

GOVERNMENT OF THE
CENTRAL PROVINCES AND BERAR



ANNUAL REPORT

ON THE ADMINISTRATION OF THE
FACTORIES ACT, 1934 (XXV OF 1934)

IN THE

CENTRAL PROVINCES & BERAR

FOR THE YEAR ENDING THE

31ST DECEMBER 1938



NAGPUR
GOVERNMENT PRINTING, C. P. & BERAR
1939

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No. 3960-1763-VII.
GOVERNMENT OF THE
CENTRAL PROVINCES AND BERAR
COMMERCE AND INDUSTRY DEPARTMENT

FROM

C. C. DESAI, ESQ., I.C.S.,
SECRETARY TO GOVERNMENT,
CENTRAL PROVINCES AND BERAR,

TO

THE DIRECTOR OF INDUSTRIES,
CENTRAL PROVINCES AND BERAR.

Nagpur, the 2nd September 1939.

SUBJECT.—*Annual Report on the Administration of
the Factories Act, 1934, during the year 1938.*

SIR,

I am directed by the Governor of the Central Provinces and Berar to acknowledge receipt of your letter No. 5736-D, dated the 18th July 1939, forwarding the annual report on the administration of the Indian Factories Act, and other Acts administered by the Chief Inspector of Factories, Central Provinces and Berar, during the year 1938.

2. The total number of factories coming within the purview of the Act rose from 1,058 to 1,085, the increase being mainly in the rice mills. The number of factories actually at work was 737 [767]. The number of workers employed increased from an average daily figure of 60, 751 to 61, 272 owing to improved conditions in the textile industry. It is satisfactory to note that the number of inspections made by expert inspectors showed an increase in spite of the fact that two of the inspectors were partly occupied with the work of committees. The inspections made by District Magistrates and additional inspectors fell from 349 to 277. Government consider that it is necessary to check all forms of illegal employment and to enforce observance of safety regulations, and unless more interest is taken by additional inspectors, who, being on

the spot, can carry out surprise inspections, it will not be possible to effect the desired improvement. This may be pointed out to the District Magistrates.

3. During the year, Government decided to enforce the rules regarding compulsory provision of crèches in premises employing more than 100 women and issued a notification applying these rules to such factories. The general question of industrial housing is under the consideration of Government.

4. The total number of accidents show an abrupt rise from 601 to 862, but the rise is reported to be mainly in minor accidents. Government are inclined to agree with the Chief Inspector of Factories that this increase is largely due to a spurt of activity in certain industries, but feel that steps should be taken in co-operation with the managements concerned to check any undue rise in accidents.

5. The number of prosecutions instituted was 90 [45]. The fines imposed were generally inadequate and Government wish to point out that lenient punishment in cases of illegal employment or disregard of safety regulations has the effect of encouraging it as many employers may find it profitable to risk detection and pay the light fine imposed.

6. Government have read with interest the account of the working of the Unregulated Factories Act which was applied for the first time to districts having a number of bidi and shellac factories and appreciate the difficulties in the application of the Payment of Wages Act to these factories. Definite proposals for suitable modifications in the application of the Act may be submitted for consideration by Government. The points raised in paragraph 34 regarding complaints under the Payment of Wages Act will also receive due consideration of Government.

I have the honour to be,

SIR,

Your most obedient servant,

C. C. DESAI,

*Secy. to Govt., C. P. & Berar,
Commerce and Industry Department.*

No. 5736-D

FROM

D. V. REGE, ESQ., I.C.S.,
DIRECTOR OF INDUSTRIES,
CENTRAL PROVINCES AND BERAR,

TO

THE SECRETARY TO GOVERNMENT,
CENTRAL PROVINCES AND BERAR,
COMMERCE AND INDUSTRY DEPARTMENT.

Nagpur, the 18th July 1939.

SUBJECT.—*Annual Report on the administration of the
Factories Act, 1934, during the year 1938.*

SIR,

I have the honour to submit the Annual Report on the working of the Factories Act, 1934 (XXV of 1934), in the Central Provinces and Berar for the year 1938.

I have the honour to be,
SIR,
Your most obedient servant,

D. V. REGE,
*Director of Industries,
Central Provinces and Berar.*

ANNUAL REPORT ON THE ADMINISTRATION
OF THE FACTORIES ACT, 1934 (XXV OF 1934)*
IN THE CENTRAL PROVINCES AND BERAR
FOR THE YEAR ENDING THE 31st
DECEMBER 1938

[Figures in brackets refer to the previous year.]

Introductory.—A slight revival in trade noticed during the previous year continued during the year under report and was responsible for increased employment to some extent in spite of the general depression in the cotton ginning and pressing industry which resulted in further closure of gins and presses curtailing employment of over two thousand workers. The textile industry staged a recovery with relief from Japanese competition and contributed materially to the improvement. Pacing up production was not, however, unattended by difficulties. Labour had become restless and strengthened by the anticipation of a sympathetic deal from the new Government was not slow in claiming a share of the benefits of prosperity, and made demands for a return of the wage-cuts which came into operation before 1934. There were threats of strikes and Government, in the interest of both the employer and the employed, had to appease the situation by appointing an Enquiry Committee. One of the Inspectors, Mr. P. K. Sen, was deputed on full-time work to help the Committee.

Another committee was appointed during the year to enquire into the question of control of ginning and pressing charges. These charges, due to the formation of pools, were, in recent years, tending to be excessive and reacted adversely on the already slender resources of the cultivators. Mr. V. R. Rege officiating Inspector of Factories, was deputed as Secretary to the committee. These enquiries have nothing to do with the Factories Act. That the Inspectors are often called upon to discharge such duties is a recognition of the value of their experience and a tribute to the wide interest they take in their work.

Early in the year, the question of making the inspection department self-supporting by levying a small licence fee on factories registered under the Act was taken up

*Also of other Acts administered by the Chief Inspector of Factories, Central Provinces and Berar.

and finally examined. Proposals were put up to Government and a Bill providing for this is now under consideration of the Legislature.

The following Bills were circulated for eliciting public opinion during the year :—

- (1) The Central Provinces and Berar Factories (Amendment) Bill, 1938.
- (2) The Central Provinces and Berar Unregulated Factories Payment of Wages Bill, 1938.
- (3) The Central Provinces and Berar Unregulated Factories (Amendment) Bill, 1938.
- (4) The Central Provinces and Berar Collection of Statistics Bill, 1938.

2. The office of the Chief Inspector of Factories was held by Mr. P. T. Koman Nayar, while Messrs. Oka and Sen continued as Inspectors of Factories. Mr. Oka was on leave from the 3rd May to 18th July 1938. Mr. Sen was almost entirely preoccupied with his duties on the Textile Enquiry Committee and thereafter as Labour Officer, so that a temporary post of an Inspector had to be sanctioned from 1st January 1938 to carry on the routine inspection work, the duties in connection with the newly enforced Acts, and the investigation into the operation of the cotton ginning and pressing pools. Mr. V. R. Rege was appointed to this post. As soon as it became clear, however, that the Labour Department would have to be put on a permanent footing and needed the services of a full-time officer, another permanent post was created. Recruitment to this post was made by the Joint Public Service Commission, and the new Inspector joined his post on 1st August 1938.

FACTORIES AND THEIR INSPECTIONS

3. The number of factories subject to the control of the Factories Act rose from 1,053 to 1,085 of which 237 [229] were non-seasonal and 848 [829] seasonal. Forty-nine factories were newly registered and 22 struck off the register, having either been dismantled or curtailed employment to below 10 persons. The net increase thus stood at 27 at the close of the year.

The particulars regarding the factories newly registered and those removed from the register are shown below:—

Nature of industry	Newly registered	Removed
Ginning and pressing	.. 9	16
Rubber works	.. 1	..
Frame works	.. 2	..
Rice mills	.. 23	2
Tile works	.. 1	..
Gas works	.. ..	1
Sugar factories	.. 2	..
Power loom factories	.. 2	..
Oil mills	.. 4	2
Dal mills	.. 2	..
Electric power works	.. ..	1
Colliery workshops	.. 1	..
Printing works	.. 1	..
Flour mills	.. 1	..
Total	.. <u>49</u>	<u>22</u>

The number of factories actually at work was 221 [218] non-seasonal, 516 [549] seasonal.

4. The number of factories inspected was 729 [767] of which 219 [218] were non-seasonal and 510 [549] seasonal. The number of factories inspected once was 301 [356], twice 220 [217], thrice 126 [135] and more than three times 82 [59].

5. The total number of inspections was 1,562 [1,444]. Departmental inspectors were responsible for 1,285 [1,095] inspections and District Magistrates and Additional Inspectors for 277 [349].

6. A statement showing the number of inspections carried out by the District Magistrates and Sub-divisional Magistrates is appended.

7. The average daily number of workers employed was—

		1938	1937
Men	..	41,631	41,367
Women	..	19,641	19,384
		<hr/>	<hr/>
	Total	.. 61,272	60,751
		<hr/>	<hr/>
Adolescents—			
Males	..	488	251
Females	..	27	29
Children	..	187	155
		<hr/>	<hr/>
	Grand Total	.. 61,974	61,186
		<hr/>	<hr/>

The following industries mainly show a decrease in the number of workers employed:—

	Decrease	Reasons
Railway workshops	.. 96	Due to less number employed.
Gin and press factories	.. 2,186	Due to failure of crops and steadily decreasing acreage of cotton cultivation.

An increase in the number of workers employed is mainly noticeable in the following industries:—

	Increase	Reasons
Cotton textile mills	.. 1,769	Due to increased demand.
General Engineering	.. 164	Due to registration of new concerns.
Gun carriage factory	.. 17	
Dal and rice mills	.. 117	Due to registration of new concerns.
Oil mills	.. 240	
Rice mills	.. 533	

HEALTH AND SAFETY

8. **Fencing and Safety Devices.**—The guarding and fencing of machinery and transmission received the usual attention, and altogether a high standard was maintained. This applies generally to the large establishments. In new factories, the question received hardly any consideration until warnings were issued. Unless employers realize that the protection of the workers should be the first consideration and production only the next, and see that no machinery or plant is put into operation without ensuring that it is as safe as it will have to be eventually, accidents caused by such machinery are bound to increase.

Small struggling concerns, generally dal, rice, and flour mills, have tried to meet the requirements by providing bamboo fences, but these are being gradually replaced. The Inspectorate paid special attention to the provision of underguards for overhead belts to minimize the risk attached to belt breakage, especially as it seems impossible, considering the financial resources of the majority of concerns inspected, to expect a high standard of maintenance necessitating frequent renewals which alone will prevent such breakage. The inefficacy of the usual safety valve fitted on low pressure steam using vessels in relieving any considerable overpressure was brought to the notice of the owners, thus dispelling a false sense of safety associated with the device.

In one case the safety valve of a yarn boiling kier was found carried out into the open, through the roof by the use of a long stand pipe, well out of hearing of the operator. This defeated the only useful purpose of such a valve of providing an alarm as soon as any excessive pressure is built up. The danger attending the use of the ordinary flexible wired inspection lamp connected to the alternating current main, inside heavily earthed boiler drums, rotary kilns and in damp situations was brought to the notice of the employers concerned and steps were taken to provide a low tension supply of from 12 to 24 volts for that purpose.

9. **Lighting.**—Although improvements have been noticed during the year through the increased adoption of electric lights, the general position with regard to the lighting of factory premises is still most unsatisfactory. Wherever day light is available, arrangements for letting it in to light up corners and alleys where danger lurks have been freely ordered by inspectors.

10. **Ventilation and Humidification.**—The conditions in this respect are steadily improving. One cotton mill has undertaken extensive improvements in the matter of air conditioning during the year under report and generally the textile interests realize the advantages accruing from the proper control of humidity and temperature in the manufacturing departments.

Cement works, rice mills, and dal mills continue to present the problem of dust nuisance for a satisfactory solution. In most cases, the last two industries will not be able to pay for any elaborate arrangement necessary for successfully dealing with the nuisance.

11. **Sanitation.**—Sanitary arrangements were satisfactory as usual in the large non-seasonal factories, but stricter supervision had to be enforced by the inspectors in the case of the seasonal factories, especially cotton presses and rice mills. The newly erected rice mills were, however, found to be much cleaner probably due to sufficient space and also to the general adoption of automatic rice milling plant in place of hullers.

12. **Housing.**—At present, the position is much the same as in previous years. Larger concerns which have already provided housing accommodation to workers have maintained them in a perfectly sanitary condition. The general question of industrial housing has engaged the attention of the Government and it is anticipated that in the near future the problem will be solved in the best interest of the workers and owners of factories.

13. **Crèches.**—The maintenance of crèches in factories where a large volume of female labour is employed was hitherto left to the good-will of the employer. The number of babies accommodated has been decreasing. Indeed this fact was trotted out as an argument to show that crèches were unpopular and that Indian labour with its caste scruples would not respond to such welfare measures. The department, however, found that such crèches as were in existence were not sufficiently well maintained to be attractive. Accordingly, Government decided to enforce compulsory provision of crèches in premises employing more than 100 women and issued the notification provided for in rule 69. The number of babies accommodated during the year was 196 [160]. It is expected that there will be considerable improvement in the coming years due to the enforcement of the better standard provided by rules.

14. Fires.—A few fires have been reported during the year and beyond the burning down of a few thatched huts in the premises of the Burhanpur Tapti Mills, no considerable loss has been reported. A case in a match factory of chemicals catching fire while being ground, causing a small explosion was investigated and the opinion of the Chief Inspector of Explosives obtained and communicated to the owner for taking necessary safety precautions.

