. 7 per annum without any corresponding increase in rate of wages, viz., annas 2 per mile.

Course.	Results.	REMARKS.
9	10	11
<p>8th March 1921.—Engine started up—unsuccessful. Workers demand payment of wages up to date. Wages paid. Assistant hit with clod of earth while paying. Deliberate attempts, partly successful, on this and following days to destroy hose-pipe laid on to a recent fire at Northbrook.</p> <p>14th March 1921.—Engine started at all the spinning sirdars' request—unsuccessful.</p> <p>15th March 1921.—Work resumed unconditionally.</p> <p>17th March 1921.—Manager and Engineer receive petition, and ask the men to wait for a week for Board's decision.</p> <p>18th March 1921.—The men go out. Manager meets them and repeats request of previous day. Work resumed at 11 P.M.</p> <p>23rd February 1921.—18 compositors apply for increment. Told that increments will be granted with effect from March 1921.</p> <p>17th March 1921.—The same men again apply for immediate orders, and threaten strike on following day.</p> <p>18th March 1921.—They stop work at noon. Increments of pay, varying from 10 to 15 per cent. according to qualification, announced. The strikers resume work at 3 P.M.</p> <p>28th March 1921.—The men go out. No notice having been given to the Management, the works are closed down. Thereafter (1) the Management announce that the Municipality has undertaken to provide a burial ground, (2) the strikers advance a plea for higher wages, which is rejected.</p> <p>5th April 1921.—Work resumed with nothing further achieved.</p> <p>29th March 1921.—The men strike work in the morning and hold a meeting on the Maidan. The Market Superintendent assures them that their grievances will be favourably considered within a week and they resume work at 3 P.M.</p>	<p>Indefinite.</p> <p>Partial success.</p> <p>Indefinite</p> <p>Indefinite</p>	<p>... The firm state that the delay in resumption was due to agitators from the Lillooah and Ghosury districts, the workers of the East Indian Railway Workshops in the former district being on strike at the time. (Item 15).</p> <p>... The Municipality state that there had been no enhancement of license fee as alleged.</p>

APPENDIX II.**List of witnesses examined by the Industrial Unrest Committee.**

1. Mr. G. C. Sturgis, Superintendent of Police, Hooghly.
2. Mr. R. Banerjee, Deputy Superintendent of Police, Serampore.
3. Darsananda Swami, of Raniganj.
4. Abdul Huq Mistri, of Messrs. Burn & Co.'s Engineering Works, Howrah.
5. M. Majibar Rahman, B.L., Secretary, Howrah Labour Union.
6. M. Abbas Ali, Joint Secretary, Howrah Labour Union.
7. Bachoo Mistri, of Messrs. Jessop & Co.'s Engineering Works.
8. Abdul Sardar, of the Radha Kissen Cotton Mills.
9. M. Muzaffar Hussain, employee of the New Central Jute Mill, and Secretary, Ghosury Labour Union.
10. Hakim Sadat Ali, Member of the Bengal Central Labour Federation.
11. M. Wali Ali, employee in the Lillooah Railway Workshops.

The following gentlemen also attended and gave information regarding strikes in the concerns with which they are connected.

12. Mr. A. Alves, Acting Manager, Wellington Jute Mill.
13. Mr. T. J. Stewart, of Messrs. Bird & Co.
14. Mr. G. Crawford, Manager, Messrs. Burn & Co.'s Pottery Works, Raniganj.
15. Mr. A. R. Craven, of Messrs. Burn & Co.
16. Mr. G. T. G. Milne, of Messrs. George Henderson & Co.
17. Mr. A. E. Hefferan, of Messrs. Jessop & Co.
18. Babu Probodh Chandra Banerjee, Head Clerk, Radha Kissen Cotton Mills.
19. Mr. W. C. Banerjee, of Messrs. Banerjee & Co., Colliery Proprietors.

GOVERNMENT OF BENGAL.

COMMERCE DEPARTMENT.

Commerce.

CALCUTTA, THE 18TH JUNE 1921.

RESOLUTION—No. 2165 Com.

The report of the Committee, which was recently appointed on the recommendation of the Bengal Legislative Council to consider the problem of industrial unrest in Bengal, is published for general information. The report is full and clear, and as it will doubtless be studied with care by all who are interested in the subject, it will suffice to give here a brief outline of the Committee's recommendations and of the action which Government propose to take on them.

