

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.

**Replies to General Questionnaire of the Bihar Labour Enquiry
Committee,
East Indian Railway, Calcutta.**

Electric installations.	Officers.	Clerks and other subordinates.	Men.	Women.	Children.
1	2	3	4	5	6
Gomoh ..	..	7	31	..	..
Gaya ..	..	16	49	..	..
Jhajha ..	..	3	33	..	..
Jamalpur ..	1	27	650	..	..
Workshops—					
Tatanagar ..	2	113	772	22	..
Jamalpur ..	10	700	7,677	..	..

2. Officers shown above are not permanently settled in these areas. Subordinate, supervising and clerical staff and workmen in the electric installations are liable to transfer from one station to another in the interest of work. The majority of the workmen employed in the Jamalpur workshops are settled in the province of Bihar.

3. The workers in the electric installations at Gaya, Gomoh and Jhajha live in the accommodation provided by the railway. In the case of those for whom no quarters are provided they live in accommodation rented from outsiders. In Jamalpur officers, subordinate supervising and clerical staff live in the quarters provided by the railway and a large majority of the workmen live in their village homes situated within a radius of 30 miles from the workshops.

4. In the electric installations at Gomoh, Gaya and Jhajha, workmen are not drawn from any particular area but in Jamalpur workmen are mainly drawn from the villages within a radius of about 30 miles from that station.

5. All labour is permanently employed and cases of employees leaving service within a year of their service are very rare.

6. The number of persons discharged which term includes retirement, removal from service, dismissal, medically declared unfit for further service, termination for service on account of slack working or stoppage of operations and on their own account during 1936 and 1937 is shown below :—

	1936.	1937.
Electric installations, Gomoh, Gaya and Jhajha.	..	..
Jamalpur	20	14
Workshops—		
Tatanagar	36	54
	1936-37.	
Jamalpur	510	

7. By the administration.

8. By the administration.

9. Yes.

10. Yes, provided candidates are suitable.

11. No.

12. No, and particularly so far as Jamalpur is concerned practically the entire labour strength is recruited in Bihar and from the sons of the workmen in the workshops.

13. Casual labour is not generally employed.

14. No.

15. Yes, copies of agreements are attached as appendices A to D.

Permanent subordinate employees	Appendix A.	} Not B. } printed— C. } Vidyabhu- D. } shan } Shukla.
Monthly rated monthly paid ..	..
Workshop employees ..	..
Apprentice mechanics ..	..
Trade apprentices	

16. Yes, a copy of the Calendar is attached (Appendix E).
Not printed.

17. Yes. Seniority lists are maintained and promotions to higher posts depend on seniority, efficiency and suitability.

18. The conditions of service as embodied in service agreements of each class of staff provide the necessary security.

19. In accordance with the leave rules applicable to State Railway employees (copy enclosed Appendix 'F'). *Not printed.*

20. Yes, vide answer to question no. 19 above.

21. Women are not generally employed.

22. Yes. Provident Fund and Gratuity under the State Railway Provident Fund and Gratuity rules. A copy may be obtained from a Government Book Depot.

23. The number of holidays to workshop employees varies in different areas. The list is given below showing total number of (i) holidays allowed with and without pay and (ii) those allowed with pay in different workshop centres in addition to Sundays when workshops normally remain closed. *Not printed.*

24. Please refer to Government Servants Conduct Rules, Fundamental Rules copies of which may be had from the Government Central Publication Depot and also to Regulations regarding disciplinary action against non-gazetted staff including removal from service, dismissal and rights of appeal.

25. All standing orders and rules relating to staff framed by the authorities are circulated to the staff in the shape of notices.

26. Each case of indiscipline and slackness of work, etc., is dealt with on its merits in terms of the regulations regarding disciplinary action against non-gazetted staff; vide reply to question 24 above.

27. Dealt with according to the rules referred to in paragraph 26 above.

28. Warnings, stoppage of leave, passes and promotions, reductions in pay, fines, suspension and dismissal. Fines are imposed for offences as per schedule approved by the local Government. Other penalties are imposed according to the merit of each case, vide answer to question no. 26 above.

29. See answer to 28 above.

30. Electric installation Gomoh, Gaya, Jhajha—Nil.

Electric installation Jamalpur—			
Fined ..	..	..	79
Reduction in pay ..	..	..	12
Suspended ..	..	..	4
Tatanagar Workshops—			
Fined ..	..	..	30
Jamalpur Workshops—			
Warned ..	..	..	600
Fined ..	..	..	485
Increments withheld ..	..	..	4
Suspended ..	..	..	3
Removed from service ..	..	..	6

31. Unauthorised absence is covered by the grant of leave with pay or without pay as admissible under the rules and the party concerned is dealt with according to the merits of each case.

32. Staff guilty of frequent late attendance are duly warned. Staff attending late are deducted pay for the actual period they are not at work and dealt with according to the merits of each case.

33. All fines are deposited in the East Indian Railway Staff Benefit Fund. This fund is utilised solely for the benefit of the staff, such as to meet expenses for special treatment of staff in non-railway hospitals and sanatoria, sports and amusements such as grants to railway institutes, etc.

34. Electric Installations :—

		Week days.	Saturdays.
Gomoh, Gaya and Jhajha	..	8 hours.	4 hours.
Jamalpur	..	8 ..	5 ..
Tatanagar Workshops :—			
Office staff	..	7½ ..	4½ ..
Works and works office staff	..	8½ ..	5½ ..
Jamalpur Workshops :—			
Workers and clerical staff of Works and Works offices and Time offices.		8 ..	5 ..
Other clerical staff	●	7 ..	4 ..

There appears to be no justification for a reduction of hours of work. The process employed on these works and installations requires no particularly strenuous or hazardous work to be done.

35. Electric Installations :—

	Workers.	Clerks.
Gomoh, Gaya and Jhajha.	3 shifts according to rosters duty with intervals for each shift.	No shift fixed hours of duty.
Jamalpur ..	2 shifts in shops and 3 shifts in power houses.	Ditto.
Tatanagar Work-shops.	One general shift but two shifts when occasion arises.	Ditto.

Jamalpur Work-shops. Generally there are two shifts but 3 shifts for a number of Mill-wright and heat treatment staff and time office time checkers. No staff work for more than 5 hours without a break. They are allowed one hour's rest period on each shift and they change over their shifts weekly. No shift fixed hours of duty.

36. Electric installations at Gomoh, Gaya, Jhajha and Jamalpur. Yes.

Tatanagar and Jamalpur.

Workshops $\frac{3}{4}$. The work is not of a continuous nature.

37. No.

38. Yes, according to the Hours of Employment of Regulations or Factory Act Rules as the case may be.

39. None is regularly called upon to work overtime.

40. No, except in the electrical installations where workers are granted lieu leave.

41. Electric Installations Gomoh, Gaya, Jhajha and Jamalpur throughout the year.

	1933.	1934.	1935.	1936.	1937.
1	2	3	4	5	6
Jamalpur Workshops..	274	273	273	273	278
Tatanagar Workshops..	..	..	285	283	274

No breakdown occurred which resulted in complete stoppage of any of the workshops. In the Jamalpur workshops overhauling of machinery is generally carried out during the Easter, Durga Puja and Xmas holidays.

42. Yes. Machines are guarded, screens and goggles are provided to prevent eye and body injuries from flying particles, also to protect their eyes from heat and light radiation suitable protective clothing is provided when necessary.

. The question of minimising accidents receives careful attention. Provision already exists in the workshops of First Aid appliances and arrangements for medical attendance and ambulance services. There are a large number of the staff qualified to render first aid to the injured.

43. At Jamalpur Works there is a Safety Committee which investigates each accident and thereafter where possible devise means to prevent recurrence. Safety posters, warning signs, etc., are prominently displayed. Accident reports are submitted to all concerned in accordance with the Factory Act Rules and accidents are classified according to the reports of the Medical Officers.

Any suggestions made by the Factory Inspector as regards safety devices employed to minimise the risk of accidents are given prompt attention. The vast majority of these accidents are of a slight nature.

44. The Factory Act Rules as at present in force appear to have ample scope.

45. No remarks.

46. No.

47. All provisions of the Factories Act are adhered to as far as possible and any case of inadvertent infringement by the staff brought to light is reported to the Inspector of Factories.

48. This question is covered by the application of Hazardous Occupation (Lead) Rules, 1936 to which these workers are subject.

So far as Jamalpur is concerned 103 men are affected by these rules; they are periodically examined by the Medical Examiner appointed by the Bihar Government.

49. For the purpose of the attached statement workers have been classified as skilled, semi-skilled and unskilled. Figures for 1928 and 1933 cannot be collected as all such old records are not available. A revision of scales of pay of lower paid employees was carried out in 1930 which operated to the advantage of the workmen. Since then no further revision has been made.

50. No, there has been no change. Staff changes occasionally occur from piece rate to time rate and *vice versa*.

51. The local rates of wages of other industrial concerns and sister railways in the near vicinity. The same rate of wages is taken in calculating ordinary and overtime.

52. Night work is paid at time and a quarter provided they work for 8 hours. For work on paid holidays overtime is paid under the Factories Act in addition to pay. For work on unpaid holidays the men are paid for the hours worked.

53. Electric Installations at Gomoh, Gaya...All the men are and Jhaja and Jamalpur Workshops. on monthly rate basis.

Electric Installation.

Jamalpur.—With the exception of a very few the workers are monthly rated.

Tatanagar Workshops.—The workers are all daily rated.

54. Monthly except in the case of 22 women coolies in the Tatanagar Workshops who are paid weekly.

55. Electric Installation, Gomoh, Gaya, Jhaja and Jamalpur—On time basis.

In the Jamalpur Workshops the wages costs in 1937-38 were approximately 34 per cent of the total cost of production.

56. The following deductions are made for :—

1. Absence under section 7 sub-section 2(b) of the Payment of Wages Act.			
2. Loss or damage	ditto	ditto	2(c)
3. Rent	ditto	ditto	2(d)
4. Institute dues	ditto	ditto	2(e)
5. Lower paid loan Fund	ditto	ditto	2(f)
6. Advance	ditto	ditto	2(f)
7. Provident Fund Advance	ditto	ditto	2(i)
8. Provident Fund Subscription	ditto	ditto	2(i)
9. East Indian Railway Employees' Co-operative Credit Society Loan.	ditto	ditto	2(j)

57. Electric Installations at Gomoh, Gaya, Jhajha and Jamalpur—No.

Tatanagar Workshops.—Two system in vogue :

(1) a fixed percentage on wages and (2) piece work system.

Jamalpur Workshops.—There is a system of gang piece work in respect of certain repetition manufacturing operations and the men are paid bonus on profit which is the difference between the value of their out turn and their wages at the monthly rates of pay for the actual time worked.

Approximately 1,000 men are affected by this arrangement.

58 to 65. I cannot reply to these questions as they raise questions of general policy which are matters for the Central Government to consider.

66. No.

67 to 69. I cannot reply to these questions as they raise questions of general policy which are matters for the Central Government to consider.

70. (a) No children are employed.

(b) At Gomoh, Gaya and Jhajha.

(c) Tatanagar Workshops—No Schools are provided by the railway.

Jamalpur.—(b) There are four schools maintained by the Railway Administration for the education of the employees' children.

(i) European and Anglo-Indian day school, (ii) Indian High English School, (iii) Bihar Middle English School, (iv) Islamia Middle English School.

The information in regard to number of children, fees, etc., is given below :—

Employees' children.		Fees per month.	Books if supplied free.	Free and half free scholars.	Scholarships.
Boys.	Girls.				
1	2	3	4	5	6
(i) 23	28	Varying from Rs. 2-8-0 to Rs. 4.	None	None	None.
(ii) 303	..	Varying from Rs. 1-12-0 to Rs. 3-12-0.	None	..	Three scholarships of Rs. 10 per mensem each.
(iii) 114	..	Varying from Rs. 1-4-0 to Rs. 1-8-0.	None	9 free 20 half free.	..
(iv) 164	..	Varying from Re. 0-4-0 to Rs. 1-8-0.	None	23 half free.	..

(c) At Jamalpur a technical school is provided for workshop apprentices undergoing training. There are no continuation classes for adult workshop employees.

71. Yes. Institutes are provided by the railway. Daily attendance is :—

Gomoh. Gaya. Jhajha. Tata. Jamalpur.

4 17 2 25 25

(Europeans)

130

Indians.

72. At Jamalpur there are 3 outdoor dispensaries one of which is situated within the workshop boundaries and a well-equipped indoor hospital of 66 beds with an infectious section, staffed with 6 fully qualified nurses (both general nursing and

midwifery, hospital bearers, ward keepers, etc., etc., and also a modern X-ray Plant. The hospital is under the direct control of a medical officer who is assisted by one assistant surgeon as well as trained nurses, dispensers and dressers.

There are special wards for the treatment of women and maternity cases.

A railway hospital exists at each of the places, viz., Gomoh, Gaya and Jhajha and a dispensary at Tatanagar. The hospitals are under the direct control of Divisional Medical Officers who are assisted by assistant surgeons, sub-assistant surgeons and other qualified staff of the classes referred to above.

73. No charges are levied for treatment and medicine in hospitals and dispensaries.

74. The orders of the Government of India are attached (Appendix H.) *Not printed—Vidyabhushan Shukla.*

75. The chief diseases are those of the respiratory system, bronchitis, influenza and of digestive system diarrhoea, dysentery, collitis. There are no diseases which can be said to be occupational.

76. Special measures are always taken whenever there is a threatened epidemic of diseases and prophylactic measures are undertaken yearly.

