

REPORT
OF THE
BIHAR LABOUR ENQUIRY
COMMITTEE

VOLUME III

PART B.

**(Replies to the Questionnaire issued by the Bihar
Labour Enquiry Committee—
Employers and their Associations.)**

BOOK 2.

(Engineering).



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SUMMARY OF REPLIES
TO THE
QUESTIONNAIRE
OF
The Bihar Labour Enquiry Committee

(a) ENGINEERING.

b

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.	Labour exchange.
1	2	3	4	5	6
1	Mechanical Workshop—				
	(a) Jamalpur ..	7,677 M.	Direct ..	..	Against
	(b) Tatanagar ..	772 M. 22 W.	Do. ..	..	Do.
2	Loco shed, Tatanagar, Bengal-Nagpur Railway.	200 M. 8 W.	Do. ..	..	Do.
3	Loco Shed, Chakradharpur.	434 M. 4 W.	Do. ..	..	....
4	Loco Running Shed, Adra.	416 M. 19 W.	Do. ..	..	....
5	Wagon Repair Shop, Adra.	218 M. 7 W.	Do. ..	..	See Rules
6	Loco Running Shed, Purulia.	100 M.	..	..	....
7	Loco Running Shed, Anara.	249 M.	Do. ..	..	....
8	Loco Running Shed, Bhojudih.	201 M. 6 W.	Do. ..	..	....
9	Bengal and North-Western Railway Workshop, Samastipur.	455 M.	Direct ..	..	Against
10	Running and Carriage Sheds, Katihar.	275 M.	Ditto ..	..	....
11	Dhri-Rohtas Light Railway Workshop.	191 M. 1 W.	Direct ..	..	Against
12	Tatanagar Foundry Co.	1,198 M. 727 W.	Do. ..	..	Not required ..
13	Eagle Rolling Mills, Kumardhubi.	390 M. 30 W.	Direct, some contract.	..	Labour Bureau U. C. ..
14	Kumardhubi Engineering Works.	1,582 M. 129 W.	Direct ..	..	Ditto
15	Kumardhubi Fire Clay and Silica Works, Ltd.	1487 M. 377 W. 16 C.	Direct ..	..	Not practicable ..
16	Jamshedpur Engineering and Machine Manufacturing, Co.	128 M. 12 W.	Do. ..	..	Against
17	Saran Engineering Co., Marhourah.	225 M.	Do. ..	..	Do.
18	Arthur Butler & Co., Muzaffarpur.	170 M.	Direct and contract.	..	Do.

Serial no.	Name.	Sick leave.			Privilege leave.		
		To whom given.	Period.	Allow-ance.	To whom given.	Period.	Allow-ance.
1	2	7	8	9	10	11	12
1	Mechanical Work- shop—						
	(a) Jamalpur ..	See Rules	..	..	..	..	..
	(b) Tatanagar ..	Ditto ..	..	..	..	..	..
2	Loco Shed, Tata- nagar, Bengal Nag- pur Railway.	..	..	..	..	..	..
3	Loco Shed, Chakra- dharpur.	..	..	..	..	..	..
4	Loco Running Shed, Adra.	..	..	..	..	..	..
5	Wagon Repair Shop, Adra.	..	..	..	..	..	..
6	Loco Running Shed, Purulia.	..	..	..	..	..	..
7	Loco Running Shed, Anara.	..	..	..	..	..	..
8	Loco Running Shed, Bhojudih.	..	..	..	..	..	..
9	Bengal and North Western Railway, Workshop, Samasti- pur.	See Rules	..	..	..	..	..
10	Running and Car- riage sheds, Katihar.	Loco staff	60 days	Half ..	..	..	..
11	Dehri-Rohtas Light Railway Work- shop.	None ..	..	..	All workers..	30 days	Full ..
12	Tatanagar Foundry Co.	Discretion- ary.	..	..	Monthly staff	21 days	Full ..
13	Eagle Rolling Mills, Kumardhubi.	All ..	Sickness	Without pay.	All workers..	15 days	.. ..
14	Kumardhubi En- gineering Works.	All ..	Sickness	Ditto ..	Ditto ..	Ditto	Full ..
15	Kumardhubi Fire Clay and Silica Works, Ltd.	All ..	Sickness	None	1 year's con- tinuous ser- vice.	15 days	Full pay
16	Jamshedpur En- gineering and Machine Manufac- turing Co.	All ..	Sickness	Without pay.	Monthly staff	One month	Full ..
17	Saran Engineering Co., Marhourah.	None ..	..	..	Permanent staff.	21 days	Full ..
18	Arthur Butler & Co., Muzaffarpur.	Discretion- ary.	..	..	..	..	..