15. Accidents.—The total number of accidents was 869 [601]. The following comparative statement shows the figures of accidents for the last five years :—

Year	Fatal	Serious	Minor	Total
1934	5	52	277	334
1935	7	48	509	564
1936	4	23	507	534
1937	2	52	547	601
1938	10	37	822	869

While it appears reasonable to anticipate a gradual increase in accidents due to better reporting, the position as reported this year cannot be entirely explained that way. Nor does the slightly larger number of persons employed justify the increase. In this connection, it may be observed that out of the total increase of 268, the Gun Carriage Factory and the cotton mills of the province which are together responsible for an increase of employment to the extent of only 8 per cent were responsible for an increase of 236 accidents or 75 per cent over their previous figures. These figures are significant. Both these industries are well known to have been working at full pressure and there is no doubt that the high incidence of accidents is, as suggested in last year's report, the direct result of speeding up.

While the number of minor accidents swelled up the total figures, there was a definite decrease in serious accidents. Unfortunately, 10 accidents resulted fatally. Out of these six were due to mill gearing, shafts, pulleys or belts in motion and indicated carelessness or inefficient handling of them.

16. The accidents are further classified as follows:—

(1)	In non-seasonal factories			in seasonal factories		
	Minor (2)	Serious (3)	Fatal (4)	Minor (5)	Serious (6)	Fatal (7)
I. Machinery—						
(a) Prime movers	2	..	..
(b) Transmission machinery—						
(1) Mills gearing, shafts, pulleys	..	15	3	5	3	4
(2) Belts	..	8	3	2	..	1
(c) Lifting machinery—						
(1) Hoists	..	2	1	..	..	..
(2) Other lifting gear	..	3	..	..	..	..
(d) Working machinery—						
(1) Textile machinery—						
(a) Blow room machinery	..	7	..	..	..	..
(b) Carding machinery	..	11	2	..	..	..
(c) Drawing machinery	..	2	1	..	..	..
(d) Speed frames	..	14	1	..	..	..
(e) Spinning machinery	..	5	..	..	..	..
(f) Looms	..	56	2	..	..	..
(g) Calenders	..	2	..	..	..	..
(h) Unclassified textile machinery	..	48	2	..	11	3
(2) Machine tools—						
(a) Milling machine	..	3	..	..	..	..
(b) Lathes	..	24	..	..	..	..
(c) Drills	..	20	..	..	..	..
(d) Power presses	2	..	..
(e) Others	..	35	..	..	..	..
(3) Wood working machine—						
(a) Circular saws	..	4	..	..	..	..
(b) Planning machines
(c) Vertical spindles or moulding machines.
(d) Band saws
(e) Others	..	4	..	..	..	..
(4) Miscellaneous unclassified machinery.	13	3	..	..	..	..
(5) Machinery not moved by mechanical power—						
(a) Lifting tackles	..	6	..	..	..	..
(b) Others	..	2	..	..	..	..

(1)	In non-seasonal factories			In seasonal factories		
	Minor (2)	Serious (3)	Fatal (4)	Minor (5)	Serious (6)	Fatal (7)
II. Transport—						
(a) Rolling stock on lines	.. 11	..	..	..	..	..
(b) Rolling stock not on lines	.. 1	..	..	..	..	..
III. Persons falling—						
(a) From altitude	.. 7	1	..	1	..	..
(b) Into excavations, etc.	.. 8	..	..	..	..	..
(c) On levels	.. 23	5	..	1	..	..
(d) Slipping	.. 31	1	..	2	1	..
IV. Falling objects—						
(a) Handled by injured persons	.. 68	..	..	..	..	..
(b) Not handled by injured persons	.. 43	1	..	4	..	..
V. Hand tools (including chips and particulars set in motion by them)—						
(a) In hands of injured persons	.. 52	1	..	1	..	..
(b) In hands of other persons	.. 6	..	..	2	..	..
(c) Missing marks	.. 23	..	..	..	..	..
VI. Struck by flying objects—						
(a) Flying splinters	.. 5	..	..	..	..	..
(b) Flying shuttles	.. 25	..	..	..	..	..
(c) Flying hammer heads or tool	.. 4	..	..	..	..	..
VII. Electricity						
	.. 1	..	..	..	..	..
VIII. Poisons, corrosive substances and occupational diseases.						

IX. Explosions and fires—						
(a) Boiler and steam pressure	.. 4	..	..	1	..	..
(b) Other explosion	.. ..	..	..	..	..	..
(c) Fires	.. 3	..	..	..	..	1
(d) Hot substances and flames	.. 13	..	..	..	..	..
X. Miscellaneous—						
(a) Heat prostration	.. ..	..	..	..	..	..
(b) Stepping on or striking objects	.. 55	1	..	..	..	..
(c) Gassing	.. ..	..	..	..	..	..
(d) Others	.. 122	..	..	3	..	2
Total	.. 789	28	7	33	9	3

17. Prosecutions.—Ninety [45] cases were instituted against the occupiers and managers of 45 factories; of these 31 [21] resulted in conviction with fines ranging from Rs. 10 to Rs. 100. In two cases papers were filed for

want of proper evidence. Fifty-six cases were pending in courts. The 31 offences were made up as follows:—

For breach of section 20	..	2
Do. do. 24	..	4
Do. do. 29	..	1
Do. do. 30	..	1
Do. do. 35	..	2
Do. do. 36	..	1
Do. do. 38	..	1
Do. do. 39	..	1
Do. do. 41	..	4
Do. do. 42	..	11
Do. do. 45	..	2
Do. do. 47	..	1
Total	..	<u>31</u>

Cases pending at the close of last year were disposed of during the year with adequate fines.

18. Certification of children.—1,357 [743] children were examined by the certifying surgeons appointed under the Act. Of these 451 [156] were certified as half-timers and 799 [501] as adolescents fit for employment as full-timers. 107 children were refused certificates, being either underage or physically unfit.

19. Factory schools.—The statement given below indicates the variation in number of children employed in factories receiving education during the last three years:—

Year	Average daily number of children employed in factories	Number receiving education
1936	.. 155	126
1937	.. 155	68
1938	.. 187	77

The general tendency has been to restrict the employment of children. With reduction in their number, the management of individual factories do not find it worthwhile to run schools unless such schools are also used by the workers' children. A few concerns have also provided for the education of workers' children. But

the effect of the last depression has been a gradual curtailment of this welfare activity.

20. **General health of workers.**—During the year a few outbreaks of cholera affecting the industrial population were reported. Immediate steps were, however, taken to suppress the epidemic by the local medical and mill authorities. No casualties were reported. The general health of the workers was reported to be good. The dispensaries of such factories as maintained them continued their useful activities and reports show that 143,388 [101,501] cases were treated by the medical officers attached to them.

21. **Hours of employment and holidays.**—The non-seasonal factories, particularly the cotton ginning and pressing factories, continued to be the greatest offenders against the provisions regulating hours of employment. Owners of factories by insisting on an impossible out-turn from their gins have in many cases forced the management to work beyond hours. So long as labour is unable to stand for its rights, the only way to counter such systematic exploitation would be to arrange more surprise visits and to impose exemplary fines when offences are proved.

22. **Exemptions.**—The periodical revision of the exemptions provided by rule 74 which lapsed by the operation of section 43 (5) was taken up and proposals were submitted to Government. The examination carried out for this purpose revealed that there was not much scope for curtailing exemptions previously granted. On the other hand, it was found necessary to recommend certain exemptions to glass factories from the provisions of section 37. In exercise of the power vested in him under section 44 (2), the Chief Inspector of Factories granted certain short period exemptions to the Government Press and to the Gun Carriage Factory to meet cases of exceptional press of work.

23. **Notices and Registers.**—The usual difficulties were experienced in getting the smaller concerns to maintain proper registers and to submit the necessary returns. In most cases the irregularities were the result of ignorance and no action could be taken against the offenders. Six prosecutions were, however, launched during the year for breaches of sections 30, 39 and 41 resulting in conviction in each case.

24. *General—Wages.*—From the particulars received from factory owners, it appears that the average monthly wages of the various classes of operatives stood as follows :—

	Average monthly wages for 1938	Average monthly wages for 1937
	Rs.	Rs.
Skilled labour—		
Fitter ..	36	33
Blacksmith ..	30	29
Carpenter ..	30	27
Engine Driver ..	29	28
Fireman ..	23	22
Mason ..	26	24
Spinner ..	16	16
Weaver ..	26	23
Dyer ..	18	16
Unskilled labour—		
Coolie (male) ..	10	9
Coolie (female) ..	6	6

A general increase in wage level is noticed this year which may be attributed to the revival in trade and to the implementing of the recommendation of the Textile Labour Enquiry Committee by all the textile mills in the province, under which 60 per cent of the wage cut introduced since 1933 was restored. Deductions due to damages in the process of manufacture have been stopped by the Payment of Wages Act, while those due to absence have been strictly limited to the proportion the period of absence bears to the wage period. Fines are also controlled and excessive fines are eliminated by the aid of the same Act. These factors have favourably affected the earnings of the workers beyond what is shown by the above figures.

25. *Strikes.*—While there has been a general unrest among labour here as elsewhere, strikes, compared with other provinces, have been fewer. This is no doubt due to Government's prompt intervention in the earlier stages of disputes. The appointment of an experienced Inspector of Factories as Labour Officer was a move in the right direction and was welcomed both by employers and the workers.

(1) The grimmest and most longdrawn out strike of this year took place at Hinganghat. Here the workers refused to accept the wage increase recommended by the Textile Labour Enquiry Committee and accepted by the Millowners. The newly formed trade union "The Hinganghat Girni Mazdoor Sangh" called the men on strike on 1st July and the strike continued for full three months, work being resumed on 1st October. This was a complete strike extending to both the mills and was finally settled by Government intervention. About 3,000 persons were involved and the total working days lost would approximate to 225,000 days.

(2) A stay-in-strike for a day was staged in the Empress Mills, Nagpur, with a view to demand the restoration of the wage-cuts effected during trade depression. On an assurance given by the Hon'ble Prime Minister at a mass meeting of the workers that a duly constituted committee would enquire into the question, the strike was called off. About 10,000 persons were involved in the strike.

(3) About 70 persons in Manohar Mills, Nagpur, struck work for four days but resumed work unconditionally.

26. Workmen's Compensation Act.—As usual the department brought to the notice of the injured whenever possible the provision of this Act; but where it has done more useful work is in pursuing unsettled cases with the employers.

In several instances employers have argued that accidents were the result of the workers' own carelessness and disobedience of orders. An examination of such cases has revealed that either the alleged orders calculated to secure the safety of the workers were never issued or, if ever they were, they were allowed to fall into desuetude. The employer who thinks that by the mere fixing of a notice board prohibiting approach to danger, he has discharged his obligation needs correction. He has to be told that it is his duty to see that such bans are enforced. Such enforcement, however, involves a better standard of discipline than what the average industrial establishment of this province can today boast of. But until such a standard is attained, it is not fair to shift the entire blame for the accident on the worker.

The same applies to guards. Employers and Managers as a rule take very little interest in seeing that

guards of dangerous parts of machinery that may be removed for any purpose are replaced. The exposed parts may work for days on end under their very nose, but the moment an accident takes place, some of them at least are not slow in claiming that the injured himself was responsible for the removal of the guard.

Cases have come to notice in the case of partial disablement where the percentage of loss of use has been calculated on the physical ratio the lost part bears to the whole of the scheduled member in Appendix 1. Thus in the case of a phalanx of a finger half of which is lost in an accident, the loss of use is calculated as 50 per cent.

The deduction for medical expenses from the compensation settled in many cases appeared to be unfair. Often such treatment is undertaken without the consent of the injured. Prompt and good treatment tends to reduce disablement to the minimum and thereby the amount payable by the employer. Any expenses incurred by the employer in this connection either directly or through advances given to the worker do not appear to be a legitimate charge on compensation admissible to the injured on other grounds.

From what has been stated, it will be seen that the department is in a peculiarly favoured position to help the worker to get his just claims. But unfortunately the Act does not provide for any action being taken by the department and the considerable work that has been done is on the authority of executive instructions alone.

27. Maternity Benefit Act.—The figures obtained for the year show that the number of women who claimed benefit under this Act was 669. [662], 645 [612] claims were paid involving a total amount of Rs. 10,486 [Rs. 9,786]. The details are given below:—

Industry	Average number of women employed	Number of claimants	Number paid	Amount
				Rs. a. p.
Textile mills ..	5,238	618	594	9,874 14 3
Cement and Potteries ..	504	43	43	535 10 0
Paints ..	14	3	3	34 2 0
Glass works ..	84	1	1	15 12 0
Match works ..	80	3	3	9 0 0
Railway workshop ..	36	1	1	17 3 0
Total ..	5,956	669	645	10,486 9 3

One method of evading payment resorted to, rather too freely, by the smaller employers is periodically to change the workers with a view that the qualifying period of nine months is not allowed to be complete in any case. A few employers go to the extent of discharging the worker as soon as her condition is observed before she is eligible to give the notice under the Act. In one case the department had to use its influence to obtain the benefit to certain workers who were deemed to have broken their period of services due to a short duration lockout declared by the employer.

28. Cotton Ginning and Pressing Factories Act.— 403 licences were issued by the department during the year to ginning and pressing factories, resulting in an income of Rs. 4,030. A few factories working without licences were detected by the Inspectors, but were let off with warnings on their obtaining the same. Four plans of new factories were received during the year for approval, two of which were finally approved and the other two were returned for carrying out certain structural alterations. The requirements of the Act were generally complied with by owners and watering of cotton, once a very prevalent abuse, has been now entirely stopped.