77. No.

78. Yes, sanitary arrangements are satisfactory. At Jamalpur latrine and urinal arrangements at work places and in quarters provided by the railway are connected to a water-borne sewage system which are sufficient and sanitary. There is no privacy in the general urinal arrangements inside the workshops. Bathing facilities are provided and there is an abundant supply of water.

79. Arrangements exist for supply of good drinking water at Gomoh, Gaya, Jhajha and Tatanagar.

At Jamalpur a waterworks has been provided which is designed to meet all requirements of the East and West (Rampur Colony) the Mechanical Workshops, Railway Station, Running Shed and the municipality. Provision has been made to supply the latter with one lakh gallons daily.

There is a rapid mechanical filtration plant and three slow sand filters.

In all workshops earthenware vessels with sand-pits are provided for cooling drinking water for work people.

80. According to leave rules.

81. No.

82. This is a matter for the Government of India to decide.

83 & 84. Policy of the railway is to provide quarters for staff whose duties required them to live close to the workshops. The majority of the workmen live in adjacent villages and workmen's trains are provided.

85. Pooled rents based on a percentage of the total capital invested on each class of quarters.

86. There are two loan societies:—

(1) The East India Railway Employees' Co-operative Credit Society from which a loan equivalent to 7 months' pay is granted.

(2) From the Lower Paid Staff Loan Fund—loan equivalent to 6 months' pay to employees on receipt of a salary of Rs. 25 per mensem or below is granted.

87. As the greater percentage of the workmen live in village houses and in view of the fact that a loan at a low rate of interest can be readily obtained by any permanent employees, I do not consider that a scheme of hire purchase or co-operative housing is feasible.

88. The institutes provide ample facilities for outdoor sports and indoor games and other amusements to all staff who care to take advantage of them.

89. In the Jamalpur workshops a tiffin shed for workmen is provided, but it is intended to extend it. A tiffin room for clerical staff is also provided.

90. No. There are no women workers excepting 23 women coolies in the Tatanagar Workshops.

91. I have no information.

92. I am not in favour of the proposal as such a measure would be tantamount to Government competing with private enterprises.

93. It is not a feasible proposition to reduce the wage period, and so long as staff are paid punctually the shortening of

the present wage period is not a matter, which in the opinion of the Administration, would affect the question of indebtedness.

94. Yes. Employees are granted advances from the Provident Fund to meet expenses incidental to their own illness or that of their family members subject to a limit of Rs. 500 in the case of non-gazetted staff and Rs. 1,000 in the case of gazetted officers recoverable in 20 instalments. Advance of one month's pay recoverable in three instalments is granted to an employee on transfer from one station to another.

Loans are also granted to employees from the East Indian Railway Co-operative Credit Society and in the case of non-members of the Provident Fund from the Lower Paid Staff Loan Fund established for the benefit of such staff.

95. The rules do not permit of this being done.

96. I have no information.

97. The existing law enables money-lenders to sue a debtor in any of the places mentioned on the promissory note. While it is necessary to protect the creditor against unscrupulous debtors obtaining frequent transfers so as to evade payment, it is equally necessary to stop unscrupulous creditors from deliberately suing a debtor in a town in which he is not residing. In my opinion, therefore, the law should be amended so as to make it compulsory for a creditor to sue a debtor in a place in which he is residing, though the amendment should be framed in such a way as not to deprive the creditor of his right to obtain payment of his dues.

98. A co-operative store exists at Jamalpur but generally I am not in favour of such societies as they may compete with private enterprise.

99. The total number of accidents during the last three years is as follows :—

Gomoh electric installation	..	..	..	3
Gaya	..	..	..	2
Jhajha	..	..	..	1
Jamalpur	..	..	..	91
Tatanagar Workshops	..	..	..	174
Jamalpur Workshops	..	..	..	1,752

The vast majority of these accidents are of a very slight nature but they have had to be classified as accidents under the rules.

100. The information is as given below :—

Electric Installation.	Number of cases in which compensation was awarded.	Number of cases referred to the commissioner.
Gomoh	3	..
Gaya	2	..
Jhajha	1	..
Jamalpur	1	..
Tatanagar Workshops ..	5	5
Jamalpur Workshops ..	14	5

101. No.

102. No.

103. There are three unions recognised by the East Indian Railway administration and these are :—

1. The East Indian Railway Men's Union.
2. The East Indian Railway Employees Association, Calcutta.
3. The National Union of Railwaymen of India, Burma—Bombay.

104. All are registered under the Trade Union Act.

105. Yes, vide answer to question 103 above. The dates of recognition are given below :—

- (i) 7th February 1933.
- (ii) 24th September 1935.
- (iii) 10th December 1928.

106. Please see answer to question 103.

107. No.

108 & 109. They are affiliated to the All India Railway men's Federation.

110. It is not considered feasible for a big organisation like the East Indian Railway to have one Trade Union as it could not possibly represent all the various interests.

111. Membership of these Unions as furnished by them.

	—			Proportion of members to total number of workers at Jamalpur.
(i) 4,184	..	..	..	.. 47
(ii) 7,435	..	..	..	.. 83
(iii) 347	..	..	..	.. 4

112. The office bearers of these unions are given below :—

I. President—Mohan Lal Saxena.

Vice-Presidents—Harihar Nath Shastri.

Santi Ram Mondal.

Shib Nath Banerjee.

Dr. Suresh Chandra Banerjee.

B. P. Sinha.

General Secretary—B. K. Mukherjee.

General Organising Secretary—Debendra Nath Sen.

Treasurer—Girija Dayal.

Trustees—Dina Nath.

Raja Bahadur.

H. Lyall.

So far as is known none of these are railway workers.

II. President—Jamma Das Metha.

Working President—Professor A. N. Mallik.

Vice-Presidents—N. N. Ghose.

A. W. Williams.

G. C. Banerjee.

General Secretary—P. Bowen.

Treasurer—S. N. Bose.

33 per cent outsiders.

III. President—G. W. A. Gidney.

General Secretary—F. J. Currion.

100 per cent outsiders.

113. The terms under which recognition was agreed to are generally:—

- (a) that the Union continues to be a registered trade Union.
- (b) that the Union will be governed in all matters by the provisions of the Trade Union Act.
- (c) that the Union shall be bound by such regulations as the Railway Board will from time to time make for conduct of employees of State railways.
- (d) individual cases will not be discussed unless they involve a breach of the accepted policy.

The President of a Union shall have access to the General Manager, Heads of Departments, Divisional Superintendent, Deputy Chief Mechanical Engineers and Works Managers in charge of workshops. A Vice President or General Secretary shall have access to the same officers as above with the exception of the General Manager. Branch Secretaries may have access to the Divisional Superintendents, Deputy Chief Mechanical Engineers or Workshop Managers in charge of shops in their respective areas.

As Trade Unions in this country are at present run they are little more than Appeal Bureau, and until such time as they are run on proper lines and maintain proper discipline over their members, I think it is not possible for them to start, with any reasonable prospects of success, any welfare activities, such as sick benefits, in the same way as done by Trade Unions in the United Kingdom.

114. Yes at Jamalpur and Tatanagar *Fydamand Panchayets* or Workshop Welfare Committees exist. These committees enable the workmen to discuss with the Administration all matters connected with their welfare. Generally speaking, the composition of these committees consist of the head of the workshops as Chairman, Employment Officer as Secretary and members elected by the workmen.

115. See answer to question no. 113.

116. The administration would be sympathetic towards a Union which was run on the correct lines.

117. No, staff are not debarred from joining the Trade Unions.

118. There were two strikes since 1918 in the Jamalpur workshops.

119. The first one lasted from 2nd December 1919 to 14th January 1920 and the second from 13th February 1922 to 31st March 1922.

120 to 124. No information on these subjects is available at this distance of time.

125. There are *Fydamand Panchayets* at Jamalpur and Tatanagar Workshops composed of delegates elected tri annually by the workers themselves. The committee meets periodically and each grievance represented by group of workers is discussed, investigated where necessary and suitably dealt with.

126. At Jamalpur there is an employment officer (Welfare) to whom all workers have ready access to present their grievances either verbally or in writing. He personally as far as possible enquires into each grievance and arranges to take suitable action where necessary. No jobbers are employed for this purpose.

127. Except for the *Fydamand Panchayet* there is no permanent machinery for the settlement of workers' differences and disputes. No practical difficulties have been experienced since 1922 in dealing with cases which have arisen.

128 to 131. These are matters of policy which concern all railways. I am not prepared to express an opinion.

132. This being a State Railway Workshop balance sheets and profit and loss accounts and other financial details are not prepared and published as is done by Commercial Undertakings.

133. In view of the reply above this question does not affect this workshop. The cost of improvements is met by allotments from the Railway Capital, Depreciation Fund or Revenue Budgets according to the nature of the improvement.

134. These are matters of policy which concern all railways. I am not prepared to express an opinion.

135. The machinery provided by the Provincial Government appears to be adequate and we have had no difficulties in implementing the rules which have been framed dealing with Factories Act, Workmen's Compensation Act, etc., etc.

STATEMENTS.

APPENDIX 'K'.

JAMALPUR
Wages

Category of work.	January 1929.					January		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs. a. P.	Rs. a. P.	Rs. a. P.	Rs. a. P.		Rs. a. P.	Rs. a. P.
Skilled	Men	..	..	..	..	..	..	..
Do.
Semi-skilled
Ditto
Unskilled
Do.
Skilled
Do.
Semi-skilled
Ditto
Unskilled
Do.

GOMOH—ELECTRIC INSTALLATION,

Men	Nil	..	..	..	..	..	31 11	90
							31 9	90
Women	..	..	..	..	..	..	..	..
Boys	..	..	..	..	..	..	..	..
Girls	..	..	..	..	..	..	..	..

JHAJHA ELECTRIC

Men	10—30	80	13	42½	..	21—0	76
	10—25	80	13	42½		21—0	75
Women	..	..	..	..	..	..	..
Boys	..	..	..	..	..	..	..
Girls	..	..	..	..	..	..	..

GAYA—ELECTRIC INSTALLATION,

Men	51—12	45	15	30	..	51—0	72
	51—10	45	15	30		51—0	72
Women	..	..	..	..	..	..	..
Boys	..	..	..	..	..	..	..
Girls	..	..	..	..	..	..	..

NOTES.—(1) All January entries should be shown together; all July entries should be similarly treated.

(2) If there were, in any of those months, special circumstances such as mechanical breakdown, or stoppage for explicitly stated in the column no. 19.

(3) Please state if there has been any change in the nature of function or process.

WORKSHOPS.

Form.

1938.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1937.		July 1937.							
earnings.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
JANUARY 1938.									
..	..	2,840	T	78 5 0	22 0 0	40 1 0			
..	..	80	P.	88 8 0	22 0 0	54 0 0			
..	..	2,277	T.	84 13 0	17 0 0	29 8 0			
..	..	700	P.	62 4 0	17 0 0	33 9 0	..	..
..	..	760	T.	20 5 0	13 0 0	18 6 0	..	..
..	..	329	P.	86 2 0	13 0 0	29 6 0	..	..
JULY 1937.									
..	..	2,766	T.	71 4 0	22 0 0	38 2 0	..	..
..	..	62	P.	83 8 0	22 0 0	43 7 0	..	..
..	..	2,346	T.	84 13 0	17 0 0	24 11 0	..	..
..	..	638	P.	53 12 0	17 0 0	29 5 0	..	..
..	..	760	T.	20 0 0	13 0 0	17 2 0	..	..
..	..	268	P.	34 9 0	13 0 0	28 12 0	..	..

There has been no change in the nature of function or process.

EAST INDIAN RAILWAY.

12	51½	..	34	79	13	46	..	..
12	51½	..	34	51	13	32	..	..
..
..

INSTALLATION.

13	44	..	32	51	13	32	..	..
13	44	..	32	51	13	32	..	..
..
..

EAST INDIAN RAILWAY.

12	42	..	51	51	13	32	..	..
12	42	..	51	51	13	32	..	..
..
..

overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration should be

LATION—JAMALPUR.
Form.

1938.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 11 to column 6.	Remarks
1937.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs. a. p.	Rs. a. p. JULY 1937.	Rs. a. p.			
..	..	2	575—25—850	728 0 0	728 0 0	728 0 0	..	..
..	..	1	500—25—550	230 10 0	230 10 0	230 10 0	..	..
..	..	1	325—25—475	498 0 0	498 0 0	498 0 0	..	..
..	..	3	340—20—400	514 8 0	409 11 0	447 11 0	..	..
..	..	2	270—20—330	399 14 0	345 15 0	372 15 0	..	..
..	..	6	110/150—20—250.	300 6 0	250 0 0	273 13 0	..	..
..	..	2	90—20—250	266 2 0	258 1 0	262 2 0	..	..
..	..	2	130/120—10—180.	148 6 0	130 0 0	139 3 0	..	..
..	..	1	400—25—500	500 0 0	500 0 0	500 0 0	..	..
..	..	1	108—8—148	149 3 0	149 3 0	149 3 0	..	..
..	..	2	160—10—200	200 0 0	160 0 0	180 0 0	..	..
..	..	2	84—4—100	100 0 0	48 0 0	74 0 0	..	..
..	..	17	28—4—80	87 14 0	40 0 0	77 10 0	..	..
..	..	1	55—3—70	45 3 0	45 3 0	45 3 0	..	..
..	..	3	30—3—45—5—60.	45 0 0	33 0 0	37 0 0	..	..
..	..	1	105—5—120 Rs. 24 P. A.	144 0 0	144 0 0	144 0 0	..	..
..	..	1	24—2—40	40 0 0	40 0 0	40 0 0	..	..
..	..	3	54—6—90	105 10 0	100 3 0	102 15 0	..	..
..	..	15	54—5—84	95 9 0	49 11 0	85 7 0	..	..
..	..	42	42—3—54	72 10 0	47 12 0	64 15 0	..	..
..	..	251	18/22—2—38 22—1—23	49 0 0	2 9 0	38 1 0	..	..
..	..	51	17—1—27 15—1—25.	34 5 0	15 0 0	27 14 0	..	..
..	..	117	13—1—17 14—1—19.	24 7 0	16 1 0	18 5 0	..	..
..	..	1	2—6—0 per day.	71 4 0	71 4 0	71 4 0	..	..
..	..	26	8—1—12	18 3 0	5 5 0	8 15 0	..	..
..	..	12	17—1—27 13—1—18 13—1—17 13—1—16	27 0 0	15 0 0	17 16 0	..	..