2. The Committee have given an interesting analysis of the causes of the strikes which have taken place in Bengal during the period between July 1920 and March 1921, and the Governor in Council accepts their conclusion that, while economic causes have probably been predominant, the recent outbreak was in fact due as much to a general spirit of unrest as to the specific causes alleged in individual cases. In considering remedial measures, the Committee have proceeded on the principle, which, as they rightly say, has inspired all the most successful work which has been done in England during the last ten years for the settlement of labour disputes, that the most satisfactory way of settling such disputes is for employers and workmen to come to an agreement among themselves, and that outside intervention should only be invoked when a rupture of relations is imminent or has actually taken place. As a means of promoting a spirit of co-operation between employers and employed and of bringing them together in friendly discussion before differences have had time to develop into serious disputes, the Committee suggest the establishment of Joint Works Committees to advise the management of industrial concerns on measures affecting the workmen. Such bodies have worked successfully in England and America during recent years, and have done much to help employers and employed to understand one another's point of view. There is nothing in Indian conditions to preclude the possibility of similar success in this country, and as the Committee of the Bengal Chamber of Commerce have already commended the scheme, the Governor in Council trusts that early action will be taken to give it a trial on a scale sufficient to enable a definite opinion to be formed as to its feasibility in this country.

3. In discussing the settlement of disputes, in which agreement cannot be reached between employers and employed, the Committee have given a useful summary of the history of compulsory arbitration and similar measures in other countries, but they reject as inapplicable to present Indian conditions all schemes involving any element of compulsion by legal process. They distinguish between strikes in public utility services which directly affect the public safety and convenience and strikes in private industrial concerns. To deal with the former class of strikes, they recommend the establishment of a panel from which small Conciliation Courts could be formed on the application of one or both of the parties or by Government of its own motion. Such a Court would have no legal power to enforce its findings, but it is expected that in the case of strikes affecting public utility services, public opinion would be sufficiently strong to induce the parties to come to terms on the basis of the findings of a thoroughly impartial and competent Court. In the case of private industrial disputes, the element of public opinion would ordinarily be absent or operative only to a small extent, and it might be a waste of time for a Conciliation Court to investigate a dispute when its findings might be disregarded by one or both parties. The Committee, however, recommend that where both parties express a desire for impartial outside intervention, Government should endeavour to meet their wishes.

4. The Committee have given strong reasons in support of their proposals and the Governor in Council is prepared to accept them. Immediate steps will be taken for the constitution of a panel from which Conciliation Courts can be set up to deal with disputes affecting public utility services. His Excellency in Council realises the necessity of so constituting the panel that its members may enjoy the fullest measure of public confidence, and the danger that suitable members may be unwilling to serve if additional work is thrown on them in the settlement of private disputes. The Conciliation panel will therefore be reserved for disputes affecting public utility services and nothing more will be expected of its members. If, in a private dispute, both parties ask that their differences should be investigated by an impartial authority, the Governor in Council will be prepared to constitute a special Conciliation Court to deal with the matter or to take such other action as may be suitable in the circumstances of the case.

5. His Excellency in Council is glad to find that the Committee have made a recommendation designed to ensure the supply of full and prompt information regarding industrial disputes to the officers whose business it is to keep Government informed of such matters. There is ordinarily no difficulty in securing the fullest statement of their case from the workmen involved, but in some cases, employers, probably through distrust of Government intervention, have shown themselves reluctant to supply authoritative information regarding the causes and progress of disputes. Now that the limits of Government intervention have been clearly laid down by the Committee, whose views on this point are fully shared by the Governor in Council, it may be hoped that no further reluctance will be felt in supplying duly authorised officers of Government with the information on matters of fact, which is essential, if Government is to discharge its responsibilities for dealing with labour unrest.

6. In conclusion, the Governor in Council desires to express his cordial appreciation of the services of the members of the Committee and his thanks for their suggestive report. It is a happy augury for the future that a Committee containing representatives of such diverse interests should have been able to make unanimous recommendations in regard to this difficult problem. Perhaps the most valuable feature of the report is its insistence on the importance of the human element in labour disputes; and the practical proposals of the Committee, if they meet with the public support which they deserve, and if they are put into force in the right spirit, should go far to avoid unnecessary bitterness and friction in dealing with the inevitable changes which modern developments are producing in the industrial conditions of the country.

By order of the Governor in Council,

A. MARR,

Secretary to the Government of Bengal.