29. Central Provinces Unregulated Factories Act.— The application of this Act has been recently extended to cover a large part of the province. Most of the employers are ignorant of the provisions of law. As a matter of fact, within the time available, it was not possible to do anything much beyond registering a number of establishments. It is, however, necessary to refer to certain difficulties which are bound to come in the way of proper enforcement of the Act. The main provisions of hours of employment and holidays are so contrary to the prevailing practice of work in these factories that the majority of workers themselves object to these provisions. The workers practically refuse to work by fixed periods of work as prescribed by section 22 (2). They prefer to start and close work at their convenience as they are mostly paid on a piece rate basis. They complain against the half hour rest during midday and the weekly holiday which appreciably reduce their income. Moreover, there is no provision for substituting holidays as provided under the Factories Act, and so, if any festivals intervene, they lose their income during festivals as well as on weekly holidays. The periods prescribed under section 24 (2) for child employment are not suitable

to the workers themselves. Under section 25, the women and 25, should be taken up for consideration. The sup- to work and go away from the work along with their men- folk, the observance of the provision would practically result in wasted hours and loss of income. For these reasons, it seems desirable that suitable amendment of the Act, specially of the provision of sections 22, 23, 24 and 25 should be taken up for consideration. The sup- ply of drinking water is not always provided free, and as a matter of fact, the workers in many cases are required to make their own arrangements. In rural areas, latrines and urinals are seldom provided, while in municipal areas accommodation provided is generally inadequate. The registers maintained do not comply with the require- ments and are rarely in the prescribed forms. Over- crowding is common and ventilation is very unsatisfac- tory. Copies of the Act and Rules made thereunder are not yet available in the provincial languages, and as most of the occupiers and their managers do not know English, the law is practically a sealed book to them. If the condition of these factories are to be improved, imme- diate translation and publication of the Act and Rules in Hindi and Marathi are essential.

Thirty-four bidi and lac factories were registered during the year out of which only 13 have sent in returns showing a total number of 1,771 workers of whom, 1,150 are men, 591 women and 30 children. Due to various irregularities in payment of wages brought to the notice of Government, the Payment of Wages Act was applied by notification to these establishments from 13th Decem- ber 1938. This necessitated considerable change in the prevailing method of payment for work. A tendency to split up premises to evade registration or remove them to States or districts where the Act is not in force is already visible. The immediate effect of tightening up of control would be to accentuate this feature. Under these circumstances, enforcing the requirements gradual- ly appears to be the only satisfactory course.

PAYMENT OF WAGES ACT

30. Application.—All premises registered under sec- tion 2 (j) of the Factories Act were subject to the provi- sions of this Act during the year. The number of such establishments on the register was 541. The application of the Act was extended to establishments subject to the Unregulated Factories Act in the districts of Nagpur, Bhandara, Jubbulpore and Bilaspur with effect from 13th December 1938.

31. **Payments.**—The large majority of employers generally complied with the requirements in this respect. Now and then cases have come to notice where disbursements were made on a holiday contrary to section 5 (4). Large establishments have experienced difficulty in paying up all persons within the time prescribed by section 5 (2) when considerable number of persons have to be discharged due to stoppage of work, reduction of staff or abolition of a shift.

32. **Deductions.**—All irregular deductions have more or less stopped. The management of one cotton mill which still indulged in the old practice of selling damaged cloth to weavers was severely warned. The opposition to stoppage of this practice by law, visible in the earlier stages of the operation of the Act has steadily died down and employers are getting reconciled to the new position. It was urged that fines could not adequately deal with damage to material in manufacture caused by careless handling. One concern manufacturing cement-ware has asked for and obtained sanction to institute a system of production bonuses which will enable it to pay more for material delivered intact. So far, this appears to be harmless, and in accordance with the law and gives the necessary incentive to workers for turning out better work. The question whether the still prevalent practice of deduction for revenue stamps affixed on pay receipts is legal has been referred to Government.

33. **Fines.**—The procedure to be followed before fines are inflicted has been enforced and many concerns today choose not to impose any fine at all, rather than to go through all the formalities required by law. Where fining was resorted to excessively before the Act has now restricted it considerably. There is no evidence to show that such restrictions have handicapped industry. The fear that curtailing of fines might drive employers to dismiss the worker instead of inflicting the lighter punishment has not materialised.

34. **Complaints.**—Many complaints were received during the year. A large majority of them could not be dealt with under the Payment of Wages Act, but they were nevertheless investigated. Where necessary, they were passed on to the Labour Officer for disposal. A common complaint was discharge from service without any justification. In several cases examined neither the notice nor the pay in lieu thereof was given to the workers.

Such cases were difficult to deal with. Although by definition the term "wage" includes notice pay, the period of notice required before discharge is nowhere prescribed. Presumably this is left to individual terms of agreement which were never obtainable. It is not possible to draw up an agreement whenever a worker is employed and the only way to deal with the position would be to prescribe a minimum notice period as well as provide for the posting up of the general conditions of service approved by a competent authority in all premises subject to the Act.

Several complaints of delay in payment of wages were received, but most of them were satisfactorily settled without an application to the authority. In one case the workers of the "Daily News" Press had so much money due to them as arrears of salary and the financial position of the concern was so bad that the department had to go slow with the case in the interest of the workers themselves. Eventually the company went into liquidation and an application was lodged under section 15 with the competent authority. The case is proceeding and a large portion of the arrears has since been paid by the liquidator. This case concerning the "Daily News" brought up an interesting point, since raised by other concerns. The management's earlier plea for withholding salaries was that it was meant as a protection against workers leaving service without notice. While the collecting of this caution money before employment is probably not objectionable under the Act, the department could not allow such a deposit money being built up by deductions from salary month after month. The fact, however, remains that the majority of workers seeking employment are not in a position to pay any caution money which is demanded by some industries. No other case of application made under section 15 has been brought to the notice of the department during the year.

35. **Work of Inspectors.**—Inspectors as usual responded willingly to the increase in work and I am thankful to them as well as to the office for their help and co-operation during the year.

P. T. KOMAN NAYAR,

NAGPUR : *Chief Inspector of Factories,*
Central Provinces and Berar.
 The 27th May 1939.

STATEMENT No. I

Totals of factories

Description	Central Provinces	Berar	Total
<i>Perennial</i>			
Factories as defined in section 2 (j) of the Act.	116	24	140
Factories as defined in section 5 (1) of the Act.	76	5	81
Total ..	192	29	221
<i>Seasonal</i>			
Factories as defined in section 2 (j) of the Act.	132	269	401
Factories as defined in section 5 (1) of the Act.	99	16	115
Total ..	231	285	516
Grand Total for 1938 ..	423	314	737
Total for the year 1937 ..	425	242	767

STATEMENT
Enumeration of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
<i>Perennial</i>									
I.—Government and Local Fund Factories—									
Army clothing
Breweries and distilleries
Carpentry
Cotton mills
Dockyards
Electrical engineering
Engineering (General)
Foundries
Glass works
Jute mills
Leather and shoes
Mints
Ordnance factories
Printing Presses
Railway workshops
Saw mills
Stone dressing
Tanneries
Telegraphs
Water pumping stations
Woollen mills
Miscellaneous
Total of Perennial group	..	2	..	..	1	3	1	1	..
<i>Seasonal</i>									
Brick and tiles
Forage presses
Miscellaneous
Total of Seasonal group
Total of Seasonal and Perennial groups.	..	2	..	..	1	3	1	1	..
II.—All other Factories									
<i>Textile.</i>									
Cotton (spinning, weaving and other) factories.	8	4	..	..	1	..	..	..	..
Hosiery
Jute mills
Silk mills
Woollen mills
Miscellaneous
Total	..	8	4	..	..	1	..	..	..

STATEMENT
Enumeration of

Industry	Nagpur	Wardha	Bhandara	Chandrapur	Jubbulpore	Saugor	Hoshangabad	Chhindawara	Betul	<i>Perennial</i>
II.—All other Factories—										
<i>contd.</i>										
<i>Engineering</i>										
Coach-building and motor car repairing.	2	..	..	..	2	..	..	..	..	..
Electrical generating and transforming stations.	1	2	1	1	2	1	..	..	..	..
General engineering	..	5	..	..	1	..	..	3	..	..
Kerosene tinning and packing
Metal stamping
Railway workshops	..	1	..	..	..	..	..	..	..	..
Ship-building and engineering
Steel trunk, lock and cutlery
Tramwayworks
Miscellaneous
Total	..	9	2	1	2	4	1	..	3	..
<i>Minerals and metals.</i>										
Copper smelting
Foundries
Iron and steel smelting and steel rolling mills.
Lead smelting and lead rolling mills.
Mica
Petroleum refineries
Miscellaneous
Total
<i>Food, drinks and tobacco</i>										
Bakeries, biscuit and confectionery
Breweries and distilleries	1	1	..
Coffee
Dairy produce
Flour mills
Food canning and bolting
Sugar
Tea
Tobacco
Water pumping stations	..	1	..	..	..	..	..	..	..	..
Miscellaneous	13	1	1	..	3	..	..
Total	..	1	..	13	1	1	..	3	1	1

STATEMENT
Enumeration of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
	<i>Perennial</i>								
II.—All other Factories—									
<i>concl'd.</i>									
<i>Miscellaneous</i>									
Brushes
Canvas proofing
Fodder
Gramophone records
Laundries
Reeds and combs
Ropeworks
Rubber goods	..	1	..	..	..	..	..	..	..
Miscellaneous
Total	..	1	..	..	..	..	..	..	..
Total of Perennial group	..	41	12	17	11	24	3	7	7
	<i>Seasonal</i>								
<i>Food, drinks and tobacco</i>									
Ice and aerated waters	1	..	..	..	..
Rice mills	23	3	..	..	..	..
Miscellaneous	12	..	..
Total	23	3	1	..	12	..
<i>Process relating to wood, stone and glass</i>									
Brick and tiles	1	..	..	..	..	..
Total	1	..	..	..	..	..
<i>Gins and presses</i>									
Cotton ginning and baling	..	32	37	..	10	..	..	10	3
Jute presses
Miscellaneous
Total	..	32	37	..	10	..	..	10	3
Total of Seasonal group	..	32	37	24	13	1	..	22	3
Grand Total	..	73	49	41	24	25	3	29	10

No. II—concl'd.

Factories—concl'd.

Nimar	Raipur	Bilaspur	Drug	Balaghat	Akola	Amraoti	Buldana	Yeotmal	Total	Total for the year 1937.
..
..
..
..
..
..
..
..
..
..	..	..	..	..	..	..	..	..	1	..
13	27	25	4	..	9	9	9	2	221	218
<i>group</i>										
..	1	..	..	..	1	..	..	..	3	4
..	24	13	4	10	..	..	..	..	77	56
..	..	..	..	..	..	..	..	..	12	10
..	25	13	4	10	1	..	..	..	92	70
..	..	..	..	..	..	..	..	..	1	..
..	..	..	..	..	..	..	..	..	1	..
45	..	..	..	..	76	67	76	65	421	479
..
..
45	..	..	..	..	76	67	76	65	421	479
45	26	13	4	11	77	67	76	65	516	549
58	53	38	8	11	86	76	85	67	737	767

STATEMENT
Average daily number of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
									<i>Perennial</i>
I.—Government and Local Fund Factories									
Army clothing
Breweries and distilleries
Carpentry
Cotton mills
Dockyards
Electrical engineering	.. 14	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Engineering (General) 52	.. ..	.. ..	.. ..	.. ..
Foundries
Glass works
Jute mills
Leather and shoes
Mints
Ordnance factories 2,030	.. ..	.. ..	.. ..	.. ..
Printing presses	.. 255	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Railway workshops 34	.. 26	.. 10	.. ..	.. ..
Saw mills 77	.. ..	.. ..	.. ..	.. ..	.. ..
Stone dressing
Tanneries
Telegraphs
Water pumping stations
Woollen mills
Miscellaneous
Total of Perennial group	.. 269	.. ..	.. ..	.. 77	.. 2,116	.. 26	.. 10	.. ..	.. ..
									<i>Seasonal</i>
Brick and tiles
Forge presses
Miscellaneous
Total of Seasonal group
Grand total	.. 269	.. ..	.. ..	.. 77	.. 2,116	.. 26	.. 10	.. ..	.. ..

STATEMENT

Average daily number of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindawara	Betul	Perennia
II.—All other factories—contd.										
<i>Food drinks and tobacco</i>										
Bakeries, biscuit and confectionery
Breweries and distilleries	28	33	..
Coffee
Dairy produce
Flour mills
Food canning and bolting
Sugar
Tea
Tobacco
Water pumping stations	..	34	..	..	..	..	..	..	..	..
Miscellaneous	107	..	5	..	25	..	..
Total	..	34	..	107	..	5	..	25	28	33
<i>Chemicals and dyes</i>										
Bone and manures
Chemical
Dyeing and bleaching	..	609	65	..	..	..	..	..	..	..
Gas works
Indigo
Lac
Matches	55	..	..	..	..	..
Oil mills	..	69	106	60	169	41	35	112	66	..
Paints	37	..	..	..	..
Soaps
Turpentine and rosin
Miscellaneous
Total	..	678	171	60	224	78	35	112	66	..
<i>Paper and printing</i>										
Paper mills
Paper pulp
Printing, book-binding, etc.	..	413	..	54	..	150	..	..	..	..
Miscellaneous
Total	..	413	..	54	..	150	..	..	..	..
<i>Process relating to wood, stone and glass</i>										
Carpentry and cabinet making
Cement, lime and potteries	..	307	..	..	..	4,662	..	..	..	..
Glass works	..	194	..	150	..	..	..	..	..	..
Saw mills	..	18	..	..	..	12	..	..	20	..
Stone dressing
Miscellaneous	..	52	..	..	..	..	..	100	..	..
Total	..	571	..	150	..	4,674	..	100	20	..

No. III—contd.

workers by different industries—contd.