—JAMALPUR—contd.

rm—contd.

1938.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 11 to column 6.	Remarks.
1937.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
					JULY 1937				
..	..	1	55-5-76	76 0 0	76 0 0	76 0 0	..	..
..	..	1	56-5-81	81 5 0	81 5 0	81 5 0	..	..
..	..	3	42-3-54	54 0 0	54 0 0	54 0 0	..	..
..	..	5	42-3-54	61 13 0	56 12 0	60 13 0	..	..
..	..	1	30-2-40	45 13 0	45 13 0	45 13 0	..	..
..	..	4	30-2-40	40 0 0	40 0 0	40 0 0	..	..
..	..	3	18/22-2-38 22-1-28	38 0 0	25 0 0	33 11 0	..	..
..	..	2	18/22-2-38	42 5 0	41 11 0	42 0 0	..	..
..	..	7	18/22-2-38 22-1-28	44 1 0	26 13 0	38 7 0	..	..
..	..	3	17-1-27	30 15 0	29 2 0	30 7 0	..	..
..	..	21	16-2-32 22-1-28	32 0 0	12 4 0	32 11 0	..	..
					JANUARY 1938.				
..	..	1	55-5-76	76 0 0	76 0 0	76 0 0	..	..
..	..	3	42-3-54	55 13 0	54 0 0	54 10 0	..	..
..	..	4	30-2-40	40 0 0	40 0 0	40 0 0	..	..
..	..	3	18/22-2-38 22-1-28	38 0 0	26 0 0	34 0 0	..	..
..	..	1	30-2-40	40 0 0	40 0 0	40 0 0	..	..
..	..	1	56-5-81	88 4 0	88 4 0	88 4 0	..	..
..	..	5	42-3-54	62 11 0	60 2 0	61 13 0	..	..
..	..	7	18/22-2-38 22-1-28	43 11 0	39 15 0	39 14 0	..	..
..	..	3	17-1-27	31 6 0	30 3 0	30 14 0	..	..
..	..	1	18/22-2-38	33 1 0	33 1 0	33 1 0	..	..
..	..	2	18/22-2-38	39 4 0	39 4 0	39 4 0	..	..
..	..	21	16-2-32 22-1-28	32 0 0	9 4 0	29 4 0	..	..
..	..	4	13-1-17	19 12 0	16 9 0	18 2 0	..	..
..	..	22	8-1-12	12 0 0	7 12 0	9 8 0	..	..

ATION—JAMALPUR—concl'd.

rm—concl'd.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 11 to column 8.	Remarks.
1933.		July 1937.							
Earnings.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
..	..	1	650—25—700	728 0 0	728 0 0	728 0 0	..	..
..	..	1	575—25—650	728 0 0	728 0 0	728 0 0	..	..
..	..	2	500—25—550	560 0 0	275 0 0	417 0 0	..	..
..	..	4	340—20—400	542 11 0	185 13 0	391 13 0	..	..
..	..	2	270—20—330	390 9 0	385 14 0	388 3 0	..	..
..	..	6	110/150—20—250.	316 0 0	139 15 0	281 3 0	..	..
..	..	2	90—20—250	292 5 0	270 3 0	281 4 0	..	..
..	..	2	110/120—10—180.	168 4 0	130 0 0	149 2 0	..	..
..	..	1	400—25—500	500 0 0	500 0 0	500 0 0	..	..
..	..	1	108—8—148	158 12 0	158 12 0	158 12 0	..	..
..	..	2	160—10—200	200 0 0	160 0 0	180 0 0	..	..
..	..	2	84—4—100	94 8 0	28 0 0	76 0 0	..	..
..	..	1	105—5—120 and Rs. 24 P. A.	144 0 0	144 0 0	144 0 0	..	..
..	..	17	28—4—80	94 8 0	28 0 0	75 3 0	..	..
..	..	1	24—2—40	40 0 0	40 0 0	40 0 0	..	..
..	..	3	30—3—45—5—60.	50 0 0	33 0 0	39 9 0	..	..
..	..	8	54—6—90	108 2 0	100 3 0	103 13 0	..	..
..	..	15	54—5—84	98 4 0	48 10 0	83 12 0	..	..
..	..	43	42—3—54	73 15 0	17 7 0	61 8 0	..	..
..	..	247	18/22—2—38 22—1—28	50 14 0	9 11 0	39 8 0	..	..
..	..	55	17—1—27 15—1—25	35 11 0	16 0 0	30 5 0	..	..
..	..	115	13—1—17 14—1—19	25 7 0	11 2 0	18 9 0	..	..
..	..	2	2 6 0 per day. 1 12 0 per day.	70 1 0	57 6 0	63 12 0	..	..
..	..	10	13—1—17	17 6 0	16 7 0	17 2 0	..	..
..	..	56	60, 36, 34, 22, 18, 17, 14 and 13.	69 3 0	10 3 0	19 7 0	..	..

**Answers to the questionnaire of the Labour Enquiry
Committee, Bihar.
Loco-shed, Tatanagar.**

A. NATURE AND RECRUITMENT OF LABOUR.

1. Officers—Manager of Factory	..		1	(D. L. S. CKP).
Clerks	..	..	6	
Workpeople	..	{		
		Men	..	200
		Women	..	8
		Children	..	Nil

NOTE.—These figures do not include Running Staff.

2. All migratory.

3. 10 per cent.

4. There is no limited area -and workers are drawn from various provinces.

5. 1:17—No.

6. (a) 1936	..	1	(b) 1936	..	Nil	(c) 1936	..	Nil
1937	..	1	1937	..	Nil	1937	..	1
(d) 1936	..	6	(e) 1936	..	4			
1937	..	Nil	1937	..	6			

7. All directly recruited by the management.

8. The existing system. Any other system is open to abuses.

9. (1) No.

(2) No.

(3) No.

NOTE.—Staff registers and History Sheets of discharged employees showing full particulars of services, are maintained.

10. This does not arise. See reply to 9.

11. No.

12. The existing conditions do not call for labour exchanges.

13. Casual labourers are not employed.

14. No.

B. CONDITIONS OF EMPLOYMENT.

15. A copy of service agreement is enclosed. This is meant only for supervising staff and clerks.

16. Yes.

17. Yes, provided men in lower grade are suitable for promotion to higher grade. A list is enclosed showing the revised scales of pay for those appointed on or after 16th July 1931. A list of the old scales of pay applicable to those appointed before 16th July 1931 is also enclosed.

1933—1937.

8 shed coolies, grade Rs. 13½—1½—15 ..	Promoted to khalasies on grade Rs. 13—2—15—1—16.
2 " " " Rs. 13½—1½—15 ..	Promoted to mechanical coolies, Rs. 15—½—19.
1 " cooly " Rs. 13½—1½—15 ..	Promoted to guard.
1 P. E. steamman grade Rs. 15—1—23 ..	Promoted to Grab Crane driver grade, Rs. 36—3—42.
1 mechanical cooly, grade Rs. 15—½—19..	Promoted to assistant boiler maker, grade Rs. 20—2—24.
2 Unbound apprentices fitters grade Rs. 10—19.	Promoted to fitters grade Rs. 23—3—42—4—70—5—80.
1 clerk, grade Rs. 28—4—80..	.. Promoted to clerk, grade Rs. 85—5—110.
1 turner, grade Rs. 36—3—42—4—70 ..	.. Promoted to fitter grade Rs. 24—3—42—4—70—5—80.
1 fitter, grade Rs. 24—3—42—4—70—5—80.	Promoted to supervising fitter, grade Rs. 85—5—110.

18. The best possible security obtains on the railway by means of the existing rules regulating the discharge and dismissal of subordinate employees.

19. Yes, a leave register is maintained and leave is granted to each employee in his turn, subject to special treatment in cases of illness and other causes beyond control. A copy of

leave rules applicable to those appointed on or after 1st October 1931 is enclosed. A copy of the old leave rules applicable to those appointed prior to 1st October 1931 is also enclosed.

Not printed. Vidyabhushan Shukla.

20. Yes. Please see the leave rules.

21. No maternity leave, as such. They are granted leave admissible under the leave rules.

22. Yes, for gratuity and provident fund. Copies of the rules are enclosed.

23. Rest of one day in a week is allowed. Staff are also allowed a few hours off on important festival days provided the work of the factory in general is not interfered with.

24. Rules regarding conduct have not been incorporated in one pamphlet such as the Government Servants' Conduct Rules. See answers to 18 and 28.

25. They are published in the "Bengal Nagpur Railway Gazette." Important orders are displayed on notice boards in the factory and in some cases, copies in the languages of the majority of the staff are distributed to the staff.

26 and 27. Staff are asked to explain the charge verbally or in writing in each case before they are warned, fined or otherwise dealt with according to the rules on the subject.

28. Various kinds of punishment are as follows :—

- (a) Warnings.
- (b) Fines.
- (c) Stoppage of increase.
- (d) Suspension.
- (e) Reduction in pay.
- (f) Stoppage of promotion.
- (g) Discharge or dismissal.

Each case of offence is decided on its own merits. There is no hard and fast schedule of punishments laid down for each offence. An approved list of Acts and omissions for which fines may be imposed is enclosed.

29. Please see reply to question no. 28.

30. Nine.

31. Unauthorised absence of less than 10 days at a time results in a deduction of wages, proportionate to the absence.

Such absence for a continuous period for over ten days may result also in discharge of the worker concerned.

32. Late attendance is dealt with by warnings or fines. Partial attendance is dealt with by deduction of proportionate wages.

33. Only for the benefit of the staff in general. No, the 'Fine Fund' ceased to exist, as such, some years ago. It has been replaced by the 'Staff Benefit Fund' to which fines realised are credited, and which, as its name suggests, is administered by a special Committee exclusively for the benefit of the staff generally.

C. HOURS OF WORK.

34. Please see reply to item no. 35. No, the existing roster is not considered strenuous.

35. In four shifts :—

- (1) General shift, i. e., from 7 to 11 hours and 13 to 17 hours. This is applied to clerical staff and certain other (supervisory) staff.
- (2) Three shifts, i. e., 6 to 14 hours, 14 hours to 22 hours, and 22 hours to 6 hours and rest of 24 hours in a week is allowed. This is applied to labourers.

No deviation from the existing roster is proposed.

36. Weekly rest of 24 hours is allowed under the present arrangements. See answer to 35.

37. Not practicable.

38. No.

39. Nil.

40. No.

41. Factory worked throughout the last five years.

D. CONDITIONS IN FACTORIES.

42. Yes, where necessary.

43. Moving parts of machinery liable to injure workmen are enclosed for preventing accidents. Departmental orders exist for reporting all accidents. These are considered satisfactory.

44. No.

45. Does not arise.
 46. No.
 47. Nil.
 48. No amendment is considered necessary.

E. WAGES.

49. Wages forms will follow.
 50. No.

51. No overtime system exists but for ordinary skilled and semi-skilled work, rate of wages depends upon the amount of skill and training required for a particular category. For instance, a fitter requires more skill than a painter and hence is given a higher rate of pay than a painter.

52. No.
 53. All workers are monthly rated.
 54. Monthly payments.

All workers are paid on the same day. Nine days. The present system.

55. Revision of pay was effected in the case of old entrants with effect from 1st March 1934 as under :—

	Old.	Old (revised).
	Rs.	Ra.
Painter	20—44	20—39
Coppersmith	28—70	24—62
Machineman	20—35	20—36

The revised scales of pay for new entrants are applicable only to those appointed on or after 16th July 1931. See answer to 17.

In the shed, only repairs are attended to.

56. Deduction on account of absence from duty, Income-tax, Provident Fund, House rent, Urban Bank loan, Conservancy cess, and Institute. Please see the Payment of Wages Act which is adhered to.

57. No, except the provident fund bonus system.
 58. Not practicable.

59. I am in favour of a minimum wage for the lowest class of employees such as coolies because the bargaining power of such labour is practically nil.