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
1	Mechanical Workshop—				
	(a) Jamalpur ..	..	..	..	..
	(b) Tatanagar ..	..	..	..	..
2	Loco Shed, Tatanagar, Bengal Nagpur Railway.	..	..	..	..
3	Loco Shed, Chakradharpur.	..	..	..	..
4	Loco Running Shed, Adra.	..	..	..	..
5	Wagon Repair Shop, Adra.	..	..	..	..
6	Loco Running Shed, Purulia.	..	..	..	..
7	Loco Running Shed, Anara.	..	..	..	..
8	Loco Running Shed, Bhojudih.	..	..	..	..
9	Bengal and North Western Railway Workshop, Samastipur.	..	..	..	..
10	Running and Carriage Sheds, Kati- har.	To all ..	15 days ..	..	..
11	Dehri-Rohtas Light Railway Workshop.	..	..	3 months ..	Full ..
12	Tatanagar Foundry Co.	..	6 weeks ..	One year service ..	Half ..
13	Eagle Rolling Mills, Kumardhubi.	..	8 weeks ..	Ditto ..	Full ..
14	Kumardhubi Engineering Works.	..	8 weeks ..	Ditto ..	Full ..
15	Kumardhubi Fire Clay and Silica Works, Ltd.	..	..	8 weeks ..	Full ..
16	Jamshedpur Engineering and Machine Manufacturing Co.	..	..	No ..	No ..
17	Saran Engineering Co., Marhourah.	..	..	..	..
18	Arthur Butler & Co. Muzaffarpur.	..	..	..	..

Serial no.	Name.	Provident Fund.			Fines fund.
		To whom given.	Contribution.	Interest.	
1	2	17	18	19	20
1	Mechanical Workshop.— (a) Jamalpur .. (b) Tatanagar ..	} See Rules .. ..	..	..	Given to staff Benefit Fund.
2	Loco Shed, Tatanagar, Bengal-Nagpur Railway.		....	..		..	Staff Benefit Fund.
3	Loco Shed, Chakradharpur.	....	..	..	Ditto ..
4	Loco Running Shed, Adra.	....	..	..	..
5	Wagon Repair Shop, Adra.	....	..	..	..
6	Loco Running Shed, Purulia.	....	..	..	..
7	Loco Running Shed, Anara.	....	..	..	..
8	Loco Running Shed, Bhojudih.	....	..	..	..
9	Bengal and North-Western Railway Workshop, Samastipur.	....	..	..	Staff Benefit Fund.
10	Running and Carriage Sheds, Katihat.	....	..	..	..
11	Dehri-Bohtas Light Railway Workshop.	All drawing Rs. 15 or more.	5 per cent each.	5 per cent	Debited to revenue.
12	Tatanagar Foundry Co.	No .. ..	..	..	No fines ..
13	Eagle Rolling Mills, Kumardhubi.	Monthly men drawing Rs. 25 or more.	..	..	Ditto ..
14	Kumardhubi Engineering Works,	Monthly men drawing Rs. 25 or more.	..	..	Ditto ..
15	Kumardhubi Fire-Clay and Silica Works, Ltd.	Permanent employee salary Rs. 25 and more.	..	..	Ditto ..
16	Jamshedpur Engineering and Machine Manufacturing Co.	All workers.. ..	1/12th each	3 per cent ..	Ditto ..
17	Saran Engineering Co., Machourah.	Permanent employee with over Rs. 25.	..	..	Ditto ..
18	Aurifer Butler & Co., Muzaffarpur.	None .. ..	..	..	Given to Sadr Hospital.