Nimar	Raipur	Bilaspur	Drug	Balaghat	Akola	Amraoti	Buldana	Yeotmal	Total	Total for the year 1937
..	..	..	..	..	..	..	..	..	61	65
..
..	69	38	..	..	..	..	..	..	107	70
..
..
..	277	1,385	19	..	..	..	..	..	34	39
..	346	1,623	19	..	..	..	..	..	2,018	1,901
..	..	..	..	..	..	..	..	..	2,220	2,075
..
..	..	..	..	..	..	..	..	..	674	619
..	..	..	..	..	..	..	..	..	..	15
..
75	106	147	..	..	231	149	264	39	202	230
..	..	80	..	..	..	..	..	..	1,602	1,362
..	..	..	..	..	..	..	..	..	37	65
..
..
75	106	227	..	..	231	149	264	39	2,515	2,291
..
42	..	..	..	..	..	29	..	..	688	683
..
42	..	..	..	..	..	29	..	..	688	683
..
..	..	..	..	..	..	..	..	..	4,969	4,993
..	26	..	..	..	..	..	..	..	344	275
..	..	..	..	..	..	..	..	..	76	62
..	..	..	..	..	..	..	..	..	152	94
..	26	..	..	..	..	..	..	..	5,541	5,424

STATEMENT
Average daily number of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul	
<i>Perennial</i>										
II.—All other factories—concld										
<i>Process relating to skins and hide.</i>										
Hides	
Leather and shoes	
Tanneries	
Miscellaneous	
Total	
<i>Miscellaneous</i>										
Brushes	
Canvas proofing	
Fodder	
Gramophone records	
Laundries	
Reeds and combs	
Rope works	
Rubber goods	..	30	..	..	..	..	..	..	..
Miscellaneous	
Total	..	30	..	..	..	..	..	..	..
Total of perennial group	..	12,894	4,022	382	376	8,207	76	247	250	33
<i>Seasonal</i>										
<i>Food drinks and tobacco</i>										
Ice and aerated waters	8	..	..	..	..
Rice mills	199	17	..	..	..	..	..
Miscellaneous	128	..	..
Total	199	17	8	..	128	..	..
<i>Process relating to wood, stone and glass</i>										
Brick and tiles	
Total	
<i>Gins and presses</i>										
Cotton ginning and baling	..	1,478	2,308	..	602	..	559	221	..	
Jute	
Miscellaneous	
Total	..	1,478	2,308	..	602	..	559	221	..	
Total of seasonal group	..	1,478	2,308	199	619	8	687	221	..	
Grand total	..	14,372	6,330	581	995	8,215	76	934	471	33

No. III—concl'd.

workers by different industries—concl'd.

Nimar	Raipur	Bilaspur	Drug	Balaghat	Akola	Amraoti	Buldana	Yeotmal	Total	Total for the year 1937.
group—concl'd.										
..
..
..
..
..
..
..
..
..	..	..	..	..	..	..	..	..	30	..
..	..	..	..	..	..	..	..	..	30	..
2,185	549	1,893	19	..	2,673	1,979	264	45	36,094	33,731
group										
..	248	1,009	8	48	..	..	..	..	8	6
..	..	..	..	..	..	..	..	..	1,529	982
..	..	..	..	..	..	..	..	..	128	92
..	248	1,009	8	48	..	..	..	..	1,665	1,080
..
..
3,402	..	..	..	..	3,831	3,932	3,605	4,251	24,189	26,375
..
..
3,402	..	..	..	..	3,831	3,932	3,605	4,251	24,189	26,375
3,402	264	1,009	8	58	3,831	3,932	3,605	4,251	25,880	27,455
5,587	813	2,902	27	58	6,504	5,911	3,869	4,296	61,974	61,186

STATEMENT No. IV
Average daily number of workers

Industry	Central Provinces	Berar	Total	Total for the year 1937
<i>All industries—perennial group</i>				
Adults—				
Males ..	24,230	3,688	27,918	26,797
Females ..	6,267	1,207	7,474	6,499
Adolescents—				
Males ..	428	60	488	251
Females ..	21	6	27	29
Total ..	30,946	4,961	35,907	33,576
Children—				
Boys ..	187	..	187	153
Girls ..	..	..	..	2
Total ..	187	..	187	155
Grand total of average daily number.	31,133	4,961	36,094	33,731
<i>All industries—seasonal group</i>				
Adults—				
Males ..	5,428	8,285	13,713	14,570 ^a
Females ..	4,833	7,334	12,167	12,885
Adolescents—				
Males ..	..	..	..	..
Females ..	..	..	..	..
Total ..	10,261	15,619	25,880	27,455
Grand total of average daily number.	10,261	15,619	25,880	27,455
Total of average daily number (perennial and seasonal).	41,394	20,580	61,974	61,186
<i>Cotton spinning and weaving mills.</i>				
Adults—				
Males ..	12,107	3,185	15,292	14,482
Females ..	4,275	963	5,238	4,423
Adolescents—				
Males ..	242	66	308	181
Females ..	..	..	..	..
Total ..	16,624	4,214	20,838	19,086
Children—				
Males ..	112	..	112	95
Females ..	..	..	..	..
Total ..	112	..	112	95
Total of average daily number	16,736	4,214	20,950	19,181

STATEMENT No. V-A

Perennial Factories

Intervals, holidays and hours

	Central Provinces	Berar	Total
Number of factories in which intervals are—			
One hour	161	9	170
Two half hours .. ..	..	..	..
One half hour .. ..	..	2	2
Number of factories in which holidays are granted on—			
Sundays only	67	6	73
Week days and Sundays	88	5	93
Number of factories in which normal weekly hours are—			
For men—			
Not above 42	13	..	13
Above 42 and not above 48	27	3	30
Above 48	152	26	178
For women—			
Not above 42	12	..	12
Above 42 and not above 48	7	..	9
Above 48	90	18	108
Number of factories in which children are employed.	14	..	14
Number of factories in which majority of work- ers are exempted from—			
Section 34 .. ..	..	..	..
Section 35	37	18	55
Section 36 .. ..	..	..	..
Section 37	31	18	49
Section 38 .. ..	..	..	..

STATEMENT No. V-B

Seasonal factories.

Intervals, holidays and hours

	Central Provinces	Berar	Total
Number of factories in which intervals are—			
One hour	.. 231	285	516
Two half hours	.. ..	..	..
One half hour	.. ..	..	..
Number of factories in which holidays are granted on—			
Sundays only	... 58	123	181
Week days and Sundays only	.. 171	161	332
Number of factories in which normal weekly hours are—			
For Men—	.. ..	..	..
Not above 48	.. 18	30	48
Above 48 but not above 54	.. 55	17	72
Above 54	.. 158	238	396
For Women—	..		
Not above 48	.. 15	28	43
Above 48 but not above 54	.. 53	20	73
Above 54	.. 111	185	296
Number of factories in which children are employed.	..	..	..
Number of factories in which majority of workers are exempted from—			
Section 34	.. ..	..	..
Section 35	.. 2	1	3
Section 36	.. ..	..	..
Section 37	.. ..	..	..
Section 38	.. ..	..	..

STATEMENT No. VI

Accidents.

District	Fatal		Serious		Minor		Total		Grand total
	Perennial group	Seasonal group	Perennial group	Seasonal group	Perennial group	Seasonal group	Perennial group	Seasonal group	
Central Provinces ..	6	1	19	3	729	5	754	9	763
Berar ..	1	2	9	6	60	28	70	36	106
Total for the year 1938 ..	7	3	28	9	789	33	824	45	869
Total for the year 1937 ..	2	..	57	7	510	25	569	32	601

STATEMENT No. VII
Convictions under the Factories Act during the year 1938

Offences relating to	Number of convictions						Grand Total
	Central Provinces			Berar			
	Perennial	Seasonal	Total	Perennial	Seasonal	Total	
1. Employment and hours of work—General .. ..	..	2	2	..	..	..	2
Women—29 and 45 .. ..	..	2	2	..	1	1	3
Children 27, 50, 51, 52, 53 and 58 .. ..	..	..	..	..	..	..	..
2. Notices, registers and returns 9, 30, 35, 39, 40, 41, 42, 76, 77.	4	10	14	..	5	5	19
3. Safety 21 to 24 .. ..	..	4	4	..	..	..	4
4. Health and sanitation (including welfare) to 14, 18, 19, and 28. 13 .. ..	..	2	2	..	..	..	2
5. Others 47, 52, etc. .. ..	..	1	1	..	..	..	1
Total	4	21	25	..	6	6	31

STATEMENT No. VIII

		Inspections		Total	Total for the year 1937
		Central Provinces	Berar		
Number of factories inspected during the year 1938—					
Once—					
Perennial	..	51	9	60	66
Seasonal	..	87	154	241	290
	Total	<u>138</u>	<u>163</u>	<u>301</u>	<u>356</u>
Twice—					
Perennial	..	46	8	54	51
Seasonal	..	69	97	166	166
	Total	<u>115</u>	<u>105</u>	<u>220</u>	<u>217</u>
Thrice—					
Perennial	..	42	8	50	51
Seasonal	..	44	32	76	84
	Total	<u>86</u>	<u>40</u>	<u>126</u>	<u>135</u>
More than three times—					
Perennial	..	51	4	55	50
Seasonal	..	26	1	27	9
	Total	<u>77</u>	<u>5</u>	<u>82</u>	<u>59</u>
Total—					
Perennial	..	190	29	219	218
Seasonal	..	226	284	510	549
	Total	<u>416</u>	<u>313</u>	<u>729</u>	<u>767</u>
Not inspected	{ Perennial	..	2	2	..
	{ Seasonal	..	5	6	..
	Total	<u>7</u>	<u>1</u>	<u>8</u>	<u>..</u>
	Grand Total	<u>423</u>	<u>314</u>	<u>737</u>	<u>767</u>

STATEMENT No. IX

Statement showing the number of inspections made by the District Magistrates and the Sub-Divisional Magistrates during the year 1938

		Central Provinces	Berar	Total	Total for the year 1937
Number of factories inspected during the year 1938—					
Once—					
Perennial	..	68	5	73	82
Seasonal	..	92	64	156	193
	Total	<u>160</u>	<u>69</u>	<u>229</u>	<u>275</u>
Twice—					
Perennial	..	13	..	13	15
Seasonal	..	8	..	8	14
	Total	<u>21</u>	<u>..</u>	<u>21</u>	<u>29</u>
Thrice—					
Perennial	..	1	..	1	3
Seasonal	..	1	..	1	..
	Total	<u>2</u>	<u>..</u>	<u>2</u>	<u>3</u>
More than three times—					
Perennial	..	..	..	..	2
Seasonal	..	..	..	..	..
	Total	<u>..</u>	<u>..</u>	<u>..</u>	<u>2</u>
Total—					
Perennial	..	82	5	87	102
Seasonal	..	101	64	165	207
	Total	<u>183</u>	<u>69</u>	<u>252</u>	<u>309</u>
Not inspected—					
Perennial	..	110	24	134	116
Seasonal	..	130	221	351	342
	Total	<u>240</u>	<u>245</u>	<u>485</u>	<u>458</u>
	Grand Total	<u>423</u>	<u>314</u>	<u>737</u>	<u>767</u>

GOVERNMENT OF THE
CENTRAL PROVINCES AND BERAR



ANNUAL REPORT

ON THE ADMINISTRATION OF THE

FACTORIES ACT, 1934
(XXV OF 1934)

IN THE

CENTRAL PROVINCES & BERAR

FOR THE YEAR ENDING THE

31ST DECEMBER 1939

NAGPUR
GOVERNMENT PRINTING, C. P. & BERAR
1940

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Central Provinces and Berar**

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No. 2720-998-A-VII

GOVERNMENT OF THE
CENTRAL PROVINCES AND BERAR
COMMERCE AND INDUSTRY DEPARTMENT

FROM

C. C. DESAI, Esq., I.C.S.,
SECRETARY TO GOVERNMENT,
CENTRAL PROVINCES AND BERAR.

TO

THE DIRECTOR OF INDUSTRIES,
CENTRAL PROVINCES AND BERAR.

Nagpur, the 23rd August 1940

SUBJECT.—*Annual Report on the Administration of the Factories Act, 1934, during the year 1939.*

SIR,

I am directed by the Governor of the Central Provinces and Berar to acknowledge receipt of your letter No. 4525-D, dated the 14th June 1940, forwarding the annual report on the administration of the Factories Act, 1934, and other Acts administered by the Chief Inspector of Factories, Central Provinces and Berar, during the year 1939.

2. The total number of factories coming within the purview of the Factories Act rose from 1,085 to 1,119, the increase being contributed mainly by the new rice mills registered during the year. The number of factories actually at work was 337 [221] non-seasonal, 403 [549] seasonal, the total being 740 [737]. The number of workers employed increased from an average daily figure of 61,974 to 64,494. Improved industrial activity due to war conditions accounts for this rise.

3. Government is pleased to note a marked improvement in the number of inspections made by District Magistrates and additional inspectors which rose from 277 to 540 and hopes that it will be maintained in future. There was a slight decrease in the number of inspections made by expert inspectors which fell from 1,285 to 1,122. This is explained by the longer time taken on individual inspections and the new duties imposed by other Acts including the search for concerns due for registration under the Unregulated Factories Act. Government trusts that notwithstanding increasing calls on the time of the expert inspectors there will be no relaxation of their vigilance which is so necessary for the enforcement of the wholesome provisions of the Factories and allied Acts.

4. The total number of accidents shows a slight rise from 869 to 931, but fortunately the rise is mainly in minor accidents. The rise appears to have been correctly attributed to increased employment since the incidence of accidents has remained steady. The number of serious accidents shows a definite decrease while that of fatal accidents is the same as in the preceding year. It has been said in the report that a large number of minor accidents were caused by bad lighting arrangements. This is an easily remediable defect to which, therefore, special attention should be paid by the Chief Inspector of Factories.

5. It is observed that although the number of prosecutions instituted rose from 90 to 120, in as many as 13 cases the accused were acquitted and in 20 cases they were let off with a warning. The Chief Inspector mentions certain difficulties in this connection. It is urged that it is not possible for expert inspectors to attend courts in all cases. While they may appear in courts only when necessary, the Chief Inspector of Factories should bring to the notice of the District Magistrate any difficult case so that he may take suitable action to have the prosecution properly represented.

6. Government is pleased to read that the Payment of Wages Act is working satisfactorily and that infringements of the provisions of the Act are now infrequent. The application of the Act to factories coming within the scope of the Unregulated Factories Act, being recent, may raise some difficulties but it is to be hoped that when the provisions of the Act are more widely known, the working will be as smooth as in ordinary factories.