60. Market value of labour, or "cost of living" whichever is greater.

61. A thoroughly up-to-date and properly equipped Labour Office which would study, collate and publish statistics affecting wholesale and retail prices, family budgets, cost of living, standard of living, and also relative wages paid by various employers in the province for similar classes of work. Legislation might be necessary to compel employers to follow, or at least to be guided by, the advice of such a Labour Office. It will be appreciated that such an arrangement would be not only practicable but also desirable so far as industrial employers in a particular province or area are concerned. When it comes to a big organisation like a Railway which runs through several provinces, practical difficulties will necessarily be met with. Apart from the liability of employees to transfer from one district (or province) to another, there are other difficulties from an accounting or administrative point of view which must be considered. In any event, it may be taken that the foregoing remarks apply with special force to the lowest classes of labour, such as coolies, who are recruited locally and who are only transferred to stations other than those at which they were recruited, in the most exceptional circumstances. Possibly the position with regard to wage-determination and control, on a Railway, with special reference to the lowest labouring classes, might best be studied and advised on by collaboration among Labour Offices set up by the various provinces through which the Railway passes; alternatively, the matter might suitably be dealt with on an all-India basis by the Central Government. It is common knowledge that retail prices affecting various centres follow more or less the same curves as wholesale prices affecting the Country as a whole and the relevant data can readily be obtained from a central source such as the office of the Director-General of Commercial Intelligence and Statistics.

62. Yes, with due regard to the higher "cost of living" as distinct from "standard of living" in highly industrialised areas: it is generally accepted that the cost of living is higher in such areas than in rural or semi-urban areas.

63. This is a matter which could be attended to through the agency of the Labour Office or Offices suggested in reply to question 61.

64. The implication of this question is not quite clear. It is considered that the "minimum wage" should be fixed for the lowest category of labour (cooly), with due regard to what constitutes a "living wage", or to the "cost of living", as suggested in the reply above to question 60. Above this class of labour, it is considered that the cost of living figure should be given less weight, and the market value of labour should be given greater weight. The danger would lie in the "standard of living" figure creeping into the calculations. This would be undesirable, for, as is commonly known, the standard of living figure can be subject to purely artificial inflation during period of industrial prosperity. Briefly, the principle would be to fix a minimum wage which will enable the lowest class of labourer, not only to keep body and soul together, but also to give him a modicum of comfort, as against luxury. Once this is secured, the main factors will be what the industry can afford and the market value of labour, under the operation of the Law of Supply and Demand. In other words, once a "living wage" is secured to the lowest class of labourer, his more fortunate brothers must be prepared to cut their coat according to their cloth.

65. It is considered that the responsibility for paying the minimum wage should devolve upon every employer, irrespective of whether or not the industry in which he is engaged enjoys "protection". Without prejudice to this view, it may be found necessary, in certain cases, for governmental assistance to be given to new industries until such time as they become established. This can be taken cognisance of when assessing the measure of "protection" which should be afforded to them.

F.—RATIONALISATION.

66. No.

67. }

68. } Do not arise.

69. }

G.—WELFARE WORK.

I.—Education.

70. (a) No children employed.

(b) There is a Railway L. P. School at a distance of one mile from the Factory. Four children of employees are attending the school.

(c) No.

71. The "Institute" contains a reading room and Library
—Daily attendance 40.

II.—Health.

72. (b) All the Loco Sheds and Workshops are provided with first aid boxes. The Railway has its dispensaries at Tatanagar and Chakardharpur. There is also a well-equipped Railway Hospital at Adra for Hospital treatment. Maternity cases are also attended to by the Medical Staff at Tatanagar and Chakardharpur. The arrangements so far have been found satisfactory.

73. No charges are made at the dispensaries for treatment of employees and their families. Treatment is also free in the general ward of the Hospital.

74. Workers are examined at the dispensaries or Hospitals whenever required by them. When an employee is found by his departmental authorities to be in bad health or frequently "sick", he is sent to the Dispensary or Hospital for special examination and treatment.

75. The general health of the workers is satisfactory and mortality average. There are no diseases worth mentioning as "Chief Diseases and cause of mortality". Respiratory diseases and Bowel Diseases, however, may be mentioned as Chief Ailments. There are no occupational diseases which could be specially mentioned.

76. Small-pox and Cholera may be mentioned as epidemics in the areas but rarely affect these stations owing to Prophylactic measures which are always promptly taken by vaccination and inoculation.

77. No deficiency diseases prevalent to any considerable extent in the areas. Sporadic cases of Beri-Beri appear occasionally.

78. The existing arrangements for latrine, urinal and washing have been satisfactory. Any improvements reported necessary are always considered and special investigation for the improvement of these on the Railway as a whole are under consideration.

79. By means of water taps. Yes.

80. Yes, please see leave rules with regard to the grant of leave allowances. No practical difficulties have been experienced.

81. }
82. } No, the existing privileges are deemed adequate.

III.—Housing.

83. (a) 175.—particulars of type of houses, etc., will follow.

84. Yes. About 81 per cent.

85. A copy of the Rules for occupation, rent and maintenance of staff quarters is enclosed. No, rents have not increased since 1929. (*Not printed.—Vidyabhushan Shukla.*)

86. A Co-operative Bank exists which is frequently drawn upon for the purpose. Materials for building houses are conveyed by the Railway at concessional rates.

87. Please see reply to the foregoing item.

IV.—Rest and Recreation.

88. Institute is being maintained where in-door and out-door games can be played. Out-door team games are also organised under the aegis of B. N. Railway Athletic Association for all classes of employees and particularly the menial classes. Refreshments are available at the Railway Stations.

89. No.

90. No.

H.—INDEBTEDNESS.

91. Three-fourth of the amount of pay an employee draws. Difference between cash and credit price is more than one anna per rupee.

92. It is suggested that they may be established under Government agency.

93. Reduction in the wage-period will not alleviate indebtedness. Prompt payments are being made.

94. Yes. From Provident Fund. See Rules.

95. No.

96. It is premature to make a definite statement of fact. Theoretically, however, it is expected that as one source of raising money (the money-lender) has virtually been cut off—it may be assumed that the money-lender is not likely to grant loans as freely as he did when he could have had recourse to legal proceedings: the alternative source, i.e., the employees' urban bank will be tapped to the fullest possible extent. It is largely a matter of customs, traditions and outlook. The real, if not the only remedy, would appear to be for Government to embark upon intensive propaganda with a view to encouraging habits of thrift among the labouring classes.

97. It is suggested that the recent amendment of the law be studied in the light of experience before embarking on any further legislation.

98. Yes, for savings bank deposits, sale of stores, house-building advances and loans to be granted judiciously, to assist employees who are in temporarily straitened circumstances.

I.—WORKMEN'S COMPENSATION.

99. Thirty.

100. In two cases lump sum compensation under the Indian Workmen's Compensation Act was paid. In all cases bi-monthly allowances under the Act and injury leave allowances under the Railway Rules were paid, where admissible. None.

101. No, except in the case of old and bogus claims.

102. It is suggested that a more rigid time bar be introduced with regard to claims.

J.—TRADE UNION.

103. Yes, the Indian Labour Union and the Bengal Nagpur Railway Employees' Union. The former was established in 1920. The date on which the latter was established is not available.

104. Yes, they are registered. The date of registration of Bengal Nagpur Railway Employees' Union is 30th January 1928. The date of registration of the other union is not available.

105. Yes, they are recognized. The Indian Labour Union from 1923. The date of recognition of the other is not available.

106. See answers above.

107. Recognition of the Indian Labour Union was withdrawn from 19th February 1937 as the administration did not consider that the strike of 1936-37 was justified. The strike was precipitated without an opportunity of fair discussion of the alleged grievances. The union as then constituted had forfeited the confidence of the administration. Recognition re-granted provisionally from 1st May 1939.

108 and 109. Yes, I understand the Indian Labour Union is part of the All-India Labour Federation. It is understood that the other union is also affiliated.

110. Yes, matters will be much more simplified if the employer has to deal with only one body.

111 and 112. The information is not available.

113. This point may be referred to them. All welfare activities on constitutional lines.

114. No.

115. Yes.

116. Every encouragement is afforded to the trade union movement as long as it is run on sound lines. Yes.

117. No. A minimum five years service on the railway is now imposed on those serving as office bearers.

K.—INDUSTRIAL PEACE.

118. Two strikes.

119. (a) From 11th February 1927 to 8th March 1927.

(b) From 13th December 1936 to 10th February 1937.

120. Strike 1927—No information available.

Strike, 1936-37.—The alleged grievances were:—

- (i) Demotions leading to insecurity of grades or service.
- (ii) Short-time working in workshops.
- (iii) Twelve hours duty in place of eight hours shift.
- (iv) New scales of pay.
- (v) New leave and pass rules.
- (vi) Improper arrangements for promoting the commercial staff and withdrawal of the union's right to represent individual cases.

121. The implication is not clear.

122. 1927 strike—Information not readily available.

1936-37 strike—(1) All men on strike were permitted to resume duty provided they presented themselves for duty on or before 15th February 1937. Such of those as were unable to resume duty by that date on account of illness were permitted to resume duty after that date.

(2) The period of their absence treated as leave without pay.

(3) The fact that they were on strike did not render them liable to any penalty affecting previous services.

Provident fund or gratuity.

123 and 124. Information is not available.

125. Direct representation as well as through unions.

126. Yes, the Loco Foreman and the District Officer. No.

127. Yes, besides the trade unions, the District Board of Officers and the District Welfare Committee. The latter are composed of Indian subordinates nominated yearly by their own departmental District Officers. From their number, the members elect their own chairman for the 12 months period of the committee. Moreover, the rules provide for the introduction of appointment by election if the staff prefer such a method. Any employee who considers that he has been unreasonably treated, is at liberty to represent his case to his District Committee who will refer it to the District Board of Officers if in the opinion of the Committee the complaint is a reasonable one.

This Board will consider the complaint and if their decision is unanimous, it will be final but if not unanimous it will be the duty of the Chairman to forward the report of the board to the head of department concerned for his decision.

130 Yes.

TATANAGAR SHED.

January 1929.					
Category of work.	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
Assistant head fitter ..	Men .. 1	220—300	300	300	300
Loco Foreman ..	" .. 1	500—550	525	525	525
Clerks ..	" .. 9	28—80	80	36	57
Fitters ..	" .. 26	24—80	79	27	50
Shed apprentices ..	" .. 1	40—60	40	40	40
Assistant fitter ..	" .. 7	20—24	24	6	22
Bound apprentice fitter ..	" .. 4	11—20	20	Nil	15
Unbound apprentice fitter ..	" .. 1	10—19	14	14	14
Pump fitter ..	" .. 2	24—70	79	64	71
Mechanic cooly ..	" .. 46	15—19	19	4	16
Turner ..	" .. 4	36—70	64	30	48
Black-smith ..	" .. 1	62—70	54	54	54
Copper-smith ..	" .. 1	24—62	50	50	50
Tin-smith ..	" .. 1	24—62	48	48	48
Carpenter ..	" .. 1	24—50	47	47	47
Portable engine driver ..	" .. 2	15—23	33	22	27
Supervising boiler maker ..	" .. 1	85—100	110	110	110
Boiler makers ..	" .. 8	25—80	80	25	49
Joint makers ..	" .. 2	15—24	21	20	20
Mason ..	" .. 1	20—30	25	25	25
Coal jamadar ..	" .. 2	20—30	27	20	23
Shed cooly ..	" .. 94	13—15	15	10	14
Cleaner muccadam ..	" .. 2	20—30	26	20	23
Steam-man ..	" .. 6	15—23	21	15	17
Sweepers ..	" .. 1	13—15	13½	13½	13½
Peon ..	" .. 1	13—20	16	16	16
District boiler maker ..	" .. 1	300—420	..	..	..
Crane drivers ..	" .. 1	36—42	..	..	..
Supervising fitter ..	" .. 1	85—100	..	..	..
Fitting staff supervisor ..	" .. 1	150—200	..	..	..
Running apprentice Grade ..	" .. 1	11—20	..	..	..
II.					
Store issuer ..	" .. 1	20—30	..	..	..
Shed coplies ..	Women 10	10—12	12	11	12
Boy cleaners ..	Nil	8—13	12	10	11

TATANAGAR SHED—contd.

Category of work.	July 1929.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	7	8	9	10	11
		Rs.	Rs.	Rs.	Rs.
Assistant head fitter ..	Men .. 1	220—300	300	300	300
Loco Foreman ..	" .. 1	500—550	550	550	550
Clerks ..	" .. 9	28—80	80	28	54
Fitters ..	" .. 33	24—80	80	21	40
Shed apprentice ..	" .. 1	40—60	40	40	40
Assistant fitter ..	" .. 1	20—24	20	20	20
Bound apprentice fitter ..	" .. 4	11—20	20	20	20
Unbound apprentice fitter ..	" .. 1	10—19	14	14	14
Pump fitter ..	" .. 2	24—70	79	64	71
Mechanic cooly ..	" .. 57	15—19	19	9	14
Turner ..	" .. 4	36—70	64	30	48
Black-smith ..	" .. 1	62—70	68	58	58
Copper-smith ..	" .. 1	24—62	50	50	50
Tin-smith ..	" .. 1	24—62	38	38	38
Carpenter ..	" .. 1	24—60	50	50	50
Portable engine driver ..	" .. 2	15—23	33	23	27
Supervising boiler maker ..	" .. 1	85—100	75	75	75
Boiler makers ..	" .. 8	25—80	80	23	47
Joint makers ..	" .. 3	15—24	20	20	20
Mason ..	" .. 1	20—30	25	25	25
Coal jamadar ..	" .. 2	20—30	20	14	17
Shed cooly ..	" .. 108	13—15	15	4	13
Cleaner muccadam ..	" .. 2	20—30	25	20	22
Steam-man ..	" .. 6	15—23	22	16	18
Sweepers ..	" .. 2	13—15	13½	13½	13½
Peon ..	" .. 1	13—20	16	16	16
District boiler maker ..	" ..	" ..	" ..	" ..	" ..
Crane drivers ..	" ..	" ..	" ..	" ..	" ..
Supervising fitter ..	" ..	" ..	" ..	" ..	" ..
Fitting staff supervisor ..	" ..	" ..	" ..	" ..	" ..
Running apprentice Grade ..	" ..	" ..	" ..	" ..	" ..
II.					
Store issuer ..	" ..	" ..	" ..	" ..	" ..
Shed coolies ..	Women 5	10—12	12	10	11
Boy cleaners ..	Boys .. 2	8—13	9	9	9

TATANAGAR SHED—contd.