Serial no.	Name.	Co-operative stores.	Credit Society.	Houses.		Schools.
				Number.	Rent.	
1	2	21	22	23	24	25
1	Mechanical Workshop— (a) Jamalpur ..	Not favoured	Not favoured	..	..	..
	(b) Tatanagar ..	One in existence.	..	None ..	..	See details.
2	Loco Shed, Tatanagar, Bengal-Nagpur Railway.	..	One Co-operative Bank in existence.	175 rooms ..	..	One Lower Primary.
3	Loco Shed, Chakradharpur.	..	..	125 houses ..	..	..
4	Loco Running Shed, Adra.	..	..	278 houses ..	..	..
5	Wagon Repair Shop, Adra.	..	..	70 quarters (5 men per quarter).	..	5 schools
6	Loco Running Shed, Purulia.	..	..	29 quarters	..	..
7	Loco Running Shed, Anara.	..	..	174 quarters	..	..
8	Loco Running Shed, Bhojudih.	..	..	193 quarters	..	1 school
9	Bengal and North-Western Railway Workshop, Samastipur.	..	Co-operative Bank in existence.	15 quarters..	Not to exceed 10 per cent of salary.	..
10	Running and Carriage Sheds, Katihar.	..	..	170 quarters	..	..
11	Dehri-Rohas Light Railway, Workshop.	Not favoured	..	..	..	None ..
12	Tatanagar Foundry Co.	Not practicable. Past failure.	Not favoured	None ..	..	..
13	Eagle Rolling Mills, Kumardhubi.	No objection Lab. management. Past failure.	One in existence.	134 quarters	Free ..	..
14	Kumardhubi Engineering Works.	Ditto ..	Ditto ..	..	..	..
15	Kumardhubi Fire Clay and Silica Works, Ltd.	Past failure. Favoured to be run by workers.	In existence. Better paid. Extension under consideration.	300 rooms (3 per room).	Free ..	1 Primary 40 children. No fees.
16	Jamshedpur Engineering and Machine Manufacturing Co.	Favoured State Mang.	Favoured ..	76 rooms ..	3 per cent on total expenditure.	..
17	Saran Engineering Co., Marhourah.	Favoured. Labour managed.	..	100 rooms ..	Free ..	None ..
18	Arthur Butler and Co., Muzaffarpur.	Favoured. Labour managed.	Favoured. (Building purposes).	None ..	..	None ..

Serial no.	Name.	Medical aid.			
		Doctor or compounder.	Hospital or dispensary.	Treatment.	Medicine.
1	2	26	27	28	29
1	Mechanical Workshop— (a) Jamalpur ..	Medical Officer J, Assistant Surgeon and Sub-Assistant Surgeons 3.	One hospital, 3 dispensaries.	Free ..	Free ..
	(b) Tatanagar ..	..	..	..	..
2	Loco Shed, Tatanagar, Bengal-Nagpur Railway.	..	Dispensary ..	Do. ..	Do. ..
3	Loco Shed, Chakradharpur.	..	Do. ..	Do. ..	Do. ..
4	Loco Running Shed, Adra.	..	..	..	..
5	Wagon Repair Shop, Adra.	..	..	..	..
6	Loco Running Shed, Purulia.	..	..	..	..
7	Loco Running Shed, Anara.	..	..	..	..
8	Loco Running Shed, Bhojudih.	..	..	..	..
9	Bengal and North-Western Railway Workshop, Samastipur.	Doctors ..	1 Hospital ..	Free ..	Free ..
10	Running and Carriage Sheds, Katihar.	..	1 hospital ..	..	..
11	Dehri-Rohtas Light Railway Workshop.	Doctor ..	Dispensary ..	Free to staff ..	Free to staff
12	Tatanagar Foundry Co.	Doctor ..	First aid grant to Tisco.	Free to employees	Free to employees.
13	Eagle Rolling Mills, Kumardhubi.	Do. ..	Hospital ..	..	..
14	Kumardhubi Engineering Works	Do. ..	Hospital ..	..	..
15	Kumardhubi Fire-Clay and Silica Works, Ltd.	Doctor and compounder (spared).	Hospital and dispensary (Spared).	..	..
16	Jamshedpur Engineering and Machine Manufacturing Co.	Agreement with	Tisco ..	..	..
17	Saran Engineering Co., Marhourah.	Allowance to district board doctor.	First aid ..	Free ..	..
18	Arthur Butler and Co., Muzaffarpur.	None ..	..	..	..