I have the honour to be,

SIR,

Your most obedient servant,

C. C. DESAI,

*Secy. to Govt., C. P. & Berar,
Commerce and Industry Department.*

No. 4525-D

FROM

K. D. GUHA, ESQ., M.Sc. (L'pool),
DIRECTOR OF INDUSTRIES,
CENTRAL PROVINCES AND BERAR.

TO

THE SECRETARY TO GOVERNMENT,
CENTRAL PROVINCES AND BERAR,
COMMERCE AND INDUSTRY DEPARTMENT.

Nagpur, the 14th June 1940.

SUBJECT.—*Annual Report on the administration of the Factories Act, 1934, during the year 1939.*

SIR,

I have the honour to submit the Annual Report on the administration of the Factories Act, 1934 (XXV of 1934), in the Central Provinces and Berar for the year 1939.

I have the honour to be,
SIR,

Your most obedient servant,

K. D. GUHA,
*Director of Industries,
Central Provinces and Berar.*

ANNUAL REPORT ON THE ADMINISTRATION OF THE FACTORIES ACT, 1934 (XXV of 1934)*

In the Central Provinces and Berar for the year ending
the 31st December 1939

[Figures in brackets refer to the previous year]

Introductory.—The Economy Committee appointed by Government took up the question of levying licence fees for the inspection of factories as is done for boilers and electrical undertakings. As a result of their recommendations, a Bill providing for licensing of factories on payment of fees graduated on the scale of maximum number of persons employed therein was passed into law by the Central Provinces and Berar Factories (Amendment) Act, XXXVI of 1939. It was, however, decided by the Government to bring the said Act into force from the beginning of the financial year, *i.e.*, 1st April 1940.

The improvement in industrial conditions due to revival in trade and general prosperity in the country continued during 1939. In the rice tract normal and timely rainfall produced a good rice crop, which coupled with the upward tendency in prices kept the rice mills working in full swing. Better season together with world trade conditions anticipating a war as well as that following the declaration of war contributed to increased activities in the industries concerned. Improvement was specially marked in the Gun Carriage Factory, Textiles, Rice and Flour Mills as well as in seasonal factories. All these contributed to an increase of 2,500 persons on average daily employment in factories since last year. A set-back, however, was observed in the cotton textile industry as was evident from the closing of night shifts in some cotton mills and gradual reduction in the number of working looms and spindles. It did not, however, affect the number of employees to any great extent as the tone of the market remained more or less firm and prices shot up just after the war.

2. The Office of the Chief Inspector of Factories was held by Mr. P. T. Koman Nayar while Messrs. Oka, Rege and Verkhedkar continued as Inspectors of Factories. Mr. Rege was appointed to officiate as Labour Officer from the 23rd November 1939, *vice* Rai Sahib P. K. Sen, who was appointed as Deputy Director of Industries.

A proposal to decentralise the Factory Department and put each Inspector in charge of his office located at the centre of his jurisdiction was considered, but it had to be postponed on account of financial stringency.

* Also of other Acts administered by the Chief Inspector of Factories, Central Provinces and Berar.

FACTORIES AND THEIR INSPECTIONS

3. The number of factories borne on the Register of Factories under the Factories Act increased from 1,085 to 1,119 of which 367 [237] were classed as non-seasonal and 752 [848] as seasonal. The decrease in the latter is due to transfer of 97 rice mills and other factories from the seasonal to the non-seasonal group. This was done in accordance with the instructions of Government. Fifty-seven factories were newly registered and 23 struck off the register. The latter had either been dismantled or curtailed employment to less than 10 persons. The net increase thus stood at 34 at the close of the year.

The particulars regarding the factories newly registered and those removed from the register are shown below :—

Nature of industry	Newly Registered	Removed
Ginning and pressing ..	10	14
Rubber factory ..	1	..
Saw mills ..	2	..
Ceramic works ..	1	..
Rice mills ..	16	3
Shellac factories ..	2	..
Electric works ..	1	..
Oil mills ..	9	..
Dal mills ..	2	1
Dye and bleach works ..	..	1
Printing works ..	4	1
Flour mills ..	1	..
Power loom factories ..	1	1
Motor works ..	..	1
Government farms ..	5	..
Engineering works ..	1	..
Graphite works ..	1	.
Ice factory ..	..	1
Total ..	57	23

4. The number of factories inspected was 689 [729] of which 320 [219] were non-seasonal and 369 [510] seasonal. The number of factories inspected once was 175 [301], twice 250 [220], thrice 146 [126] and more than three times 118 [82]. It is to be noticed that though the number of factories visited once is

much lower than that of the previous years, those visited twice, thrice or more are far more numerous. This clearly indicates a shift in the centre of activity from extensive work in covering larger number of factories to intensive work through repeated visits. In effect the total decrease in the number of factories visited is only 40, which hardly amounts to 5 per cent.

5. The total number of inspections was 1,662 [1,562]. Departmental Inspectors are responsible for 1,122 [1,285] inspections and district magistrates and additional inspectors for 540 [277]. Fifty-one factories remained uninspected. The slight decrease in the number of inspections by Departmental Inspectors is due to one of the Inspectors being busy with labour questions most of the time, and one of the Inspectors recruited last year being new to the job. Moreover the application of the Unregulated Factories Act to four important districts in the province threw a heavy burden on the inspectorate and the time spent on visiting and registering bidi and shellac factories reduced the available time for inspections of factories under the Factories Act.

The number of factories actually at work was 337 [221] non-seasonal and seasonal 403 [549].

6. A statement showing the number of inspections carried out by the district magistrates and sub-divisional magistrates is given in the Appendix.

7. The average daily number of workers employed was—

		1939	1938
Men	..	44,414	41,631
Women	..	19,372	19,641
		<hr/>	<hr/>
Total	..	63,786	61,272
		<hr/>	<hr/>
<i>Adolescents—</i>			
Males		426	488
Females	..	27	27
Children	..	255	187
		<hr/>	<hr/>
Total	..	64,494	61,974
		<hr/>	<hr/>

The following industries mainly show increase or decrease in the number of workers employed:—

	Decrease	Reasons
Cement works	.. 503	Due to stoppage of work in one factory.

An increase in the number of workers employed is mainly noticeable in the following industries :—

Industry	Increase	Reasons
Gin and press factory ..	1,043	} Due to increased demand.
Gun Carriage Factory ..	73	
Textiles ..	1,280	
Electric works ..	56	
Flour mills ..	81	
Rice and dal mill ..	160	
Oil mills ..	131	} Due to registration of new concerns.
Lac Factories ..	98	

HEALTH AND SAFETY

8. Fencing and safety devices.—There is a marked increase in the total number of accidents reported during the year. The number increased from 869 to 931, the number of fatalities being 10. The incidence of accidents however has remained the same. This is undoubtedly due mainly to general expansion in industrial activity and to the greater number of workers employed, which always involve a greater accident risk. The figures therefore clearly indicate that the high standard of fencing and safety devices in the larger establishments has been well maintained while that in the seasonal factories or smaller concerns is being improved. Special attention has been paid by the inspectorate on the problem of improvised guards and make-shifts which all new factories or smaller establishments at first adopt. This however cannot be properly eradicated unless suitable workshops in the province provide cheap wire-gauze fencings and sheet metal guards manufactured on designs approved by the department. It would not only solve the immediate problem but ensure supply of correct or improved type of guards for all occasions, and would be cheaper in the long run. Safety measures in Great Britain have developed on these lines due to specialised manufacture of guards and protective devices by workshops like Broughton Works, Udals of Birmingham and others. "Safety illustrations" on all such matters have been prepared and obtained by Raj Saheb Sen for the use of the department.

In the case of two rice mills and one ginning factory it was found necessary to issue prohibitory orders under section 26 on account of the dangerous conditions of the chimney and engine, respectively.

9. Lighting.—In spite of numerous new electric installations during the past few years, advance in lighting efficiency has generally failed to keep step with progress in those factory conditions, e.g., fencing, in respect of which there are legal requirements. The need for proper uniform illumination and its effects on production have not yet been realised by most of the factory owners. Avoidance of dark spots as well as glare, and the desirability of suiting the diffused as well as local lighting to the needs of the industry are being studied and preached by the

inspectors. The potential danger of bad lighting is not confined to eye strain but extends to definite increase in the accident rate. Low rate of production, too, in many cases may be traced to bad lighting system or insufficient illumination. Improvements in these matters are only possible if the inspectors are provided with suitable portable photometers for checking the efficiency of lighting and the factories are made to maintain a minimum standard of illumination.

10. Ventilation and Humidification.—The ventilation and humidification in factories specially in cotton mills is generally found satisfactory. Conditions in seasonal factories, however, need a good deal of improvement. The greatest problem arises out of the dust nuisance which is most common in rice mills, cotton ginning and pressing factories, cement factories, dal mills and all such industries that generate some kind of dust during the course of manufacture. It is difficult to combat the dust nuisance without elaborate arrangements of costly fans and air-filters which most of the seasonal factories are not in a position to provide. Some improvement, however, has been noticed by insisting upon ridge ventilation in all such cases.

Humidification in cotton mills has been mostly maintained up to the prescribed standard. *Kata* readings and humidity records show that mill ventilation is satisfactory in relation to the humidity maintained inside the textile mills. This result has been obtained by some means of air conditioning with the help of fans and humidifiers. It will take a long time to expect similar arrangements in other factories.

11. Sanitation.—On the whole a satisfactory standard of sanitation has been maintained in most of the factories. Sanitary arrangements prescribed under the Act have been insisted upon by the inspectors and requisitions made by them even in the case of seasonal factories have met with satisfactory results. The water from paddy soaking tanks in rice mills still continues to cause nuisance to the neighbourhood and the standard of cleanliness in the oil mills leaves much to be desired. To remedy these defects and improve sanitation in factories the Director of Public Health and the Civil Surgeons have been appointed as additional inspectors by Government. It may be reasonably hoped that in course of time much progress in this direction will be effected through their co-operation and by means of joint inspections arranged by the two departments.

12. Housing.—A slight improvement in the direction of housing of workers has been effected through exertions of this department. As a result of negotiations carried on by the Labour Officer, improved housing schemes have been adopted by the Potteries at Jubbulpore and Cement Asbestos Factory at Kymore. Similar schemes are being prepared for other industries which can afford to provide necessary housing accommodation. The problem of industrial housing should be taken up by Government and local authorities at the earliest opportunity, as soon as the financial conditions of Provincial Government or local bodies and economic condition of the industry permit. The matter has

been receiving attention of the Government for some time past, but for lack of financial support it was impossible to formulate a comprehensive scheme.

At present hardly 10 per cent of the workers are provided with housing accommodation by the employers but the larger concerns which provide housing have maintained the same in a satisfactory sanitary condition.

13. **Crèches**—The number of babies as reported to be accommodated in crèches provided was 229 [196]. A good attendance was observed at the crèches as a result of the enforcement of the provisions of rule 69 of the Central Provinces Factories Rules, and crèches are found to be getting more popular. If the factory owners employing female labour show sympathetic attitude and the local medical authorities take active interest in the matter much progress can be expected in this direction.

14. **Fires**.—It was one of the chief concerns of the inspectors to check during their visits to factories if emergency exits were properly provided for escape during fire. Fire drills have been continued systematically in a few large concerns. A few outbreaks of fire were, however, reported during the year. Of these, fires occurring at the Savatram Mills, Akola, Cement Works at Kymore and Chanda Match Works resulted in a loss of about Rs. 4,000 to Rs. 5,000. In one Pressing Factory working at night loose cotton caught fire causing injuries to 20 workers.

15. **Accidents**.—The total number of accidents increased from 869 to 931 this year, while serious and fatal accidents numbered 31 against 42 of last year. This indicates that in spite of better reporting of accidents which is reflected by the total increase in the number of accidents the efficacy of the guards and fencings adopted is apparent from the gradually decreasing number of serious and fatal accidents. The following comparative statement of accidents for the last five years would indicate that the incidence of accidents is going up, which may be due to better reporting but mostly to a more general expansion in industrial activity and to the greater number of workers employed. Long spell of unemployment or employment of new workers involves a greater accident risk among such workers. It is well-recognised in industrial world that a spurt of industrial prosperity is always attended with higher incidence of accidents. Out of the 10 fatal accidents, five however are due to an outbreak of fire in a seasonal factory. The details of the accidents are given below :—

Year	Fatal	Serious	Minor	Total	Incidence of accidents per mille
1935	7	48	509	564	9.4
1936	4	23	507	534	8.5
1937	2	52	547	601	9.8
1938	10	37	822	869	14.0
1939	10	21	900	931	14.0

16. A classification of accidents by industries shows that the largest number occurred in the textile industry, but the incidence is low as a large number of persons are permanently employed in this industry. The highest incidence is shown in the Gun Carriage Factory, Jubbulpore, where 225 accidents are reported from an average number of 2,093 workers daily employed. A high rate of accidents is shown in the engineering trade as a whole including workshops, pumping stations, electric power houses and railways. Further classification of the accidents is appended herewith. The analysis shows that the highest number of accidents is due to textile machinery and the looms are responsible for nearly half the number. The transmission machinery is responsible for six out of 21 serious accidents and one out of 10 fatal accidents while 28 minor accidents have been caused by the same. It is evident that this machinery requires better guards or more efficient fencing arrangements. Attention should also be paid to wood working machinery which is found responsible for one fatal and 28 minor accidents. Machine tools contributed to 69 accidents, two of which were of serious nature. Large number of miscellaneous accidents and accidents due to persons falling or due to falling objects may be caused by bad lighting arrangements and carelessness on the part of the workers. Fires were responsible for 21 accidents, five of which proved fatal. It brings home the necessity of providing suitable arrangements for prevention of fire.

The number of accidents by industries.