Category of work.	January 1933.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	12	13	14	15	16
		Rs.	Rs.	Rs.	Rs.
Assistant head fitter ..	Men .. 1	220—300	270	270	270
Locc Foreman ..	.. .. 1	500—550	550	550	550
Clerks ..	.. .. 9	28—80	75	33	54
Fitters ..	.. .. 22	24—80	76	24	50
Shed apprentices ..	.. .. 1	40—60	47	47	47
Assistant fitter ..	.. .. 1	11—20	19	19	19
Bound apprentice fitter ..	.. .. 2	10—19	18	18	18
Unbound apprentice fitter ..	.. .. 1	24—70	40	40	40
Pump fitter ..	.. .. 49	15—19	18	10	15
Mechanic cooly ..	.. .. 4	36—70	66	44	56
Turner ..	.. .. 1	62—70	65	65	65
Black-smith ..	.. .. 1	24—62	47	47	47
Copper-smith ..	.. .. 1	24—50	44	44	44
Tin-smith ..	.. .. 2	15—23	29	25	27
Carpenter ..	.. .. 1	15—23	29	25	27
Portable engine driver ..	.. .. 2	15—23	29	25	27
Supervising boiler maker ..	.. .. 1	85—100	117	117	117
Boiler makers ..	.. .. 7	25—80	67	29	46
Joint makers ..	.. .. 3	15—24	22	21	22
Mason ..	.. .. 1	20—30	29	29	29
Coal jamadar ..	.. .. 2	20—30	29	29	29
Shed cooly ..	.. .. 74	13—15	14	Nil	13
Cleaner muccadam ..	.. .. 2	20—30	29	23	26
Steam-man ..	.. .. 8	15—23	22	17	20
Sweepers ..	.. .. 2	13—15	14	14	14
Peon ..	.. .. 1	13—20	16	16	16
District boiler maker ..	.. .. 1	300—420	270	270	270
Crane drivers ..	.. .. 3	36—42	29	25	26
Supervising fitter ..	.. ..	..	..	..	..
Fitting staff supervisor ..	.. ..	..	..	..	..
Running apprentice Grade ..	.. ..	..	..	..	..
II.					
Store issuer ..	Women .. 5	10—12	12	10	12
Shed coolies ..	.. ..	..	..	..	..
Boy cleaners ..	Boys .. 18	8—13	12	10	12

TATANAGAR SHED—contd.

July 1933.					
Category of work.	Number of workers.	Wage rate. P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	17	18	19	20	21
		Rs.	Rs.	Rs.	Rs.
Assistant head fitter ..	Men .. 1	220—300	266	266	266
Loco Foreman ..	" .. 1	500—550	550	550	550
Clerks ..	" .. 9	28—80	78	38	62
Fitters ..	" .. 22	24—80	72	17	50
Shed apprentice ..	" .. 1	40—60	48	48	48
Assistant fitter ..	" .. 4	11—20	18	13	13
Bound apprentice fitter ..	" .. 1	24—70	81	81	81
Unbound apprentice fitter ..	" .. 48	15—19	18	9	16
Pump fitter ..	" .. 4	36—70	67	35	51
Mechanic cooly ..	" .. 1	62—70	67	67	67
Turner ..	" .. 1	24—62	48	48	48
Black-smith ..	" .. 1	24—50	48	48	48
Copper-smith ..	" .. 2	15—23	29	25	27
Tin-smith ..	" .. 1	85—100	124	124	124
Supervising boiler maker ..	" .. 7	25—80	74	29	47
Boiler makers ..	" .. 3	15—24	23	21	23
Joint makers ..	" .. 1	20—30	22	22	22
Mason ..	" .. 2	20—30	29	22	26
Coal jamadar ..	" .. 83	13—1—15	14	10	13
Shed cooly ..	" .. 2	20—30	23	3	13
Cleaner muccadam ..	" .. 8	15—23	22	4	19
Steam-man ..	" .. 2	13—1—15	14	14	14
Sweepers ..	" .. 3	13—20	15	7	12
Peons ..	" .. 1	300—420	266	266	266
District boiler maker ..	" .. 3	36—42	29	26	27
Crane drivers ..	" .. 1	85—100	49	49	49
Supervising fitter ..	" ..	..	..	..	..
Fitting staff supervisor ..	" ..	..	..	..	..
Running apprentice Grade ..	" ..	..	..	..	..
II.					
Store issuer ..	Women .. 5	10—12	12	10	11
Shed coolies ..	Boys .. 8	8—13	12	9	12

TATANAGAR SHED—contd.

Category of work.	July 1937.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
I	22	23	24	25	26
		Rs.	Rs.	Re.	Rs.
Assistant head fitter ..	Men .. 1	220—300	240	240	240
Loco Foreman ..	" .. 1	500—550	550	550	550
Clerks ..	" .. 8	7 on 28—80. 1 on 30—60.	80	23	70
Fitters ..	" .. 24	24—80	80	33	58
Shed apprentices ..	" .. 6	40—60	58	45	51
Assistant fitter ..	" ..	..	Nil	..	..
Bound apprentice fitter ..	" ..	..	..	..	..
Unbound apprentice fitter ..	" ..	..	..	..	..
Pump fitter ..	" .. 1	24—70	64	64	64
Mechanic cooly ..	" .. 47	15—19	19	15	18
Turner ..	" .. 4	36—70	70	36	55
Black-smith ..	" .. 1	62—70	70	70	70
Copper-smith ..	" ..	..	..	..	..
Tin-smith ..	" .. 1	24—62	62	62	62
Carpenter ..	" .. 1	24—50	36	36	36
Portable engine driver ..	" .. 2	15—23	23+	23	26
			P. A. 7.		(including P. A.).
Supervising boiler maker ..	" .. 1	85—100	100	100	100
Boiler makers ..	" .. 7	25—80	80	21	65
Joint makers ..	Assistant boiler maker. 1	20—24	24	24	24
Mason ..	Men .. 1	20—30	30	30	30
Coal jamadar ..	" .. 2	20—30	30	30	30
Shed cooly ..	" .. 90	13— $\frac{1}{2}$ —15	15	11	14
Cleaner muccadam ..	" .. 1	20—30	28	28	28
Steam-man ..	" .. 6	15—23	23	22	23
Sweepers ..	" .. 2	13— $\frac{1}{2}$ —15	15	15	15
Peons ..	" .. 2	13—20	16	16	16
District boiler maker ..	" .. 1	300—420	400	400	400
Cranes drivers ..	" .. 3	36—42	39	36	39
Supervising fitter ..	" .. 2	85—100	200	200	100
Fitting staff supervisor ..	" ..	..	..	..	..
Running apprentice Grade II. ..	" .. 2	11—20	17	17	17
Store issuer ..	" .. 1	20—30	20	30	30
Shed coolies ..	Women 8	10—12	12+	12	12
Boy cleaners ..	" ..	..	P. A. 1-8-0.	..	..

TATANAGAR SHED—concl'd.

Category of work.	January 1938.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	27	28	29	30	31
		Rs.	Rs.	Rs.	Rs.
Assistant head fitter ..					
Loco Foreman ..	Men .. 1	500—550	550	550	550
Clerks ..	" .. 5	4 on 28—80. 1 on 30—60.	80	30	66
Fitters ..	" .. 24	24—80	80	28	59
Shed apprentices ..	" .. 9	40—60	40	55	48
Assistant fitter ..	" ..	..	..	..	..
Bound apprentice fitter ..	" ..	..	..	..	..
Unbound apprentice fitter ..	" ..	..	..	..	..
Pump fitter ..	" .. 1	24—70	64	64	64
Mechanic cooly ..	" .. 47	15—19	19	13	18
Turner ..	" .. 4	36—70	70	46	60
Black-smith ..	" .. 1	62—70	70	70	70
Copper-smith ..	" ..	..	..	..	..
Tin-smith ..	" .. 1	24—62	62	62	62
Carpenter ..	" .. 1	24—50	36	36	36
Portable engine driver ..	" .. 1	15—23	23	23	23
Supervising boiler maker ..	" .. 1	85—100	100	100	100
Boiler makers ..	" .. 7	25—80	80	50	66
Joint makers ..	Assistant boiler maker. 1	20—24	24	24	24
Mason ..	Men .. 1	20—30	30	30	30
Coal jamadar ..	" .. 2	20—30	30	30	30
Shed cooly ..	" .. 86	13—15	15	10	14
Cleaner muccadam ..	" .. 1	20—30	29	29	29
Steam-man ..	" .. 6	15—23	23	22	23
Sweepers ..	" .. 2	13—15	15	15	15
Peons ..	" .. 2	13—20	16	16	16
District boiler maker ..	" .. 1	300—420	420	420	420
Crane drivers ..	" .. 3	36—42	39	39	39
Supervising fitter ..	" .. 2	85—100	200	200	200
Fitting staff supervisor ..	" .. 1	150—200	160	160	160
Running apprentice Grade II. ..	" .. 3	11—20	17	12	14
Store issuer ..	" .. 1	20—30	30	30	30
Shed coolies ..	Women 8	10—12	12+ 1-8-0 P. A.	12	12
Boy cleaners ..	" ..	..	..	..	..

Answers to the Questionnaire of the Labour Enquiry Committee, Bihar.

Loco Shed, Chakardharpur.

1. Officers—Manager of Factory	..	1 (D. L. S. CKP.)	
Clerks	.. ..	13
Workpeople	} Men	.. 434	
		} Women	.. 4
		} Children	.. Nil

NOTE—These figures do not include Running Staff.

2. (a) Permanently settled	..	175
(b) Migratory	.. ..	276

3. 38.8 per cent.

4. From the surrounding villages within a radius of about 5 miles.

5. 1 : 37—No.

6. Staff left service.

	1936.	1937.
(a)	2	5
(b)	Nil	Nil
(c)	1	Nil
(d)	Nil	Nil
(e)	7	9

17. Yes, provided men in lower grade are suitable for promotion to higher grade. A list is enclosed showing the revised scales of pay for those appointed on or after 16th July 1931. A list of the old scales of pay applicable to those appointed before 16th July 1931 is also enclosed.

1933—1937.

PROMOTION FROM LOWER TO HIGHER GRADE.

	From	To	Total.
Fitter	...	Supg. Fitter	1
Crane Drivers	..	Grab Crane Drivers	3
Cleaners	...	Pump Engine Drivers	3

From	To	Total
Boy coolies ..	Shed Coolies	3
Running Apprentice G. II.	Fitters ..	5
Improver ..	Fitter 'B' Grade	1
Running Apprentice Grade I.	Firemen ...	4
Cleaner ...	Fitter ...	2
Mechanical Coolies	Machinemen ..	5
Shed Coolies ...	Khalasis ..	14
Shed Coolies ..	Steam men ..	2
Mechanical Cooly...	Assistant Boiler Maker	1
Running Apprentice Grade I.	Fitter ...	1
Shed Coolies ..	Machinemen ...	4
Mechanical Cooly..	Fitter ..	1
Shed Cooly ..	Running Apprentice Grade II.	1
Shed Coolies ..	Mechanical Coolies ..	6
Khalasi ..	Running Apprentice Grade II.	1
Mechanical Coolies	Boiler Makers ..	2
Mechanical Cooly..	Pump Engine Driver	1
Machinemen ..	Grab Crane Drivers...	2
Machinemen ..	Turners ..	2

For scales of
pay, see lists
attached.

30. Only three workers.

36. See Roster attached. (*Not printed*).

49. Wages Forms will follow.

70. (a) No children employed.

(b) Yes. A Lower Primary School and a High English School.

(c) No.

71. The "Institute" which contains a Reading Room and Library—Average daily attendance—40.

83. (a) 125.

(d) Approximately 25.

Particulars of type of houses, etc., will follow.

84. Yes, about 28 per cent.

91. Information not available.

99. 111.

100. In three cases lump sum compensation under the Indian Works Committee Act was paid. In all cases, injury leave allowances under the Railway Rules and bi-monthly payments under the Act were paid, where admissible. Nil.

WAGES FORM.
Chakardharpur Shed.

Category of workers.	January 1929.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	2	3	4	5	6
MEN.		Rs.	Rs.	Rs.	Rs.
Loco-foreman	1	575—650	650	650	650
Assistant foreman	1	425—475	475	475	475
Staff supervisor	1	150	200	200	200
Clerks	2	85—110	110	97	99
Do.	13	28—80	80	36	58
Peon	1	13—20	16	16	16
Assistant head fitter	2	220—300	300	200	250
Fitters	55	24—80	80	7	44
Assistant fitter	4	20—24	24	20	22
Shed apprentices	12	40—60	59	27	41
Unbound apprentice fitter	14	10—19	19	5	13
Mechanic cooly	94	15—19	19	3	15
Turner	8	36—70	72	4	41
Blacksmith	3	24—62	66	50	57
Pump fitter	2	24—70	41	38	39
Supervising fitter	1	..	100	100	100
Assistant pump fitter	1	..	..	..	..
Tinmith	1	24—50	39	39	39
Carpenter	2	24—50	36	30	33
Portable engine driver	4	15—23	33	20	21
Painter	1	20—39	47*	47*	47*
District boiler maker	2	300—420	400	188	294
Head boiler maker	1	80—100	105	105	105
Boiler maker	15	25—80	70	25	49
Joint maker	5	15—24	21	6	18

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chākardharpur Shed—contd.