Serial no.	Name.	Sickness Insurance.		Hours.	Minimum wage.		
		For or against	Basis.		For or against.	Amount.	Principle or machinery.
1	2	30	31	32	33	34	35
1	Mechanical Workshop—						
	(a) Jamalpur ..	Practica- ble.	Contract	Against reduc- tion.	..	..	..
	(b) Tatanagar ...	Not fa- voured.	..	..	..	..	..
2	Loco Shed, Tata- nagar, Bengal-Nag- pur Railway.	Not ne- cessary.	..	Present hours satisfactory.	For ..	..	Cost of living.
3	Loco Shed, Chakra- dharpur	..	..	..	..	..	..
4	Loco Running Shed, Adra.	..	..	..	..	..	..
5	Wagon Repair Shop, Adra.	..	..	..	..	..	..
6	Loco Running Shed, Purulia.	..	..	..	..	..	..
7	Loco Running Shed, Anara.	..	..	..	..	..	..
8	Loco Running Shed, Bhojudih.	..	..	..	..	..	..
9	Bengal and North- Western Railway Workshop, Samasti- pur.	..	..	No change ..	..	..	..
10	Running and Car- riage Sheds, Kati- har.	..	..	..	..	..	..
11	Dehri-Rohtas Light Railway Work- shop.	..	..	8 hours daily (practice).	For.	..	..
12	Tatanagar Foundry Co.	For ..	..	..	..	..	..
13	Eagle Rolling Mills, Kumardhubi.	Against	..	..	Against	..	..
14	Kumardhubi En- gineering Works.	Do. ..	..	..	Do. ..	..	..
15	Kumardhubi Fire- Clay and Silica Works, Ltd.	Do. ..	..	..	Do. ..	..	..
16	Jamshedpur En- gineering and Machine Manufac- turing Co.	For ..	..	..	Do. ..	..	..
17	Saran Engineering Co., Mahrhourah.	For ..	Contract	Against reduc- tion.	For ..	..	Universal scope and local varia- tion.
18	Arthur Bulter and Co., Muzaffarpur.	..	..	Present hour satisfactory.	Unde- sirable.	..	..

Serial no.	Name.	Wages of unskilled labour.	Number of daily, weekly or monthly rated.	Proportion of wages to total cost.	Bonus or profit sharing bonus.	Profit.
1	2	36	37	38	39	40
1	Mechanical Workshop—					
	(a) Jamalpur ..	13 0 0	All monthly	34 per cent ..	Departmental bonus on profits.	..
	(b) Tatanagar ..	19 0 0	All daily	..	..	..
2	Loco Shed, Tatanagar, Bengal Nagpur Railway.	..	All monthly	..	..	..
3	Loco Shed, Chakradharpur.	..	..	..	..	..
4	Loco Running Shed, Adra.	..	..	..	..	..
5	Wagon Repair Shop, Adra.	13 8 0 M.	All daily	..	..	..
6	Loco Running Shed, Purulia.	10 0 0 W.	..	..	..	..
7	Loco Running Shed, Anara.	..	..	..	..	..
8	Loco Running Shed, Bhojudih.	..	..	..	..	..
9	Bengal and North-Western Railway Workshop, Samastipur.	7 9 0	Some monthly and some daily.	..	..	..
10	Running and Carriage Sheds, Katihar	12 0 0	All monthly	..	..	..
11	Dehri-Rohtas Light Railway Workshop.	..	All monthly	..	..	..
12	Tatanagar Foundry Co.	..	All daily except staff.	..	..	..
13	Eagle Rolling Mills, Kumardhubi.	13 8 0 M. 10 2 0 W.	Majority Hourly rated.	31 per cent ..	..	..
14	Engineering Works, Kumardhubi.	13 0 0 M. 9 12 0 W.	Ditto ..	27 per cent ..	..	..
15	Kumardhubi Fire Clay and Silica Works, Ltd.	12 0 0 M. 9 0 0 W.	All except a few daily.	Approximate 26 per cent.	Firemen and kiln setters bonus on output.	..
16	Jamshedpur Engineering and Machine Manufacturing Co.	7 10 0 M. 6 5 0 W.	13½ daily 25 monthly	..	..	..
17	Saran Engineering Co., Marhaurah.	11 0 0 M.	All daily except staff.	12·49 per cent	Bonus to all on profits.	..
18	Arthur Butler and Co., Muzaffarpur.	10 0 0 M.	All monthly	..	Attendance bonus 5 per cent.	..