		Number of accidents	Average number of workers
1. Textile ..		415	22,230
2. Cement and Pottery ..		89	4,446
3. Bengal-Nagpur Railway and Great Indian Peninsula Rail- way.		119	788
4. Gun Carriage Factory ..		225	2,093
5. Oil mills ..		15	1,733
6. Rice and dal mills ..		4	4,148
7. Flour mills ..		3	188
8. Ceramic Industries ..		1	59
9. Printing Press ..		1	707
10. Electric Power House ..		11	455
11. Pumping Station ..		2	33
12. Workshop ..		7	348
13. Ginning and Pressing Factories		39	25,237
		<hr/>	<hr/>
Total ..		931	62,465
		<hr/>	<hr/>

The above figures represent the number of accidents and the average number of workers employed daily in the main industries in which the accidents occurred during the year under report.

Details of fatal accidents.—(1) Two workers in the Gun Carriage Factory at Jubbulpore were caught by the belting on a machine shaft, which resulted in death.

(2) A Khalashi in a cement factory died as a result of fall from the second storey.

(3) An engineer met his death due to the collapse of roof in a Pottery.

(4) A shafting oil man while washing his clothes on the partition wall of the tank fell in the hot water and succumbed.

(5) As a result of outbreak of fire at the opener in a Cotton Pressing Factory 20 persons were injured out of which five died of burns.

17. *Prosecutions.*—The rise in the number of prosecutions is also another indication of industrial activity which makes illegal employment worthwhile for the factory owners. 120 [90] cases were instituted against the occupiers and managers of 51 [45] factories, of these 52 [31] resulted in conviction with fines ranging from Rs. 10 to Rs. 100. In 13 cases, the accused were acquitted and in 20 managers were let off with warnings. Thirty-five cases were pending in Courts. The 52 offences in which conviction was obtained were made up as follows:—

For breach of section 9—3.
For breach of section 13—1.
For breach of section 20—2.
For breach of section 24—1.
For breach of section 32—1.
For breach of section 34—1.
For breach of section 35—5.
For breach of section 36—1.
For breach of section 38—1.
For breach of section 39—10.
For breach of section 41—6.
For breach of section 42—11.
For breach of section 45—3.
For breach of section 47—1.
For breach of section 50—1.
For breach of section 51—2.
For breach of section 54—1.
For breach of section 76—1.
Total—52.

Cases pending at the close of the last year were disposed of with adequate fines.

In some cases of acquittal, it was found that the trying magistrates came to the conclusion that the premises did not constitute a factory within the meaning of the Act, without even asking the Inspector to prove it or giving him a chance to disprove this conclusion. Besides, labour employed by contractors within the premises of a factory was not treated as "Workers". This view

taken by the magistrates was pointed out to the District Magistrate who on his part issued a circular to all magistrates in the district concerned defining the term "Worker" so as to include all persons, whether employed by the manager or an outside agency, engaged on any work connected with the manufacturing process in the factory. Prosecutions were withdrawn in some other cases where it was held that the premises registered under the Act were visited after the Commerce and Industry Department notification was issued in January 1939, declaring premises to be a factory under the Act employing ten or more workers on any one day of the twelve months preceding the date of notification in question. The premises were not therefore subject to the said notification and no offence committed at the time of these visits was actionable.

18. Certification of children.—686 [1,357] children were reported to be examined by the certifying surgeons, of these 127 [451] were certified as half-timers and 466 [799] as adolescents fit for employment as full-timers. Ninety-three children were refused certificates, being either underage or physically unfit. Some of the certifying surgeons were not aware of the method of certifying adolescence and many adolescents were found to work without necessary certificates.

19. Factory schools.—The number of children receiving education during the last three years is given below :—

Year	Average daily number of children employed in factories	Number receiving education
1937	155	68
1938	187	77
1939	255	96

In addition, 549 children of workers received education in schools maintained by factories and 625 elsewhere. A welcome increase in the number of children in factory schools may be attributed to the increase in the number of children employed in the industry.

20. General health of workers.—It has been observed that importance of first aid to the injured has not been well-understood by many factory owners. In some cases first aid boxes were maintained empty, while none of these concerns had a single person trained in giving first aid. Maintenance of fully equipped boxes was insisted upon by the inspectors at their visits to such factories. No outbreaks of any serious epidemic were however reported during the year. The general health was reported to be good. The dispensaries maintained in factories continued their usual activities and 127,926 [143,388] cases were reported to be treated by the medical officers attached to them.

21. Hours of employment and holidays.—As usual the larger non-seasonal factories continued to conform strictly to the rules regarding hours of employment and weekly holidays. But the seasonal factories, particularly the cotton ginning and pressing factories and rice mills were found to be the habitual offenders against the provisions regulating hours of employment

during the busy season. Owners of factories had in many cases forced the management to work beyond hours with a view to increase their output. Such offenders were prosecuted and convicted in most cases. The system of recruitment of labour through contractors exists in most of the seasonal factories and the owners are generally found reluctant to take the responsibility of observing the provisions of law in respect of such labour. These workers equally need the protection of law against exploitation. Inspectors have however impressed on factory owners the necessity of treating all such labour as "Workers" under the Act.

22. **Exemptions.**—Revised rules regarding exemptions were finally adopted by Government during the year. The frequent requisitions for a short period exemption from the Gun Carriage Factory, Jubbulpore, and the Superintendent, Government Press, Nagpur, were granted as usual under powers conferred by section 44 (2) of the Act to enable these factories to meet exceptional press of work. At the close of the year exemption from the provisions of sections 34, 35 and 36 was granted by the Provincial Government under section 8 of the Act to the Gun Carriage Factory and the Garrison Engineering Workshop, Jubbulpore, on the ground of public emergency created by the war.

23. **Notices and registers.**—Irregularity in the submission of notices and returns under the provisions of various Acts continued as usual, particularly in seasonal factories, which may be due to the ignorance of the provisions of the law. In these cases prosecutions had to be resorted to which resulted in conviction.

24. **General wages.**—The particulars furnished by the factory owners indicate the average wages of various classes of workers as given below :—

		Average monthly wages for 1939	Average monthly wages for 1938
<i>Skilled labour</i>			
Fitter	..	34	36
Blacksmith	..	28	30
Carpenter	..	28	30
Engine driver	..	27	29
Fireman	..	15	23
Mason	..	27	25
Spinner	..	15	16
Weaver	..	25	26
Dyer	..	16	1
<i>Unskilled labour</i>			
Cooly (male)	..	10	10
Cooly (female)	..	6	6

The wage level has remained practically the same except for a slight reduction in the case of skilled workers due to competition in the labour market and new operatives being available on lower rates of pay.

25. **Industrial disputes.**—There was almost an epidemic of strikes and lockouts during the year under review. A major strike occurred when about 1,000 out of 1,045 workers of the Raja Gokuldas (Cotton Spinning and Weaving) Mills, Jubbulpore, resorted to strike as a protest against the closing of the mills which were finally closed down owing to depression in textile trade. There were strikes also in the potteries and cement industry in the Jubbulpore district. But by far the greatest number of strikes occurred in the bidi industry in the districts in which the Unregulated Factories Act and the Payment of Wages Act were recently applied. The total loss of working days as a result of these disputes comes to nearly one lakh.

Where possible the good offices of the Labour Officer to Government and of the Deputy Commissioners in charge of the districts were utilized with success to bring about a settlement of disputes. The Bidi Industry Committee was constituted in September 1939 with comprehensive terms of reference. The details of disputes in some of the important factories are tabulated below:—

Name of the concern	Duration of strike	Settlement
<i>Potteries and Cement.</i>		
1. Asbestos Cement Ltd., Kymore, district Jubbulpore.	From the 18th May to 25th June 1939.	The settlement was brought about through the intervention of the Government Labour Officer and the Deputy Commissioner, Jubbulpore, with the following terms:— (1) Assurance of no victimization. (2) Maintenance of <i>status quo</i> . (3) Consideration of grievances put up by a representative committee and not by the Union. (4) Six, instead of four days' working in the week.
2. The Perfect Pottery Co., Ltd., Jubbulpore.	From the 31st May to 14th June 1939.	The settlement was reached through the intervention of the Government Labour Officer after slight increase in wages and better housing were agreed to by the management.
3. Burn and Co., Ltd., Jubbulpore.	From the 1st December to 12th December 1939.	Unconditional return to work on the grievances of the workers being taken up with the management by the Labour Officer.
<i>Textile.</i>		
4. Raja Gokuldas Mills Ltd., Jubbulpore.	From the 13th June to 11th September 1939.	Mills closed down for good owing to depression in the trade.
5. Central India Spinning, Weaving and Manufacturing Co., Ltd., Empress Mills, Nagpur.	From the 15th to 16th March 1939.	Resumption of work on assurance of inquiry by Government.
6. Central India Spinning, Weaving and Manufacturing Co., Ltd., Empress Mills, Nagpur.	From the 1st to 4th May 1939.	Return to work through the good offices of the Labour Officer on assurance of inquiry by Government.

26. **The Workmen's Compensation Act.**—The administration of this Act lies with the Judicial Department and this department is only concerned with bringing the provisions of the Act to the notice of the injured or his dependants, and his employers. This work is being satisfactorily carried out by the inspectors under executive instructions only, without any legal or statutory authority. As a result some of the recalcitrant employers interpret this action on the part of the inspectors as undue interference and refuse information which may help the inspector to execute his work more efficiently. Sometimes, the inspectors are required to decide the degree of responsibility of the worker in causing the accident and the degree of incapacity resulting from the accident. Such points can only be decided by a competent Court and the evidence of the inspectors can be called by the Court with definite advantage in such cases. A comparative statement of accidents and compensation paid is given herewith. It is needless to add that a small investment in maintaining guards in efficient condition or providing protective clothings, and adoption of safety measures under a properly worked safety organization would pay for itself by the saving effected in the payment of compensations :—

	Minor	Serious	Fatal
Total number of accidents	900	21	10
Number of accidents compensated.	185	18	6
	Rs.	Rs.	Rs.
Amount of compensation paid.	1,648	2,017	3,780

27. **Maternity Benefit Act.**—The number of women who claimed benefit during the year was reported to be 822, of these 793 were found to be entitled to it and the employers paid Rs. 11,197-11-3 as benefit. The details are given below :—

Industry	Average number	Number of claimants	Number paid	Amount		
				Rs.	a.	p.
Textile ..	5,002	752	723	10,272	14	9
Cement and Potteries ..	1,987	55	55	734	12	6
Paints ..	16	4	4	42	0	0
Glass Works ..	69	5	5	66	0	0
Railway Workshops ..	37	1	1	14	0	0
Rubber Factory ..	21	5	5	68	0	0
Total ..	..	822	793	11,197	11	3

The privileges under the Act have been explained to women workers and they are encouraged to maintain regular attendance so as to entitle them to the benefit.

28. Cotton Ginning and Pressing Factories Act.—388 licences for ginning and pressing factories were issued by the department during the year, resulting in an income of Rs. 3,880. Almost all such factories obtained licence before starting work. Seven plans of new factories were received during the year for approval, four of which were finally approved and the other three returned for carrying out certain additions and alterations. The requirements of the Act were complied with by owners. However a case for admixture of cotton against a ginning and pressing factory was instituted under section 3-A (5) and section 3 (2) of the Act. The case is still pending in the Court.

29. Central Provinces Unregulated Factories Act.—The Act has been applied to only six districts in the province, viz., Nagpur, Bhandara, Jubbulpore, Bilaspur, Nimar and Akola districts. The managing staff being totally ignorant of the provisions of the Act and Rules inspectors had to educate them in the matter. Factories engaging 50 and more workers daily come within the purview of the Act and soon after the registration of these factories was taken in hand the occupiers reduced the number of workers to 40. They even went to the length of breaking the establishment and opening two or more small factories in different localities of the town just to escape registration under the Act. To avoid uneven competition in the industry it is desirable that Government exercises the powers vested under section 5 of the Act and applies the Act to factories engaging 25 and more workers daily.

The total number of factories subject to the provisions of the Act was 123 in which the average daily number of workers employed was 6,846 (3,979 men, 2,485 women and 382 children).

For want of prescribed forms the certifying surgeons have granted certificates which do not contain the prescribed information.

In bidi factories cleanliness and ventilation was adequate, but most of the lac factories were wanting in both. The water used for washing was seen stagnating in the vicinity and requisitions had to be made to remove it at a distance through a pucca drain. Ventilation, especially in Chhattisgarh, is far from satisfactory. Structural alterations have been suggested at the first visit; no improvement is possible unless the factory owners erect their own buildings, which is not possible in the near future due to depression in this trade.

Overcrowding was noticed in about 50 per cent of the bidi factories, and some of the workers accommodate themselves in open sheds. As no suitable rented houses are readily available, the provisions of the rules have not been insisted on for fear of some of the workers being thrown out of employment.

Latrine and urinal accommodation has not been insisted on in village factories where there are no municipalities.

It is rather difficult to prohibit the presence of small children accompanying their parents coming from villages. The management has been advised to allocate a room or shed where they should be allowed to sit. In some of the factories there

is still a tendency to engage uncertified children of tender age who are made to run away at the approach of the inspector. The occupiers have been served with severe warning.

Interval of rest.—The majority of workers attend the factory between 9 and 10 a.m. and the women come for duty by 10-30 a.m. after taking their meals. They are not in favour of the interval of rest and some of their time is wasted in examination of leaf and finished bidis, in receiving tobacco and leaf. They prefer deletion of the provisions of section 22 (2) altogether. The monthly staff engaged for packing, bundling and counting bidis get one hour recess. They are also reported to have been engaged at night in case of rush of work. This practice is being discouraged.

Weekly holidays.—The provisions of the Act are detrimental to the workers when festival days intervene. The wording of section 35 of the Factories Act will meet the case.

Children.—No separate registers have been maintained for this class of workers neither they are supplied with tokens.

Prosecutions.—No prosecutions have been instituted during the year as it was thought advisable to go slow at the beginning.

30. Deductions.—The question of deductions has been engaging the attention of the department for some time. Irregular deductions have been mostly stopped by the issue of notices and circulars by the department. Still deductions in the shape of contribution for "Security deposits", rejection of bad work, compulsion to provide their own materials such as thread for tying bidis, etc., for the process of manufacture are common, and steps are being taken to rectify them. It is understood, the Bidi Industry Committee appointed by the Provincial Government will enquire into these and suggest means to eradicate them.