Category of workers.	January 1929.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
Machineman .. ..	..	20—36	..	..	..
Mason	1	20—30*	41*	41*	41*
Coal jamadar	2	20—30	23	21	22
Shed coolies	164	13— $\frac{1}{2}$ —15	17	15	13
Cleaner muccadam	4	20—30	29	24	26
Steam-men	8	15—23	23	15	19
Store-issuer .. ..	..	20—30	..	..	..
Crane muccadam	1	20—30	30	30	30
Steam grab driver	1	36—42	25	25	25
Steam coal crane driver	3	25—30	27	22	26
Sweepers	3	13— $\frac{1}{2}$ —15	15	14	14
Head fitter .. ..	..	325—420	..	..	..
Assistant fitters E. or A. I. .. ..	..	20	..	..	..
Coppersmith .. ..	..	24—62	..	..	..
Assistant pump fitter .. ..	..	..	..	..	..
Relieving apprentice grade II. .. ..	..	11—20	..	..	..
Unbound apprentice boiler maker. .. ..	..	10—19	..	..	..
Punkha coolies .. ..	..	10	..	..	..
Supervising fitter	5	95—100	95	79	71
Improvers .. ..	..	110—160	..	..	..
WOMEN.					
Sweepers	8	10—12	13	9	12
Boys.					
Cleaners	10	8—13	11	6	10

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

July 1929.					
Category of workers.	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	7	8	9	10	11
MEN.					
		Rs.	Rs.	Rs.	Rs.
Loco-foreman	1	Same as in column 2.	650	650	650
Assistant foreman .. .. .	..		..	..	..
Staff supervisor	1		200	200	200
Clerks	2		110	102	106
Do.	15		80	36	45
Peon	1		16	16	16
Assistant head fitter	2		300	220	260
Fitters	55		80	22	44
Assistant fitter	2		24	17	19
Shed apprentices	6		60	34	47
Unbound apprentice fitter	16		19	5	13
Mechanic cooly	97		19	5	15
Turner	8		72	21	41
Blacksmith	3		70	54	61
Pump fitter	2		100	46	73
Supervising fitter .. .. .	..		..	..	..
Assistant pump fitter	1		40	40	40
Tinsmith .. .. .	..		..	..	..
Carpenter	2		39	38	37
Portable engine driver	3		25	19	21
Painter	1		47*	47*	47*
District boiler maker	1		420	420	420
Head boiler maker	1		110	110	110
Boiler maker	15	70	29	50	
Joint maker	5	..	..	..

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

Category of workers.	July 1929.					
	Number of workers.	Wage rate P. or T.	Monthly earnings.			
			Maximum.	Minimum.	Average.	
1	7	8	9	10	11	
		Rs.	Rs.	Rs.	Rs.	
Machineman .. ..	..	} Same as in column 2.	..	..	..
Mason	1		41*	41*	41*	
Coal jamadar	2		24	22	23	
Shed coolies	156		15	5	12	
Cleaner muccadum	4		30	15	23	
Steam-men	9		23	11	17	
Store-issuer .. ..	..		..	..	..
Crane muccadum	1		30	30	30	
Steam grab driver	1		26	26	26	
Steam coal crane driver	3		27	23	25	
Sweeper	1		15	15	15	
Head fitter	1		325	325	325	
Assistant fitters E. or A. I.	7		20	10	19	
Coppersmith	1		60	60	60	
Assistant pump fitter	1		..	..	..
Relieving apprentice grade II.	..		..	..	..
Unbound apprentice boiler maker..	1		..	..	..
Punkha coolies	3		10	10	10	
Supervising fitter	5		130	87	99	
Improvers .. ..	..		..	..	..
WOMEN.						
Sweepers	8		13	9	13	
Boys.						
Cleaners	6	11	10	10		

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

January 1933.					
Category of workers.	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	12	13	14	15	16
MEN.		Rs.	Rs.	Rs.	Rs.
Loco-foreman	1	} Same as in column 2.	585	585	585
Assistant foreman	3		358	238	297
Staff supervisor .. .. .	..		..	..	..
Clerks	2		99	99	99
Do.	14		75	34	58
Peon	1		17	17	17
Assistant head fitter	2		234	198	216
Fitters	58		87	9	48
Assistant fitter .. .. .	..		..	..	..
Shed apprentices	16		56	42	44
Unbound apprentice fitter	15		18	12	17
Mechanic cooly	100		19	Nil	16
Turner	8		68	25	53
Blacksmith	3		62	62	62
Pump fitter	2		75	67	71
Supervising fitter .. .. .	..		..	..	..
Assistant pump fitter .. .. .	..		..	..	..
Tinsmith	1		21	21	21
Carpenter	1		47	47	47
Portable engine driver	3		24	14	20
Painter	1	47*	47*	47*	
District boiler maker	1	378	378	378	
Head boiler maker	1	95	95	95	
Boiler maker	16	75	13	53	
Joint maker	6	..	..	..

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

Category of workers.	January 1933.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	12	13	14	15	16
		Rs.	Rs.	Rs.	Rs.
Machineman .. .. .	..	} Same as in column 2.	..	..	..
Mason	1		38*	38*	38*
Coal jamadar .. .. .	..		..	..	..
Shed coolies	151		15	4	14
Cleaner muccadum	4		29	22	27
Steam-men	8		23	9	19
Store-issuer	2		26	24	25
Crane muccadum	1		29	29	29
Steam grab driver	1		37	37	37
Steam coal crane driver	2		29	28	28
Sweepers .. .. .	..		..	..	..
Head fitter	1		207	207	207
Assistant fitters E. or A. I. .. .. .	..		..	..	..
Coppersmith	1		66	66	66
Assistant pump fitter .. .. .	..		..	..	..
Relieving apprentice grade II. .. .. .	..		..	..	..
Unbound apprentice boiler maker.	4		56	42	50
Punkha coolies .. .. .	..		..	..	..
Supervising fitter	1		117	117	117
Improvers	2		126	78	102
WOMEN.					
Sweepers	9	13	Nil	11	
BOYS.					
Cleaner	1	11	11	11	

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

Category of workers.	July 1933.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	17	18	19	20	21
MEN.		Rs.	Rs.	Rs.	Rs.
Loco-foremen ..	1	Same as in column 2.	617	617	617
Assistant foremen ..	3		380	237	316
Staff supervisor ..	..		..	..	..
Clerks ..	2		110	104	107
Do. ..	13		80	38	56
Peon ..	3		14	14	14
Assistant head fitter ..	2		266	209	238
Fitters ..	49		80	24	52
Assistant fitter ..	..		..	..	..
Shed apprentices ..	20		60	50	48
Unbound apprentice fitter ..	14		19	14	17
Mechanic cooly ..	88		19	Nil	16
Turner ..	8		70	46	59
Blacksmith ..	3		70	31	47
Pump fitter ..	2		70	59	65
Supervising fitter ..	..		..	..	..
Assistant pump fitter ..	..		..	..	..
Tinsmith ..	1		39	39	39
Carpenter ..	1		50	50	50
Portable engine driver ..	3		23	23	23
Painter ..	1	50*	50*	50*	
District boiler maker ..	1	399	399	399	
Head boiler maker ..	1	115	115	115	
Boiler maker ..	12	80	26	57	
Joint maker ..	5	..	..	..

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

Category of workers.	July 1933.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	17	18	19	20	21
		Rs.	Rs.	Rs.	Rs.
Machineman .. ..	..	} same as in column 3.	..	..	..
Mason	1		41*	41*	41*
Coal jamadar .. ..	..		..	..	..
Shed coolies	160		15	1	14
Cleaner muccadam	4		30	24	28
Steam-men	6		23	14	20
Store-issuer	3		30	27	29
Crane muccadam .. ..	..		..	..	..
Steam grab driver	1		42	42	42
Steam coal crane driver	1		30	30	30
Sweepers	3		15	15	15
Head fitter	1		399	399	399
Assistant fitters E. or A. I. .. ..	..		..	..	..
Coppersmith	1		26	26	26
Assistant pump fitter .. ..	..		..	..	..
Relieving apprentice grade II .. ..	..		..	..	..
Unbound apprentice boiler maker. .. ..	..		..	..	..
Punkha coolies .. ..	..		..	..	..
Supervising fitter	4		130	96	107
Improvers	2		140	85	113
WOMEN.					
Sweepers	6	12	6	12	
BOYS.					
Cleaner	1	12	12	12	

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

Category of workers.	July 1937.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	22	23	24	25	26
MEN.		Rs.	Rs.	Rs.	Rs.
Loco-foreman	1	..	650	650	650
Assistant foreman	1	425—475	450	450	450
Staff supervisor	1	350—400	375	375	375
Clerks	2	} Same as in column 2.	110	104	107
Do.	10		80	36	65
Peon	3		19	16	17
Assistant head fitter	1		226	226	226
Fitters	59		80	24	59
Assistant fitter	1	24	24	24	
Shed apprentices	8	55	40	47	
Unbound apprentice fitter .. .. .	..	..	..	..
Mechanic cooly	115	19	Nil	17	
Turner	8	70	36	62	
Blacksmith	2	70	70	70	
Pump fitter	2	70	44	57	
Supervising fitter .. .. .	..	..	..	..
Assistant pump fitter .. .. .	..	..	..	..
Tinsmith .. .. .	..	..	..	..
Carpenter	1	50	50	50	
Portable engine driver	6	23	19	21	
Painter	1	50*	50*	50*	
District boiler maker	1	420	420	420	
Head boiler maker	1	100	100	100	
Boiler maker	16	25—80(13) 24 (3)	80 24	25 24	52 28
Joint maker .. .. .	..	..	..	..

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

Category of workers.	July 1937.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	22	23	24	25	26
		Rs.	Rs.	Rs.	Rs.
Machinememen	5	} Same as in column 2.	27	20	24
Mason	1		41*	41*	41*
Coal jamadar	3		30	29	30
Shed coolies	174		15	8	15
Cleaner muccadam	1		30	30	30
Steam-men	6		23	16	21
Store-issuer	3		30	30	30
Crane muccadam .. ..	..		..	..	..
Steam grab driver	3		..	..	..
Steam coal crane driver	1		30	30	30
Sweepers .. ..	..		..	..	..
Head fitter	1		350	350	350
Assistant fitters E. or A. I. .. ..	..		..	..	..
Copper-smith	2		62	50	56
Assistant pump fitter .. ..	..		..	..	..
Relieving apprentice grade II.	4	17	14	8	
Unbound apprentice boiler maker. .. ..	..	..	..	..
Punkha coolies .. ..	..	..	..	..
Supervising fitter	6	110—160(1)	147	147	147
		105—130(2)	130	115	123
		85—100(3)	100	85	95
Improvers	2	160	95	128	
WOMEN.					
Sweepers	4	} same as in column 2.	12	12	12
			P. A. I.		
BOYS.					
Cleaners .. ..	..	..	..	..

*This includes Rs. 11 as personal allowance.

WAGES FORM—contd.
Chakardharpur Shed—contd.

Category of workers.	January 1938.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.
1	27	28	29	30	31
MEN.		Rs.	Rs.	Rs.	Rs.
Loco-foremen ..	1	..	650	650	650
Assistant foremen ..	2	425—475(1) 350—400(1)	450 375	450 375	450 375
Staff supervisor ..	..	..	..	..	..
Clerks ..	2	} Same as in column 2.	110	110	110
Do. ..	11		80	39	61
Peons ..	3		19	16	17
Assistant head fitter ..	..		..	..	..
Fitters ..	60		80	24	57
Assistant fitter ..	..		..	..	..
Shed apprentices ..	11		55	40	45
Unbound apprentice fitter ..	..		..	..	..
Mechanic cooly ..	112		19	Nil	18
Turner ..	8		70	36	65
Blacksmith ..	2	70	41	56	
Pump fitter ..	2	70	44	57	
Supervising fitter ..	..	..	..	..
Assistant pump fitter ..	..	..	..	..
Tinsmith ..	..	..	..	..
Carpenter ..	1	50	50	50	
Portable engine driver ..	6	23	19	22	
Painter ..	1	50*	50*	50*	
District boiler maker ..	1	420	420	420	
Head boiler maker ..	..	..	..	..
Boiler maker ..	14	(11)25—80 (3) 24	80 24	25 20	52 23
Joint maker ..	..	..	..	..

*This includes Rs. 11 as personal allowance.

WAGES FORM—concl'd.
Chakardharpur Shed—concl'd.

Category of workers.	January 1938.					
	Number of workers.	Wage rate P. or T.	Monthly earnings.			
			Maximum.	Minimum.	Average.	
1	27	28	29	30	31	
		Rs.	Rs.	Rs.	Rs.	
Machinemen	6	} Same as in column 2.	30	20	26	
Mason	1		41*	41*	41*	
Coal jamadar	3		30	30	30	
Shed coolies	163		15	Nil	15	
Cleaner muccadum	1		30	30	30	
Steam-men	6		23	17	22	
Store-issuer	4		30	29	15	
Crane muccadum .. ..	..		..	..	..
Steam grab driver	3		42	39	40	
Steam coal cranedriver	1		..	..	..
Sweepers .. ..	..		..	..	..
Head fitter	1		375	375	375	
Assistant fitters E. or A. I. .. ..	..		..	..	..
Coppersmith	2		62	50	56	
Assistant pump fitter .. ..	..		..	..	..
Relieving apprentice grade II.	5		17	11	16	
Unbound apprentice boiler maker. .. ..	..		..	..	..
Punkha coolies .. ..	..		..	..	..
Supervising fitter	6		110—160(1)	160	160	160
			105—130(1)	115	115	115
		85—100(4)	100	85	93	
Improvers	1	100	100	100		
WOMEN.						
Sweepers	4	} Same as in column 2.	12	12	12	
BOYS.						
Cleaners .. ..	..	..	..	..