Serial no.	Name.	Accidents 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	Mechanical Workshop—				
	(a) Jamalpur ..	Total ..	1,752	..	14
	(b) Tatanagar ..	Total ..	174	..	5
2	Loco Shed, Tatanagar, Bengal-Nagpur Railway.	Total ..	30	..	30
3	Loco Shed, Chakradharpur.	Total ..	111	..	111
4	Loco Running Shed, Adra.	Total ..	102	..	142
5	Wagon Repair Shop, Adra.	Total ..	265	..	111
6	Loco Running Shed, Purulla.	Total ..	18	..	11
7	Loco Running Shed, Anara.	Total ..	75	..	61
8	Loco Running Shed, Bhojudih.	Total ..	61	..	47
9	Bengal and North-Western Railway Workshop, Samastipur.	Total ..	1	..	....
10	Running and Carriage Sheds, Katihar.	..	..	..	196
11	Dehri-Rohtas Light Railway Workshop.	..	..	3	....
12	Tatanagar Foundry Co.	..	..	..	....
13	Eagle Rolling Mills, Kumardhubi.	..	5	60	....
14	Kumardhubi Engineering Works.	1	12	89	....
15	Kumardhubi Fire-Clay and Silica Works, Ltd.	None ..	38	26	49
16	Jamshedpur Engineering and Machine Manufacturing Co.	Total ..	13	..	1
17	Saran Engineering Co., Marhourah.	Total ..	4	..	4
18	Arthur Butler and Co., Muzaffarpur.	..	..	..	....

Serial no.	Name.	Trade union.	Works committee.	Conciliation or arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	Mechanical Workshop— (a) Jamalpur ... (b) Tatanagar ..	3 recognised Unions.	Yes. Yes.		
2	Loco Shed, Tatanagar, Bengal-Nagpur Railway.	2 recognised Unions.			
3	Loco Shed, Chakradharpur.	....		
4	Loco Running Shed, Adra.	....		
5	Wagon Repair Shop, Adra.	....		
6	Loco Running Shed, Furulja.	....		
7	Loco Running Shed, Anara.	....		
8	Loco Running Shed Bhojudih.	....		
9	Bengal and North-Western Railway Workshop, Samastipur.	One, not recognized ..	Welfare Committee.		
10	Running and Carriage Sheds, Katihar.	....		
11	Dehri-Rohas Light Railway, Workshop.	....		
12	Tatanagar Foundry Co.	Two recognised Union Committees.	No ..	Compulsory.	
13	Eagle Rolling Mills, Kumardhubi.	One	Union Committee.	Optional.	
14	Kumardhubi Engineering Works.	One	Union Committee.	Do.	
15	Kumardhubi Fire Clay and Silica Works, Ltd.	Yes, not recognised ..	Union Committee.	Voluntary ..	Compulsory.
16	Jamshedpur Engineering and Machine Manufacturing Co.	No	No ..	Against.	
17	Saran Engineering Co.; Marhourah.	None .. ..	..	Compulsory ..	Voluntary.
18	Arthur Butler and Co., Muzaffarpur.	None .. ..	..	Voluntary ..	Compulsory.