31. Payment of Wages Act—Application.—The Act is applicable to all factories coming within the purview of section 2 (j) of the Factories Act, establishments under the Central Provinces Unregulated Factories Act and Railway Administration. This department is concerned with the administration of the Act in the first two cases only. Serious infringements of the Act are comparatively infrequent now, but they do occur to a greater extent in the establishments to which the Unregulated Factories Act has been recently applied. Further application of the Act will be limited by the experience gained in these industries. The difficulties of administration in connection with the following were referred to in a memorandum for the Labour Conference :—

- (1) the revision of section 2 (vi) so as to make the definition of "Wages", which is vital to the whole operation of the Act, more explicit in its meaning;
- (2) amendment of the Act to remove the anomaly in the term "Wages" by which a workman, who absents himself during a period which he is required to do overtime, should be paid less than if he had never been required to do overtime.

32. **Payments.**—Larger concerns and perennial factories mostly comply with the requirements of the law, but the smaller seasonal factories have been found to make payment on holidays or infringe the provisions of regular and timely payment. Some factories were found to make no periodical wage settlement but carry on the wage account up to the end of the season, making intermediate payments of advance whenever required. Managers of all such factories have been enlightened on the requirements under the Act and have been warned to avoid delay in payment. Payment of unclaimed wages have been more or less regularized by asking managers to put up notices to that effect.

33. **Fines.**—The procedure of inflicting fines has almost been regularized as the fines have been authorized to be imposed only on items approved by the Chief Inspector. Only such items as were found to be most reasonable were approved and disbursement of fines was allowed only for such purposes as were calculated to be conducive to the welfare of the workers. A scheme of sickness benefit has been sponsored by the Labour Officer, which will give adequate medical help from the fine fund maintained and also provide for sick pay wherever necessary. The utilisation of the fine fund for this purpose is being strongly recommended to big concerns.

34. **Complaints.**—Several complaints were received during the year regarding the delay in the payment or non-payment of wages which were promptly investigated by the inspectors and Labour Officer and settled out of court. The difficulty of getting evidence admissible in a court of law in cases where workers themselves are not prepared to stand by their rights would be as great an obstacle as it has been with regard to establishing offences of illegal working.

35. **Unclaimed wages.**—The Provincial Government has already proposed that unclaimed wages due to workers should not accrue to the benefit of the owner but must go to a special fund like the "Fine Fund". If this is accepted, refund of wages and compensation refused by workers can go to the same fund.

36. **Work of inspectors and office staff.**—All the inspectors did their work very well and took up the extra burden of work laid upon them ungrudgingly. The office staff co-operated fully and the work has been satisfactory. The Assistant Superintendent of the office and the Head Clerk were very helpful.

P. K. SEN,
*Chief Inspector of Factories,
Central Provinces and Berar.*

STATEMENT No. I

Totals of Factories

Description	Central Provinces	Berar	Total
<i>Perennial.</i>			
Factories as defined in section 2 (j) of the Act.	173	18	191
Factories as defined in section 5 (1) of the Act.	132	14	146
	<hr/>	<hr/>	<hr/>
Total ..	305	32	337
	<hr/>	<hr/>	<hr/>
<i>Seasonal.</i>			
Factories as defined in section 2 (j) of the Act.	130	235	365
Factories as defined in section 5 (1) of the Act.	18	20	38
	<hr/>	<hr/>	<hr/>
Total ..	148	255	403
	<hr/>	<hr/>	<hr/>
Grand Total for 1939 ..	453	287	740
	<hr/>	<hr/>	<hr/>
Total for the year 1938 ..	423	314	737
	<hr/>	<hr/>	<hr/>

STATEMENT
Enumeration of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
									<i>Perennial</i>
I.—Government and Fund Factories	Local								
Army clothing	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Breweries and distilleries	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Carpentry	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Cotton mills	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Dockyards	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Electrical engineering	.. 1	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Engineering (General)	.. ..	.. ..	.. ..	.. ..	1	.. ..	.. ..	.. ..	.. ..
Foundries	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Glass works	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Jute mills	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Leather and shoes	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Mints	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Ordnance factories	.. ..	.. ..	.. ..	.. ..	1	.. ..	.. ..	.. ..	.. ..
Printing Presses	.. 1	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Railway workshops	.. ..	.. ..	.. ..	.. ..	1	1	.. ..	.. ..	.. ..
Saw mills	.. ..	.. ..	.. ..	1	.. ..	.. ..	.. ..	.. ..	.. ..
Stone dressing	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Tanneries	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Telegraphs	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Water pumping stations	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Woollen mills	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Miscellaneous	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Total of Perennial group	.. 2	.. ..	.. ..	1	3	1	.. ..	.. ..	.. ..
									<i>Seasonal</i>
Bricks and tiles	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Forge presses	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Miscellaneous	.. 1	.. ..	.. ..	.. ..	1	1	.. ..	.. ..	.. ..
Total of Seasonal group	.. 1	.. ..	.. ..	.. ..	1	1	.. ..	.. ..	.. ..
Total of Perennial and Seasonal groups.	3	.. ..	.. ..	1	4	2	.. ..	.. ..	.. ..
II.—All other Factories									
<i>Textile.</i>									<i>Perennial</i>
Cotton (spinning, weaving and other) factories.	7	3	.. ..	.. ..	1	.. ..	.. ..	.. ..	.. ..
Hosiery	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Jute mills	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Silk mills	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Woollen mills	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Miscellaneous	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Total	7	3	.. ..	.. ..	1	.. ..	.. ..	.. ..	.. ..

No. II

Factories

Group.	Nimar	Raipur	Bilaspur	Drug	Balaghat	Akola	Amraoti	Buldana	Yeotmal	Total	Total for the year 1938.

	1	1

	1	1
	2	3

	7	8
Group
	..	1	..	..	..	..	..	..	..	..	..
	1	..	..	..	..	5	2
	..	1	..	..	1	..	..	..	..	5	2
	..	1	..	..	1	..	..	..	..	12	10
Group	6	..	..	..	..	2	2	..	..	21	23

	6	..	..	..	..	2	2	..	..	21	23

STATEMENT

Enumeration of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
									<i>Perennial</i>
II.—All other Factories—									
<i>contd.</i>									
<i>Engineering.</i>									
Coach-building and motor car repairing.	3	..	..	..	1	..	..	..	..
Electrical generating and transforming stations.	1	2	1	1	2	1	1	..	..
General engineering	..	4	..	..	1	..	..	2	..
Kerosene tinning and packing
Metal stamping
Railway workshops	..	1	..	..	..	..	..	1	..
Ship-building and engineering
Steel trunk, lock and cutlery
Tramway works
Miscellaneous
Total	..	9	2	1	2	3	1	1	3
<i>Minerals and metals.</i>									
Copper smelting
Foundries
Iron and steel smelting and steel rolling mills.
Lead smelting and lead rolling mills.
Mica
Petroleum refineries
Miscellaneous
Total
<i>Food, drinks and tobacco.</i>									
Bakeries, biscuit and confectionery
Brewries and distilleries	1	1
Coffee
Dairy produce
Flour mills
Food canning and bolting
Sugar	1	..	..	..	..
Tea
Tobacco
Water pumping stations	..	1	..	..	..	..	..	..	..
Miscellaneous	36	4	3	..	15	..	..
Total	..	1	..	36	4	4	..	15	1

No. II—contd.

Factories—contd.

Group—contd.										Total for the year 1938.
Nirmar	Raipur	Bilaspur	Drug	Balaghat	Akola	Amraoti	Buldana	Yeotmal	Total	
..	..	..	..	..	..	..	..	..	4	4
2	1	1	..	..	1	1	1	1	17	16
1	1	..	..	..	..	..	..	..	9	11
..
..	..	2	..	..	..	..	..	..	4	3
..
..
..
<u>3</u>	<u>2</u>	<u>3</u>	<u>..</u>	<u>..</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>34</u>	<u>34</u>
..
..
..
..
..
<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>
..	..	..	..	..	..	..	..	..	2	2
..
..
..	3	2	..	..	..	..	..	..	5	3
..
..	..	..	..	..	..	..	..	..	1	..
..
..	..	..	..	..	..	..	..	..	1	1
..	52	33	7	11	..	..	..	..	161	56
<u>..</u>	<u>55</u>	<u>35</u>	<u>7</u>	<u>11</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>..</u>	<u>170</u>	<u>62</u>

STATEMENT

Enumeration of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
	<i>Perennial</i>								
II.—All other Factories—									
<i>concl'd.</i>									
<i>Miscellaneous</i>									
Brushes	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Canvas proofing	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Fodder	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Gramophone records	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Laundries	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Reeds and combs	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Rope works	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Rubber goods	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Miscellaneous	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Total	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Total of Perennial group	.. 43	.. 10	.. 41	.. 15	.. 28	.. 4	.. 19	.. 8	.. 4
<i>Food, drinks and tobacco.</i>									
	<i>Seasonal</i>								
Ice and aerated waters	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Rice mills	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Miscellaneous	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. 1
Total	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. 1
<i>Process relating to wood, stone and glass.</i>									
Brick and tiles	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Total	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
<i>Gins and presses.</i>									
Cotton ginning and baling	.. 30	.. 34	.. ..	.. 11	.. ..	.. ..	.. 7	.. 3	.. ..
Jute presses	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Miscellaneous	.. 2	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Total	.. 32	.. 34	.. ..	.. 11	.. ..	.. ..	.. 7	.. 3	.. ..
Total of Seasonal group	.. 33	.. 34	.. ..	.. 11	.. 1	.. 1	.. 7	.. 3	.. 1
Grand Total	.. 76	.. 44	.. 41	.. 26	.. 29	.. 5	.. 26	.. 11	.. 5

STATEMENT

Average daily number of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
	<i>Perennial</i>								
I.—Government and Local Fund Factories									
Array clothing
Breweries and distilleries
Carpentry
Cotton mills
Dockyards
Electrical engineering	..	14	..	..	..	..	..	..	..
Engineering (General)	72	..	..	..	..
Foundries
Glass works
Jute mills
Leather and shoes
Mints
Ordnance factories	2,093	..	..	..	..
Printing presses	..	240	..	..	..	..	..	..	..
Railway workshops	33	27	..	..	..
Saw mills	76	..	..	..	..	..
Stone dressing
Tanneries
Telegraphs
Water pumping stations
Woollen mills
Miscellaneous
	<hr/>								
Total of Perennial group	..	254	..	..	76	2,198	27	..	..
	<hr/>								
	<i>Seasonal</i>								
Brick and tiles
Forge presses
Miscellaneous	..	18	..	..	..	47	48	..	..
	<hr/>								
Total of Seasonal group	..	18	..	..	..	47	48	..	..
	<hr/>								
Grand Total	..	272	..	..	76	2,245	75	..	..
	<hr/>								

STATEMENT

Average daily number of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
<i>Perennial</i>									
II.—All other Factories—contd.									
<i>Food, drinks and tobacco.</i>									
Bakeries, biscuit and confectionery ..	..	..	..	..	..	..	..	..	..
Breweries and distilleries ..	..	..	..	..	..	..	..	49	30
Coffee ..	..	..	..	..	..	..	..	..	..
Dairy produce ..	..	..	..	..	..	..	..	..	..
Flour mills ..	..	..	..	..	..	..	..	..	..
Food canning and bolting ..	..	..	..	..	..	..	..	..	..
Sugar ..	..	..	..	..	5	..	..	..	..
Tea ..	..	..	..	..	..	..	..	..	..
Tobacco ..	..	..	..	..	..	..	..	..	..
Water pumping station ..	33	..	..	..	..	..	..	..	..
Miscellaneous ..	..	..	248	8	45	..	186	..	..
Total ..	33	..	248	8	50	..	186	49	30
<i>Chemicals and dyes</i>									
Bone and manures ..	..	..	..	..	..	..	..	..	..
Chemical ..	..	..	..	..	..	..	..	..	..
Dyeing and bleaching ..	610	22	..	..	..	..	..	..	..
Gas works ..	..	..	..	..	..	..	..	..	..
Indigo ..	..	..	..	..	..	..	..	..	..
Lac ..	..	..	..	..	..	..	..	..	..
Matches ..	..	..	..	76	..	..	..	..	..
Oil mills ..	71	111	62	78	69	41	114	47	5
Paints ..	..	..	..	..	33	..	..	..	..
Soaps ..	..	..	..	..	..	..	..	..	..
Turpentine and rosin ..	..	..	..	..	..	..	..	..	..
Miscellaneous ..	..	..	..	..	..	..	..	..	..
Total ..	681	133	62	154	102	41	114	47	5
<i>Paper and printing.</i>									
Paper mills ..	..	..	..	..	..	..	..	..	..
Paper pulp ..	..	..	..	..	..	..	..	..	..
Printing, book-binding, etc. ..	432	..	74	..	154	..	..	..	..
Miscellaneous ..	..	..	..	..	..	..	..	..	..
Total ..	432	..	74	..	154	..	..	..	..
<i>Process relating to wood, stone and glass.</i>									
Carpentry and cabinet making ..	..	..	..	..	..	..	..	..	..
Cement, lime and potteries ..	243	..	..	59	4,164	..	..	..	..
Glass works ..	244	..	131	..	..	..	..	..	..
Saw mills ..	18	..	..	..	10	..	..	38	..
Stone dressing ..	..	..	..	..	..	..	..	..	9
Miscellaneous ..	41	..	*	..	..	..	126	..	..
Total ..	546	..	131	59	4,174	..	126	38	9

*Figures not known as the annual return not received.