*This includes Rs. 11 as personal allowance.

**Answers to questionnaire of the Labour Enquiry Committee,
Bihar.**

Loco Running Shed, Adra.

1. Officers—Manager of Factory (D. L. S.—Ada)	..	1
Supervisors .. .. .	..	16
Clerks .. .. .	..	12
Workpeople {	Men	416
	Women	19
	Children	Nil
Total .. .. .	..	<u>464</u>

2. (a) 463.

(b) Nil.

3. About 22 per cent.

4. From Bihar, Bengal, Orissa, the Central Provinces, the United Provinces and Madras.

5. Proportion 1 to 22.

6. Staff left service.

	1936.	1937.
Retirement	4	1
Dismissal	Nil	Nil
Sickness or accident	1	7
Slackness or stoppage of operations	Nil	Nil
On their own account i.e. resigned..	7	Nil
Discharged from establishment (this item is added).	7	13
(Total	<u>19</u>	<u>21</u>

17. Please see reply regarding Tatanagar shed.

1933—1937.

PROMOTION FROM LOWER TO HIGHER GRADE.

From	To	Total.
Chargehand	District Boiler Maker	1
Assistant Head Fitter	Head Fitter	1
2nd Class Goods Driver	Assistant Foreman	2
Fitter	Improver	2

From	To	Total.
Fitter ..	Supervising Fitter ..	1
Running Apprentice ..	Fireman ..	4
Shed Cooly	Fireman ..	3
Fitter ..	Fireman ..	1
Shed Cooly	Khalasi ..	51
Mechanical Cooly ..	Khalasi ..	1
Shed Cooly	Steamman ..	1
Shed Cooly	Portable Engine Driver.	1
Shed Cooly ..	Mechanical Cooly ..	9
Mechanical Cooly ..	Fitter ..	6
Mason	Boiler Maker ..	1
Machineman ..	Turner ..	2
Assistant Boiler Maker..	Boiler Maker ..	2
Running Apprentice ..	Fitter ..	6
Running Apprentice ..	Boiler Maker ..	3
Running Apprentice ..	Machineman ..	1
Mechanical Cooly ..	Machineman ..	1
Mechanical Cooly ..	Assistant Boiler Maker.	1
Mechanical Cooly ..	Blacksmith ...	2
Mechanical Cooly ..	Tinsmith ..	1
Shed Cooly ..	Coal Muccadam ..	1

30.

Fines.	Reduction in pay.	Compulsory leave.	Stoppage of promotion.	Suspension.	Dismissal.
1.	2	3	4	5	6
Nil	5	Nil	5	Nil	Nil
			Total ..	10	

34. (1) General shift, i.e., 7 to 11 hours and 13 to 17 hours. This is applied to clerical staff and certain other (Supervisory) staff.

(2) Three shifts, i.e., 0 to 8 hours, 8 to 16 hours, and 16 to 0 hours; changing every week in rotation.

35. The hours of work, rest, and intervals are noted below :—

Particulars of shifts.	Normal hours of work.			Remarks.
	Hours of work.	Interval for each shift.	Hours of rest.	
Day Shift ..	{ 7 to 11 13 to 17 }	2 hours	14 hours	Rest on Sunday.
1st week shift ..	0 to 8	Continuous	16 ..	
2nd week shift ..	8 to 16	Do ..	16 ..	
3rd week shift ..	16 to 0	Do ...	16 ..	

NOTE. — Women are employed only on day shift.

36. Yes. This is a continuous process factory. Weekly rest of 24 hours is given to all continuous workers.

49. Wages Form attached.

54.

Item.	Group of workers.	Number of employees in the group.	Wage period.		Date of payment.	Number of days between the close of wage period and the date of payment.
			From—	To—		
1	2	3	4	5	6	7
1	Loco shed staff	435	6th of a month.	5th of the following month.	Between 7th and 14th of a month.	About 7 to 10 days on average.
2	Subordinate Supervising Staff and Clerical staff.	28	1st ...	Close of a month.	Between 1st and 6th of the following month.	About 7 days.

70. I (a) No children employed.

(b) Yes.

(1) The Bengal Nagpur Railway European High School, Adra.

(2) The Bengal Nagpur Railway European Girls School, Adra.

(3) The Bengal Nagpur Railway Indian High School, Adra.

(4) The Bengal Nagpur Railway Middle English School for Girls, Adra.

(5) The Bengal Nagpur Railway Primary School, for boys, Adra.

(c) No.

II. Please see reply regarding Adra Workshops.

71. Please see reply regarding Adra Workshops.

83. (a) 278 workers including all categories of staff working in this factory are provided with quarters by the Company.

(b) Nil.

(c) Information is not available.

(d) A large number of the employees are local residents and live in their houses in the adjacent villages.

II. The undernoted types of Railway quarters are available for workers :—

Type no. 1050-E.	11'×8'	1 room and a verandah.	} Menial quarters.
Type no. 6104/4	108—6"×9'	1 room and a verandah.	
Type no. 9986/1	12'×9'	1 room, latrine, bath-room and courtyard.	Skilled Labourers.
Type no. 337-A.	10'×13'—6"	1 bedroom, 1 kitchen and latrine.	Clerks and skilled Labourers.
Type no. 9428/2	9'×10'—6"	2 bedrooms, verandah, latrine and courtyard.	
Type no. 8058-B	10'—8"×9'	2 living rooms, kitchen, latrine with courtyard.	

Type no. 8058-A.	11' x 10'—8"	} 2 living rooms, store room, kitchen, latrine and courtyard.	These types are allotted to supervising and clerical staff whose grades are from Rs. 80 to Rs. 200 per month.
and	15' x 10'—8"		
Type no. 9367 ₁ A.	12'—6" x 8'—4"	} 2 living rooms, kitchen, bathroom and latrine with courtyard.	
	11'—8" x 10'		
Type no. 9367—	12'—6" x 10'	} Type 9367/C1 has got an additional store room.	
B/1	12'—6" x 11'—8"		
Type no. 9367—	11'—8" x 11'—4"		
C/1	15' x 11'—8"		

The European and Anglo-Indian staff are provided with Railway quarters according to their grades.

Average 5 men are living per unit.

84. No. About 60 per cent.

88. Please see reply regarding Adra Workshops.

91. See reply regarding Adra Workshops.

99.

Year.				Number of accidents.
1935	..	..	...	63
1936	..	..	..	59
1937	..	...	..	70
			Total	192

100. (a)

Year				Number of cases in which compensation was paid.
1935	..	..	..	52
1936	..	..	..	44
1937	..	..	..	46
			Total	142

In the case of accidents resulting in temporary disablement of workmen for periods not exceeding seven days, injury leave allowances were paid.

(b) No case of dispute regarding admissibility of compensation arose.

LOCO SHED, Wages

Category of work.	January 1929. July 1929.					January July		
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.
	<i>Men.</i>							
Loco foreman	1	650 0 0	650 0 0	650 0 0	650 0 0	1	650 0 0	585 0 0
Ditto	1	650 0 0	650 0 0	650 0 0	650 0 0	1	650 0 0	618 0 0
Assistant foreman	1	450 0 0	450 0 0	450 0 0	450 0 0	2	475 0 0	428 0 0
Ditto	1	450 0 0	450 0 0	450 0 0	450 0 0	2	475 0 0	641 0 0
Shed clerks	5	74 0 0	106 0 0	64 0 0	74 0 0	7	72 0 0	99 0 0
Ditto	5	75 0 0	96 0 0	57 0 0	75 0 0	7	75 0 0	105 0 0
Ticket clerks	6	59 0 0	68 0 0	48 0 0	59 0 0	5	66 0 0	77 0 0
Ditto	5	65 0 0	86 0 0	46 0 0	63 0 0	5	68 0 0	78 0 0
Assistant store clerks	5	68 0 0	110 0 0	26 0 0	69 0 0	2	66 0 0	68 0 0
Ditto	5	70 0 0	110 0 0	48 0 0	70 0 0	2	68 0 0	74 0 0
Booking clerk	3	46 0 0	49 0 0	44 0 0	55 0 0	3	61 0 0	60 0 0
Ditto	3	50 0 0	53 0 0	48 0 0	50 0 0	3	55 0 0	58 0 0
Believing clerks .. ..	..	..	..	..	..	1	32 0 0	30 0 0
Ditto .. ..	..	..	..	..	..	1	36 0 0	35 0 0
Peon	1	17 0 0	17 0 0	17 0 0	17 0 0	4	16 0 0	16 0 0
Do.	1	17 0 0	17 0 0	17 0 0	17 0 0	4	16 0 0	17 0 0
Head fitter	2	360 0 0	300 0 0	210 0 0	255 0 0	1	400 0 0	360 0 0
Ditto	1	375 0 0	402 0 0	402 0 0	402 0 0	1	400 0 0	380 0 0
Assistant head fitter	2	220 0 0	250 0 0	190 0 0	220 0 0	1	175 0 0	158 0 0
Ditto	1	190 0 0	190 0 0	190 0 0	190 0 0	1	190 0 0	181 0 0
Supg. fitter .. ..	..	..	..	..	..	1	100 0 0	90 0 0
Ditto .. ..	..	..	..	..	..	1	100 0 0	95 0 0
Improver fitter	1	80 0 0	80 0 0	80 0 0	80 0 0	..	..	..
Ditto	1	80 0 0	80 0 0	80 0 0	80 0 0	..	..	..
Fitters	65	43 0 0	84 0 0	4 0 0	44 0 0	52	56 0 0	94 0 0
Ditto	66	45 0 0	98 0 0	2 0 0	45 0 0	52	58 0 0	100 0 0
Dist. pump fitter	1	91 0 0	91 0 0	91 0 0	91 0 0	..	..	..
Ditto	1	96 0 0	96 0 0	96 0 0	96 0 0	..	..	..
Pump fitter	1	37 0 0	37 0 0	37 0 0	37 0 0	2	69 0 0	77 0 0
Ditto	1	40 0 0	40 0 0	40 0 0	40 0 0	2	66 0 0	77 0 0

ADRA.
Form.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
585 0 0	585 0 0	1	650 0 0	650 0 0	650 0 0	650 0 0	1:1-11	..	January.
618 0 0	618 0 0	1	650 0 0	650 0 0	650 0 0	650 0 0	1:1-05	..	July.
428 0 0	428 0 0	2	425 0 0	475 0 0	375 0 0	425 0 0	1:1-05	1:1-06	January.
451 0 0	546 0 0	3	433 0 0	737 0 0	184 0 0	465 0 0	1:0-83	1:0-97	July.
33 0 0	66 0 0	7	73 0 0	101 0 0	45 0 0	75 0 0	1:1-12	1:0-99	January.
39 0 0	94 0 0	7	72 0 0	110 0 0	40 0 0	69 0 0	1:0-9	1:1-09	July.
38 0 0	63 0 0	1	80 0 0	40 0 0	40 0 0	40 0 0	1:0-94	1:1-48	January.
49 0 0	66 0 0	1	80 0 0	67 0 0	67 0 0	67 0 0	1:0-95	1:0-9	July.
56 0 0	62 0 0	2	78 0 0	80 0 0	76 0 0	78 0 0	1:1-11	1:0-9	January.
58 0 0	66 0 0	2	78 0 0	80 0 0	59 0 0	69 0 0	1:1-06	1:1-01	July.
56 0 0	57 0 0	..	..	..	..	..	1:0-96	..	January.
43 0 0	53 0 0	..	..	..	..	..	1:0-94	..	July.
30 0 0	30 0 0	3	45 0 0	56 0 0	40 0 0	45 0 0	..	..	January.
35 0 0	35 0 0	3	43 0 0	53 0 0	36 0 0	42 0 0	..	..	July.
16 0 0	16 0 0	1	18 0 0	18 0 0	18 0 0	18 0 0	1:1-06	1:0-94	January.
15 0 0	16 0 0	2	17 0 0	16 0 0	8 0 0	12 0 0	1:1-06	1:1-41	July.
360 0 0	360 0 0	1	375 0 0	375 0 0	375 0 0	375 0 0	1:0-7	1:0-68	January.
380 0 0	380 0 0	1	420 0 0	420 0 0	420 0 0	420 0 0	1:1-06	1:0-96	July.
158 0 0	158 0 0	1	300 0 0	300 0 0	300 0 0	300 0 0	1:1-4	1:0-73	January.
181 0 0	181 0 0	1	300 0 0	306 0 0	306 0 0	306 0 0	1:1-05	1:0-62	July.
90 0 0	90 0 0	2	93 0 0	100 0 0	85 0 0	93 0 0	..	..	January.
95 0 0	95 0 0	2	100 0 0	100 0 0	100 0 0	100 0 0	..	..	July.
..	..	2	100 0 0	100 0 0	100 0 0	100 0 0	..	1:0-8	January.
..	..	2	95 0 0	95 0 0	95 0 0	95 0 0	..	1:0-84	July.
14 0 0	56 0 0	53	57 0 0	80 0 0	21 0 0	56 0 0	1:0-78	1:0-78	January.
29 0 0	56 0 0	54	55 0 0	80 0 0	12 0 0	52 0 0	1:0-80	1:0-86	July.
..	..	..	..	..	..	..	..	..	January.
..	..	..	..	..	..	..	..	..	July.
51 0 0	69 0 0	2	56 0 0	68 0 0	44 0 0	56 0 0	1:0-53	1:0-66	January.
55 0 0	66 0 0	2	55 0 0	68 0 0	34 0 0	51 0 0	1:0-60	1:0-78	July.

