TEXTILE LABOUR IN BOMBAY

MEMORANDUM

SUBMITTED TO THE

ROYAL COMMISSION ON LABOUR

BY THE

Bombay Textile Labour Union

1930

Printed by R. R. Bakhale, at the Rombay Vaibhav Press, Servants of India Society's Home, Sandhurst Road, Girgaon, Bombay.

AND

Published by R. R. Bakhale, General Secretary, Bombay Textile Labour Union, Servants of India Society's Home, Sandhurst Read, Girgaon, Bombay.

TABLE OF CONTENTS

						PAGE.
	INTRODUCTION	***	***	***		1-2
	ОНАРТИ	ER I—REC	RŲITMI	ENT		
PARAS.						
1-3	Origin of Labour	- 2π	***	•••	• • • • •	3-5
1	Extent of Migration	***	•••	***	***	3
2	Causes of Migration	•••	•••	*** <	•••	3
3	Changes in recent year	rs	•••	. •••	***	5
4.	Contact with Villages	***	•••	· · · · · · · · · · · · · · · · · · ·	•••	5-6
4	Extent and Frequency	of Return	194	***	•••	5
5-15	Methods of Recruitment	***	•••		•••	6-14
. 5	Existing Method			•••	. • • •	6
6	Present Position	***	•••	•••	•••	6
7-9	Evils of the System	***		•••		7
10-11	Powers of the Jobber	***	•••	•••	•••	8
- 12	Tariff Board and Mil	lowners	.: •••		•••	11
13	Possible Improvemen		.		•••	13
14-15	Public Employment	Agencies		•••	· •••	13
16-17	Extent and Effects of 1	Disturbance (of Family	Life	•••	14-15
18-29	Unemployment	•••	•••			15-23
19	Extent	•••	•••		•••	15
20	Retrenchment	. •••	•••	• • • •		16
21	Rationalisation		•••	•	•••	17
22– 23	Under-employment	***	•••	•••	***	18
24	Possible Methods of	Alleviatin	g and Re	medying Dis	tress	19
25-27			•••	•••	***	20
25	Fawcett Committee	's View	***	• •••	•••	20
28–2 9	International Unem	ployment C	onvention	***		23
30-33	Labour Turnover	*** .		•••	•••	24-26
30	Average Duration o	f Employm	ent	•••	•••	24
31	-		***		•••	24
32-33	Absenteeism	•••	•••		•••	24
	CHAPTER I	I-STAFE	ORGAI	NISATION		
24						27
34		-		•••	•••	
35				•••	·· .	27– 28
36-37		ing of Super	rvising Ste	ıf	•••	28-29
36		***	•••	***	***	28
37	Training	***	., .,,	***	***	28

PARAS.				PAGE.
38-49	Relations between Staff and Rank and File	•••	•••	29-43
. 38	Relations generally	•••		29
39	Value and Defects of Employing Jobbers	• • •	•••	30
40	Works Committees	•••	•••	30
. 41	Works Councils and Industrial Councils	•••	•••	31
42	Whitley Scheme	•••		32
43-44	Bombay Conditions Examined	•••	***	35
45	Trade Boards	•••	•••	36
46	German Works Councils	•••	•••	37
47	Provision against Dismissals	•••	•••	3 9
48-49	Garman Councils and Trade Unions	•••	•••	41
	CHAPTER III—HOUSI	NG		
50	Extent to which Housing is Provided	•••	•••	44-45
50	(A) By Employers	••:	•••	44
• 50	(B) By Government or other Public Age	ency	•••	44
50	(C) By Private Landlords '	•••	***	44
50	(D) By Workers	•••	•••	45
51-55	Nature of Accommodation	•••	•••	45-53
51	Prof. Burnett-Hurst on Housing	•••	•••	45
- 51	Lady Doctor's Experience	•••	•••	48
52	Mr. Tom Shaw's View	•••	•••	49
. 53	British T. U. C. Delegation's Opinion	•••	•••	50
. 54	Provision for Lighting, etc.,	. ***	•••	53
. 55	Rent Rates	•••	•••	53
56-58	Special Housing Problems	•••	•••	54-55
. 56	Sub-letting	•••	•••	54
57	Occupation of Employers' Houses by No	n-textile Tens	nts and	
	Evictions	•••	•••	54
. 58	. Necessity of Housing under Public Conf	trol	•••	54
	CHAPTER IV—HEAL	тн		
59-67	General Health Conditions of Workers	•••	•••	56-61
60	Figures of Mortality	•••	•••	56
61	Birth Rate and Infant Mortality	•••	•••	57
62	Working Conditions at Work Places		•••	58
. 63	—And at Home	•••	•••	59
64.	Diatary	•••	•••	59
65	Physique	•••	•••	60
66	Effects of Disturbance of Sex Ratio	•••	•••	60
67	Relation between Housing and Mortality	7 •••	***	61