STATEMENT

Average daily number of

Industry	Nagpur	Wardha	Bhandara	Chanda	Jubbulpore	Saugor	Hoshangabad	Chhindwara	Betul
<i>Perennial</i>									
II.—All other Factories—concl.									
<i>Process relating to skins and hide.</i>									
Hides	..	..	..	..	..	..	..	..	..
Leather and shoes	..	..	..	..	..	..	..	..	..
Tanneries	..	..	..	..	..	..	..	..	..
Miscellaneous	..	..	..	..	..	..	..	..	..
Total	..	..	..	..	..	..	..	..	..
<i>Miscellaneous.</i>									
Brushes	..	..	..	..	..	..	..	..	..
Canvas proofing	..	..	..	..	..	..	..	..	..
Fodder	..	..	..	..	..	..	..	..	..
Gramophone records	..	..	..	..	..	..	..	..	..
Laundries	..	..	..	..	..	..	..	..	..
Reeds and combs	..	..	..	..	..	..	..	..	..
Rope works	..	..	..	..	..	..	..	..	..
Rubber goods	..	..	..	..	..	..	..	..	..
Miscellaneous	..	..	..	..	..	..	..	..	..
Total	..	..	..	..	..	..	..	..	..
Total of Perennial group	..12,801	4,754	526	372	7,910	80	439	275	49
<i>Food, drinks and tobacco.</i>									
Ice and aerated waters	..	..	..	..	..	..	..	..	..
Rice mills	..	..	..	..	..	..	..	..	..
Miscellaneous	..	..	..	..	..	..	..	..	..
Total	..	..	..	..	..	..	..	..	..
<i>Process relating to wood, stone and glass.</i>									
Brick and tiles	..	..	..	..	..	..	..	..	..
Total	..	..	..	..	..	..	..	..	..
<i>Gins and presses.</i>									
Cotton ginning and baling	..1,476	1,923	..	454	..	..	500	157	..
Jute	..	..	..	..	..	..	..	..	..
Miscellaneous	..137	..	..	..	..	..	..	..	..
Total	..1,613	1,923	..	454	..	..	500	157	..
Total of Seasonal group	..1,631	1,923	..	454	47	48	500	157	..
Grand Total	..14,432	6,677	526	826	7,957	128	939	432	49

* Figures not known as the annual return not received.

STATEMENT No. IV

Average daily number of workers

Industry	Central Provinces	Berar	Total	Total for the year 1938
<i>All industries—Perennial group.</i>				
Adults—				
Males	.. 25,782	4,682	30,464	27,918
Females	.. 6,509	1,311	7,820	7,474
Adolescents—				
Males	.. 324	102	426	488
Females	.. 23	4	27	27
Total	.. 32,638	6,099	38,737	35,907
Children—				
Boys	.. 225	..	225	187
Girls	.. 5	..	5	..
Total	.. 230	..	230	187
Grand Total of average daily number	32,638	6,099	38,967	36,094
<i>All industries—Seasonal group</i>				
Adults—				
Males	.. 4,498	9,452	13,950	13,713
Females	.. 4,176	7,376	11,552	12,167
Adolescents—				
Males	.. ..	..	..	..
Females	.. ..	..	..	..
Children—				
Males	.. 25	..	25	..
Females	.. ..	..	..	..
Total	.. 8,699	16,828	25,527	25,880
Grand Total of average daily number	8,699	16,828	25,527	25,880
Total of average daily number (perennial and seasonal).	41,567	22,927	64,494	61,974
<i>Cotton spinning and weaving mills.</i>				
Adults—				
Males	.. 12,836	4,005	16,841	15,292
Females	.. 3,903	1,030	4,933	5,238
Adolescents—				
Males	.. 171	102	273	308
Females	.. ..	4	4	..
Total	.. 16,910	5,141	22,051	20,838
Children—				
Males	.. 179	..	179	112
Females	.. ..	..	..	..
Total	.. 179	..	179	112
Total of average daily number	17,089	5,141	22,230	20,950

STATEMENT No. V-A

Perennial Factories

Intervals, holidays and hours.

			Central Provinces	Berar	Total
Total No. of Factories	..	..	305	32	337
Number of factories in which intervals are—					
One hour	..	..	246	4	250
Two half hours	..	..	..	..	..
One half hour	..	..	..	..	..
Number of factories in which holidays are granted on—					
Sundays only	..	..	69	..	69
Week days and Sundays	..	..	184	4	188
Number of factories in which normal weekly hours are—					
For men—					
Not above 42	..	..	28	..	28
Above 42 and not above 48	..	..	38	3	41
Above 48	..	..	239	29	268
For women—					
Not above 42	..	..	25	..	25
Above 42 and not above 48	..	..	23	2	25
Above 48	..	..	138	18	156
Number of factories in which children are employed.			8	..	8
Number of factories in which majority of workers are exempted from—					
Section 34	..	..	..	..	..
Section 35	..	..	52	28	80
Section 36	..	..	..	..	..
Section 37	..	..	59	28	87
Section 38	..	..	..	..	..

STATEMENT No. V-B

Seasonal Factories

Intervals, holidays and hours.

	Central Provinces	Berar	Total
Total No. of Factories ..	148	255	403
Number of factories in which intervals are—			
One hour ..	148	255	403
Two half hours ..	..	..	..
One half hour ..	..	..	..
Number of factories in which holidays are granted on—			
Sundays only ..	27	105	132
Week days and Sundays only ..	121	150	271
Number of factories in which normal weekly hours are—			
For Men—			
Not above 48 ..	10	26	36
Above 48 but not above 54 ..	3	8	11
Above 54 ..	135	221	356
For Women—			
Not above 48 ..	10	24	34
Above 48 but not above 54 ..	5	8	13
Above 54 ..	115	200	315
Number of factories in which children are employed.	..	..	..
Number of factories in which majority of workers are exempted from—			
Section 34 ..	..	..	..
Section 35 ..	..	..	..
Section 36 ..	..	..	..
Section 37 ..	..	..	..
Section 38 ..	..	..	..

STATEMENT No. VI

Accidents

District	Fatal		Serious		Minor		Total		Grand total
	Perennial group	Seasonal group	Perennial group	Seasonal group	Perennial group	Seasonal group	Perennial group	Seasonal group	
Central Provinces ..	4	..	12	..	808	1	824	1	825
Berar ..	1	5	8	1	59	32	68	38	106
Total for the year 1939 ..	<u>5</u>	<u>5</u>	<u>20</u>	<u>1</u>	<u>867</u>	<u>33</u>	<u>892</u>	<u>39</u>	<u>931</u>
Total for the year 1938 ..	<u>7</u>	<u>3</u>	<u>28</u>	<u>9</u>	<u>789</u>	<u>33</u>	<u>824</u>	<u>45</u>	<u>869</u>

STATEMENT No. VII

Convictions under the Factories Act during the year 1939

Offences relating to	Number of convictions						Grand total
	Central Provinces			Berar			
	Perennial	Seasonal	Total	Perennial	Seasonal	Total	
1. Employment and hours of work—General ..	1	1	2	..	1	1	3
Women—29 and 45 ..	1	..	1	..	2	2	3
Children 27, 50, 51, 52, 53 and 58 ..	4	..	4	..	..	..	4
2. Notices, registers and returns 9, 30, 35, 39, 40, 41, 42, 76, 77.	18	6	24	2	10	12	36
3. Safety 21 to 24 ..	1	..	1	..	..	..	1
4. Health and sanitation (including welfare) 13 to 14, 18, 19 and 28.	4	..	4	..	..	..	4
5. Others, 47, 52, etc. ..	..	..	..	..	1	1	1
Total ..	29	7	36	2	14	16	52

STATEMENT No. VIII

		Inspections				
		Central Provinces	Berar	Total	Total for the year 1938	
Number of factories inspected during the year 1939—						
Once—						
Perennial	..	66	6	72	60	
Seasonal	..	49	54	103	241	
Total	..	<u>115</u>	<u>60</u>	<u>175</u>	<u>301</u>	
Twice—						
Perennial	..	85	8	93	54	
Seasonal	..	48	109	157	166	
Total	..	<u>133</u>	<u>117</u>	<u>250</u>	<u>220</u>	
Thrice—						
Perennial	..	58	8	66	50	
Seasonal	..	18	62	80	76	
Total	..	<u>76</u>	<u>70</u>	<u>146</u>	<u>126</u>	
More than three times—						
Perennial	..	80	9	89	55	
Seasonal	..	11	18	29	27	
Total	..	<u>91</u>	<u>27</u>	<u>118</u>	<u>82</u>	
Total—						
Perennial	..	289	31	320	219	
Seasonal	..	126	243	369	510	
Total	..	<u>415</u>	<u>274</u>	<u>689</u>	<u>729</u>	
Not inspected ..	} Perennial	..	16	1	17	2
		..	22	12	34	6
	Total	..	<u>38</u>	<u>13</u>	<u>51</u>	<u>8</u>
Grand Total	..	<u>453</u>	<u>277</u>	<u>740</u>	<u>737</u>	

STATEMENT No. IX

Statement showing the number of inspections made by the District Magistrates and the Sub-Divisional Magistrates during the year 1939

	Central Provinces	Berar	Total	Total for the year 1938
Number of factories inspected during the year 1939—				
Once—				
Perennial	.. 124	11	135	73
Seasonal	.. 78	101	179	156
Total	.. <u>202</u>	<u>112</u>	<u>314</u>	<u>229</u>
Twice—				
Perennial	.. 55	..	55	13
Seasonal	.. 11	8	19	8
Total	.. <u>66</u>	<u>8</u>	<u>74</u>	<u>21</u>
Thrice—				
Perennial	.. 21	..	21	1
Seasonal	.. ..	..	..	1
Total	.. <u>21</u>	<u>..</u>	<u>21</u>	<u>2</u>
More than three times—				
Perennial	.. 5	..	5	..
Seasonal	.. ..	..	..	..
Total	.. <u>5</u>	<u>..</u>	<u>5</u>	<u>..</u>
Total—				
Perennial	.. 205	11	216	87
Seasonal	.. 89	109	198	165
Total	.. <u>294</u>	<u>120</u>	<u>414</u>	<u>252</u>
Not inspected—				
Perennial	.. 100	21	121	134
Seasonal	.. 59	146	205	351
Total	.. <u>159</u>	<u>167</u>	<u>326</u>	<u>485</u>
Grand Total	.. <u>453</u>	<u>287</u>	<u>740</u>	<u>737</u>

Classification of Accidents

	In non-seasonal factories			In seasonal factories		
	Minor	Serious	Fatal	Minor	Serious	Fatal
I.—Machinery—						
(a) Prime movers .. ..	..	..	..	1	..	..
(b) Transmission machinery—						
(1) Mills gearing, shafts, pulleys. ..	19	6	1	1	..	..
(2) Belts	7	..	..	1	..	..
(c) Lifting machinery—						
(1) Hoists .. ..	..	..	..	..	..	..
(2) Other lifting gear .. ..	..	..	..	..	..	..
(d) Working machinery—						
(1) Textile machinery—						
(a) Blow room machinery. ..	3	2	..	..	..	..
(b) Carding machinery	11	..	..	..	..	..
(c) Drawing machinery .. ..	..	..	..	..	..	..
(d) Speed frames	22	..	..	..	..	..
(e) Spinning machinery	2	1	..	..	..	..
(f) Looms	72	1	..	..	..	..
(g) Calendars	2	..	..	..	..	..
(h) Unclassified textile machinery. ..	39	2	..	1	1	..
(2) Machine tools—						
(a) Milling machine	3	..	..	..	..	..
(b) Lathes	25	1	..	..	..	..
(c) Drills	11	1	..	..	..	..
(d) Power Presses .. ..	..	..	..	..	..	..
(e) Others	28	..	..	..	..	..
(3) Wood working machinery—						
(a) Circular saws	4	..	..	..	..	..
(b) Planning machines	1	..	1	..	..	..
(c) Vertical spindles or moulding machines. ..	..	..	..	..	..	..
(d) Band saws .. ..	..	..	..	..	..	..
(e) Others	23	..	..	..	..	..
(4) Miscellaneous unclassified machinery						
	7	2	..	..	..	..
(5) Machinery not moved by mechanical power—						
(a) Lifting tackles .. ..	..	..	..	..	..	..
(b) Others .. ..	..	..	..	..	..	..
II.—Transport—						
(a) Rolling stock on lines	1	..	..	..	..	..
(b) Rolling stock not on lines	2	..	..	..	..	..
III.—Persons falling—						
(a) From altitude	8	..	..	2	..	..
(b) Into excavations, etc. .. ..	..	..	..	..	..	..
(c) On levels	4	..	..	..	..	..
(d) Slipping	51	..	..	3	..	..
IV.—Falling objects—						
(a) Handled by injured persons	29	..	..	1	..	..
(b) Not handled by injured persons. ..	19	..	..	..	..	..

Classification of Accidents—*concl'd.*

	In non-seasonal factories			In seasonal factories		
	Minor	Serious	Fatal	Minor	Serious	Fatal
V.—Hand tools (including chips and particles set in motion by them)—						
(a) In hands of injured persons ..	61	..	..	1	..	..
(b) In hands of other persons ..	3	..	..	..	..	..
(c) Missing marks ..	11	..	..	..	..	..
VI.—Struck by flying object—						
(a) Flying splinters ..	22	..	..	..	..	..
(b) Flying shuttles ..	11	..	..	1	..	..
(c) Flying hammer heads or tool ..	17	..	..	..	..	..
VII.—Electricity ..	..	..	..	..	..	..
VIII.—Poisons, corrosive substances and occupational diseases.	..	..	..	..	..	..
IX.—Explosions and fires—						
(a) Boiler and steam pressure ..	6	..	..	..	..	..
(b) Other explosion ..	..	..	..	..	..	..
(c) Fires ..	1	..	..	15	..	5
(d) Hot substances and flames ..	8	..	..	..	..	..
X.—Miscellaneous—						
(a) Heat prostration ..	..	..	..	..	..	..
(b) Stepping on or striking objects.	42	..	..	..	..	..
(c) Gassing ..	..	..	..	1	..	..
(d) Others ..	292	4	3	5	..	..
Total ..	867	20	5	33	1	5