Paras,	•				Page.
68-70	Extent of Medical Facilities	•••	***	6	1-62
68	Provided by Employers	•••			61
68	, by Government	***	•••		61
68	, by other Agencies	***	•		61
69	Provision for Women Doctors, M	idwives	or Dais	•••	61
70	Utilization of Medical Facilities	***	•••	•••	61
71-75	Sanitary Arrangements	•••	•••	6	2-64
71	Latrines		• :		62
72	Drinking Water	•••	***	•••	62
73	Bathing and Washing	•••	•••	•••	63
74	Official Supervision	•••	***	•••	63
75	Temperature and Humidification	100	•••	•••	63
		***	• •••	***	
76-77	Dise ase	•••	•••	••	64
76	Industrial Diseases	*** .	•••		. 64
77	Cholera, Malaria, etc	•••			64
78-85	Sickness Insurance	•••	-2-	•	4-72
•	International Labour Convention		•••	(
78 70		•••	***	. •••	6 <u>4</u>
79	Introduction of Other Systems	•••	•••		65
80	Voluntary and Compulsory Insura		***	•••	67
81-82	Contributory or Non-contributory	Basis	•••	•••	68
83	Benefits	***	••• :	•••	70
84-85	How to Meet Difficulties?	•••	•••	***	71
86-88	Maternity Benefits	***	•••	7	72-73
86	Existing Schemes	•••	•••	•••	72
87	History of Legislation	•••	•••	•••	72
88	Possibility of Legislation	•••	- 116	•••	73
•	CHAPTER V—W	ELFA	RE		
			-		
89	Utilization of Workers' Spare Ti		•••	• • • •	74
90	Refreshments, shelters and Créche	98	•••	***	74
91	Results Achieved	•••	•••	•••	74
92	Educational Facilities		***	•••	75
93	Provision for Old Age and Prema	ture Ke	trement	•••	75
94	Co-operation and Welfare Fund	•••	•••	•••	76
	CHAPTER VI—EI	DUCAT	ION		
95	-of Children not in Employment		•••	•••	77
96	-of Children in Factories	•••			77
97	—of Adults	***	-54		77
98	Illiteracy—a Menace				78
99	Education and Standard of Livin	<i>p</i>		***	78
7 🔻		φ ••••	•••	***	10

Paras.					PAGE.
	· CHAPTER VII-WOR	RKMEN'S CO	OMPENSAT	ION	
100-102	General	•••	•••	•••	79
103-104	Compensation under Con		•••	•••	79
105-106	Employers' Liability Ac		•••	•••	80
107	Accidents due to alleged	Workers' Ne	gligence	•••	82
. 108	Extension of the Act	•••	•••	•••	83
109	An Alternative	•••	•••	•••	84
110	Hazardous Industries	•••	•••	•••	84
111-112	Case of Seamen	• •••	•••	***	84
113	Compulsory Insurance		•••	• • •	85
114	Commissioner's Discretion	n	•••	. •••	85
115-116	Scales of Compensation	•••	***	•••	85
117	Fatal Accidents	***	•••	•••	86
118	Alternative Proposals	•••	•••	•••	86
119-122	Waiting Period		•••	•••	86
123	Dependents		•••	•••	88
124	Contractor's Responsibili	it y	•••	•••	88
125	Penalty for Failure to Su	ıbmit Returns			89
126-127	Dependents' Right to app	roach Commi	issioner	•••	89
128	Period of Appeal	•••	***	••	90
12 9	Evidence for Fatal Acci	dents	***	***	90
	Appendix	•••	•••	•••	91
	CHAPTER	OH—IIIV	JRS		
130-132	Hours Worked per week an	d per day	•••	•••	93-94
130	Normal Daily and Weel	kly Hours	•••	•••	93
131	Exceptions	•••	44.	•••	93
132	Days worked per week	***	•••	***	94
133-134	Effect of Daily and Weekly	Hours Restri	iction	•••	94-96
133	—On Workers	,,			94
134	O T 1 .4.	•••	***	•••	94
	•	7.5	•••	•••	
	Possibility of Reduction in	Maxima		· ••	96-103
135-140	• •		. ***	••	
135	Reduction—a Necessity		•••	•••	96
135 136	Reduction—a Necessity —And a Possibility		***		97
135	Reduction—a Necessity —And a Possibility Output Not Affected	***	•••	•••	97 97
135 136	Reduction—a Necessity —And a Possibility	•••	•••	•••	97
135 136 136	Reduction—a Necessity —And a Possibility Output Not Affected	•••	***	•••	97 97 99 99
135 136 136 137 137	Reduction—a Necessity —And a Possibility Output Not Affected Stabilization of output How to effect stabilizati Effects on costs	 on?	•••	•••	97 97 99 99 100
135 136 136 137 137 138 139	Reduction—a Necessity —And a Possibility Output Not Affected Stabilization of output How to effect stabilizati Effects on costs Other Effects of Reduce	 on?	•••	•••	97 97 99 99 100
135 136 136 137 137	Reduction—a Necessity —And a Possibility Output Not Affected Stabilization of output How to effect stabilizati Effects on costs	 on?	•••	•••	97 97 99 99 100
135 136 136 137 137 138 139	Reduction—a Necessity —And a Possibility Output Not Affected Stabilization of output How to effect stabilizati Effects on costs Other Effects of Reduce	 on?	•••	•••	97 97 99 99 100

PARAS.					PAGE.
141	Tariff Board's Proposa	1	•••	•••	103
142	Fawcett Committee's	View	•••	•••	104
143	Three Recesses Necessa	ıry	•••	•••	104
144	Holidays	***	•••		105
145	Day of Rest	•••	***	•••	105
•	CHAPTER IX—W	OMEN AND	CHILDREN		
146-I48	Women	•••	•••		106
146	Working Period	•••	•••		106
. 147	Maternity Leave	• •••	•••	. •••	106
148	Orèche	•••	••	•••	106
149	Children	***	•••	411	106-107
149	Working and Rest Per	riods	•••	***	106
150	Training of Young Adults	***	•••	***	107
150	No Facilities	•••	•	••••	107
151	Single & Double Shifts	•••		***	107-109
152	Work in Factories not sub	iect to Act	***	***	109
		ER X—WAG			
153-156	Labour Office Enquiries				110-112
153		••• ••••••		•••	110-112
154-155	Defects in Previous E 1926 Enquiry	ndorries	•••	410	111
154-155	Data and an	•••	•••	***	112
	_	•••	•••	•••	
157-158	Remittances to Villages	*** *	 .	***	113-114
157	Erroneous Impression	•••	•••	***	113
158	Dr. Mann's View	•••	***	***	114
159	Method of Fixing wages	***	•••	***	115–118
159	No Method	•••	•••	***	115
160	Standardization	•••	•••	•••	118
160	Workers' Demand	***	-	***	118
161-170	Minimum Wages	•••	•••	•••	118-123
161	Geneva Convention	•••	***	***	118
162	Alleged Difficulties in	adopting the	Convention	***	119
, 163	Difficulties not insupe	rable		•••	119
164	Basis for a Minimum		***		120
165	Condition of the Indu	stry	•••		120
· 166	Rs 30—a Minimum V	Vage	•••	***	121
167-169	Basis for Rs. 30	•••	•••	•••	121
170	Machinery	•••	•••	•••	122
171	Deductions	. •••	•••	•••	123
172	Periods of Wage Paumes	nta	•••		123-126

Para.						PAGE.
1 173	Indebtedness	•••	•••	•••	•••	126
J 174-175	Leave	•••			•••	126-127
174	Without pay	•••	***	•••	•••	126
175	With pay	•••	•••	•••	•••	127
176	Fair Wages Clause		•••	•••	•••	127
	CHAPTEER	XI-WO	RKERS' E	FFICIEN	OY	
177	An Improvemen		•••	•••	•••	128
178	Comparison	•••	•••	•••	•••	128
179 .	Efficiency of Ma	nagement	***	•••	•••	129
	CHAPTER :	XII—TRA	ADE COMB	INATIO	NS	
180	Extent	•••	•••	•••	•••	130
· 181	Effect	•••	•••	•••	•••	131
182	Benefits to Mem	bers	•••	•••	•••	131
, 183	History	•••	•••	•••	•••	131
184-187	Employers' Attitud	ls	***	<i>-</i> ••	***	132-135
184-185	Hostility	•••	•••	•••	•••	132
186	Organisation of	Company	Unions	•••	•••	133
187	Attitude toward	ls Labour	Legislation	•••	•••	134
· 188	Trade Unions Act	•••	•••	•••	•••	135
189-191	Miscellaneous Ques	tions	•••	.00	•••	135-136
189-190	Methods of Neg	otiations	***	•••	•••	135
191	Results of Non-	oooperatio:	n	•••	•••	136
	CHAPTER 2	KIII—INI	DUSTRIAL	DISPUT	ES	
192	Avoidable Strik		•••		•••	137
193	Trade Disputes	Act	•••	•••	•••	137
194-195	Government At		•••	•••	•••	137
``	CHAPTER :		TER AND	SERVA	T	
196	Repeal of Madre	s Planters	Act	***	•••	139
			DMINIST	RATION		
197	Legislatures	•••	•••	•••	***	139-140
197	Attitude	•••	•••	•••	•••	139
198	Relations between C	Central and	l Provincial	Governmen	is	140
199	British India and	Indian Sta	ies	•••	•••	140
			-INTELLIC	ENCE		
200	Inadequate Stati					140
. 200	THEORY AND IN SHAPE			•••		
•			TINTOES			•
Appendix	A.—Reduction in t Efficiency S	he numbe		s in a mil	l put on	the i
Appendix	B.—Resolutions of	n Ration	alisation p	assed by	the W	orld
- <u>F</u> F	Economic (Conference	at Geneva,	May 1929		vii