LOCO SHED, Wages

Categor. of work.	January 1929.					January		
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.
Dist. boiler maker ..	1	420 0 0	420 0 0	420 0 0	420 0 0	1	420 0 0	378 0 0
Ditto	1	400 0 0	400 0 0	400 0 0	400 0 0	1	420 0 0	399 0 0
Assistant dist. boiler maker	1	250 0 0	250 0 0	250 0 0	250 0 0	..	..	..
Ditto	1	250 0 0	250 0 0	250 0 0	250 0 0	..	..	..
Supg. boiler maker ..	..	..	..	..	..	..	..	..
Ditto .. .. .	..	..	..	..	..	..	..	..
Supg. boiler maker, grade A	..	..	..	..	..	..	..	..
Ditto .. .. .	..	..	..	..	..	..	..	..
Boiler maker	14	50 0 0	90 0 0	25 0 0	61 0 0	13	67 0 0	100 0 0
Ditto	14	57 0 0	90 0 0	35 0 0	55 0 0	13	70 0 0	100 0 0
Copper smith	1	79 0 0	79 0 0	79 0 0	79 0 0	1	79 0 0	79 0 0
Ditto	1	79 0 0	79 0 0	79 0 0	79 0 0	1	79 0 0	79 0 0
Tinsmith	1	53 0 0	53 0 0	53 0 0	53 0 0	..	..	..
Do.	1	53 0 0	53 0 0	53 0 0	53 0 0	1	25 0 0	23 0 0
Blacksmith	2	59 0 0	62 0 0	60 0 0	61 0 0	2	70 0 0	70 0 0
Do.	2	61 0 0	78 0 0	66 0 0	72 0 0	2	70 0 0	70 0 0
Turners	7	50 0 0	73 0 0	26 0 0	50 0 0	6	51 0 0	70 0 0
Do.	7	51 0 0	73 0 0	26 0 0	51 0 0	6	53 0 0	70 0 0
Painter	1	53 0 0	53 0 0	53 0 0	53 0 0	1	53 0 0	53 0 0
Do.	1	53 0 0	53 0 0	53 0 0	53 0 0	1	53 0 0	53 0 0
Carpenter	1	50 0 0	50 0 0	50 0 0	50 0 0	1	50 0 0	50 0 0
Do.	1	50 0 0	50 0 0	50 0 0	50 0 0	1	50 0 0	47 0 0
Mason	2	28 0 0	30 0 0	28 0 0	29 0 0	2	30 0 0	30 0 0
Do.	2	28 0 0	30 0 0	25 0 0	27 0 0	2	30 0 0	30 0 0
Joint makers	5	20 0 0	22 0 0	20 0 0	21 0 0	7	24 0 0	24 0 0
Ditto	5	20 0 0	22 0 0	20 0 0	21 0 0	7	24 0 0	24 0 0
Coal muccadam	3	22 0 0	25 0 0	22 0 0	23 0 0	3	24 0 0	28 0 0
Ditto	3	24 0 0	26 0 0	23 0 0	25 0 0	3	25 0 0	29 0 0
Cleaner muccadam	3	26 0 0	30 0 0	21 0 0	27 0 0	3	28 0 0	30 0 0
Ditto	3	26 0 0	30 0 0	21 0 0	27 0 0	3	28 0 0	30 0 0

ADRA—contd.

Form—contd.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
Earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
378 0 0	378 0 0	1	420 0 0	420 0 0	420 0 0	420 0 0	1:1-11	..	January.
399 0 0	399 0 0	1	420 0 0	420 0 0	420 0 0	420 0 0	1:1-003	1:0-95	July.
..	..	..	..	..	..	..	..	..	January.
..	..	..	..	..	..	..	..	..	July.
..	..	2	115 0 0	140 0 0	84 0 0	112 0 0	..	..	January.
..	..	2	105 0 0	130 0 0	80 0 0	105 0 0	..	..	July.
..	..	1	140 0 0	140 0 0	140 0 0	140 0 0	..	..	January.
..	..	2	130 0 0	130 0 0	130 0 0	130 0 0	..	..	July.
86 0 0	67 0 0	19	48 0 0	80 0 0	22 0 0	47 0 0	1:0-91	1:1-29	January.
38 0 0	69 0 0	19	47 0 0	80 0 0	14 0 0	46 0 0	1:0-79	1:1-19	July.
79 0 0	79 0 0	1	79 0 0	79 0 0	79 0 0	79 0 0	..	..	January.
79 0 0	79 0 0	1	79 0 0	79 0 0	79 0 0	79 0 0	..	..	July.
..	..	1	24 0 0	24 0 0	24 0 0	24 0 0	..	1:2-2	January.
23 0 0	23 0 0	1	24 0 0	23 0 0	23 0 0	23 0 0	1:2-3	1:2-3	July.
70 0 0	70 0 0	3	43 0 0	69 0 0	24 0 0	43 0 0	1:0-87	1:1-41	January.
70 0 0	70 0 0	1	70 0 0	70 0 0	70 0 0	70 0 0	1:1-02	1:1-02	July.
80 0 0	51 0 0	7	57 0 0	70 0 0	36 0 0	56 0 0	1:0-98	1:0-91	January.
33 0 0	53 0 0	5	61 0 0	70 0 0	39 0 0	61 0 0	1:0-96	1:0-83	July.
53 0 0	53 0 0	1	53 0 0	53 0 0	53 0 0	53 0 0	..	..	January.
53 0 0	53 0 0	1	53 0 0	53 0 0	53 0 0	53 0 0	..	..	July.
50 0 0	50 0 0	1	50 0 0	48 0 0	48 0 0	48 0 0	..	1:1-04	January.
47 0 0	47 0 0	1	50 0 0	50 0 0	50 0 0	50 0 0	1:1-27	1:1-2	July.
80 0 0	30 0 0	1	50 0 0	50 0 0	50 0 0	50 0 0	1:0-96	1:0-53	January.
80 0 0	30 0 0	1	50 0 0	50 0 0	50 0 0	50 0 0	1:0-9	1:0-54	July.
23 0 0	24 0 0	..	..	..	..	..	1:0-87	..	January.
23 0 0	24 0 0	..	..	..	..	..	1:0-87	..	July.
22 0 0	24 0 0	3	26 0 0	30 0 0	22 0 0	26 0 0	1:0-95	1:0-88	January.
23 0 0	25 0 0	3	23 0 0	30 0 0	22 0 0	26 0 0	..	1:0-96	July.
24 0 0	28 0 0	1	30 0 0	30 0 0	30 0 0	30 0 0	1:0-96	1:0-9	January.
24 0 0	28 0 0	1	30 0 0	30 0 0	30 0 0	30 0 0	1:0-96	1:0-9	July.

LOCO SHED, Wages

Category of work.	January 1929.					January		
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.
		<i>Men.</i>						
Steam crane driver ..	2	73 0 0	73 0 0	73 0 0	73 0 0	2	73 0 0	73 0 0
Ditto ..	2	73 0 0	73 0 0	73 0 0	73 0 0	2	73 0 0	73 0 0
Coal crane driver ..	5	26 0 0	31 0 0	24 0 0	27 0 0	4	30 0 0	33 0 0
Ditto ..	5	27 0 0	31 0 0	20 0 0	27 0 0	4	30 0 0	33 0 0
Store issuers ..	..	..	..	..	..	2	24 0 0	29 0 0
Ditto ..	..	..	..	..	..	..	..	..
Machineman ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Steamman ..	7	20 0 0	24 0 0	15 0 0	20 0 0	6	22 0 0	23 0 0
Ditto ..	7	20 0 0	25 0 0	13 0 0	20 0 0	6	22 0 0	24 0 0
Pump Engine drivers ..	11	26 0 0	30 0 0	18 0 0	26 0 0	3	24 0 0	24 0 0
Ditto ..	12	27 0 0	30 0 0	20 0 0	27 0 0	3	24 0 0	30 0 0
Mechanic coolies ..	142	16 0 0	21 0 0	7 0 0	15 0 0	93	18 0 0	20 0 0
Ditto ..	159	16 0 0	25 0 0	9 0 0	15 0 0	87	18 0 0	21 0 0
Shed coolies men ..	191	14 0 0	17 0 0	3 0 0	13 0 0	176	15 0 0	17 8 0
Ditto ..	236	14 0 0	20 0 0	2 0 0	13 0 0	174	15 0 0	17 0 0
Shed coolies women ..	23	13 0 0	14 0 0	12 0 0	13 0 0	22	13 0 0	13 0 0
Ditto ..	23	13 0 0	14 0 0	11 0 0	13 0 0	22	13 0 0	14 0 0
Engine examiner ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Fitting staff supervisor ..	1	190 0 0	190 0 0	190 0 0	190 0 0	..	..	..
Ditto ..	2	150 0 0	190 0 0	110 0 0	150 0 0	..	..	..
Indian staff supervisor ..	2	163 0 0	165 0 0	98 0 0	131 0 0	1	190 0 0	171 0 0
Ditto ..	1	150 0 0	150 0 0	150 0 0	150 0 0	1	200 0 0	190 0 0
Running apprentices grade I ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Shed apprentices ..	32	28 0 0	60 0 0	9 0 0	26 0 0	21	85 0 0	60 0 0
Ditto ..	37	29 0 0	60 0 0	9 0 0	26 0 0	18	40 0 0	65 0 0

ADRA—concl'd.

Form—concl'd.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
earnings.		Number of workers.	Wage rate. P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
73 0 0	73 0 0	..	..	..	..	..	..	..	January.
73 0 0	73 0 0	..	..	..	..	..	..	..	July.
25 0 0	30 0 0	3	42 0 0	42 0 0	42 0 0	42 0 0	1:0-9	1:0-66	January.
26 0 0	30 0 0	3	38 0 0	39 0 0	17 0 0	27 0 0	1:0-9	1:1	July.
23 0 0	26 0 0	3	29 0 0	30 0 0	17 0 0	24 0 0	..	..	January.
..	..	3	28 0 0	30 0 0	9 0 0	22 0 0	..	..	July.
..	..	2	30 0 0	36 0 0	24 0 0	30 0 0	..	..	January.
..	..	2	30 0 0	33 0 0	27 0 0	30 0 0	..	..	July.
17 0 0	23 0 0	6	22 0 0	23 0 0	16 0 0	22 0 0	1:0-87	1:0-9	January.
21 0 0	24 0 0	6	22 0 0	23 0 0	16 0 0	22 0 0	1:0-83	1:0-9	July.
23 0 0	24 0 0	4	24 0 0	24 0 0	23 0 0	22 0 0	1:1-08	1:1-08	January.
25 0 0	26 0 0	3	24 0 0	24 0 0	23 0 0	24 0 0	1:1-04	1:1-12	July.
6 0 0	17 0 0	92	19 0 0	22 0 0	5 0 0	18 0 0	1:0-88	1:0-83	January.
1 0 0	18 0 0	67	18 0 0	20 8 0	2 0 0	17 0 0	1:0-83	1:0-88	July.
2 0 0	14 0 0	163	15 0 0	15 0 0	1 0 0	14 0 0	1:0-92	1:0-92	January.
1 0 0	15 0 0	175	15 0 0	15 0 0	5 0 0	13 0 0	1:0-87	..	July.
5 0 0	12 0 0	19	13 0 0	14 0 0	12 0 0	13 0 0	1:1-16	1:1-08	January.
11 0 0	12 0 0	19	13 0 0	13 8 0	7 0 0	12 0 0	1:1-08	1:1-08	July.
..	..	2	120 0 0	120 0 0	120 0 0	120 0 0	..	..	January.
..	..	2	120 0 0	120 0 0	120 0 0	120 0 0	..	..	July.
..	..	1	150 0 0	150 0 0	150 0 0	150 0 0	..	1:1-27	January.
..	..	..	..	..	..	..	..	..	July.
171 0 0	171 0 0	..	..	..	..	..	1:0-77	..	January.
190 0 0	190 0 0	..	..	..	..	..	1:0-79	..	July.
..	..	15	46 0 0	73 0 0	22 0 0	48 0 0	..	..	January.
..	..	9	47 0 0	59 0 0	9 0 0	45 0 0	..	..	July.
9 0 0	35 0 0	8	16 0 0	36 0 0	11 0 0	20 0 0	1:0-74	1:1-3	January.
15 0 0	38 0 0	6	15 0 0	19 0 0	13 0 0	13 0 0	1:0-68	1:2-0	July.

**Answers to questionnaire of the Labour Enquiry Committee,
Bihar.**

Wagon Repair Shop, Adra.

1. Officers—Manager of Factory (D. L. S.—ADA)	1	3
Supervisors	2	..
Clerks .. .. .	..	4
Workpeople .. Men .. .. .	..	218
Women .. .. .	..	7
Children .. .. .	..	Nil
Total .. .. .	..	231

2. (a) 231.

(b) Nil

3. About 69 per cent.

4. From Bihar Province mainly.

5. Proportion 1 to 231.

6. Staff left service—

	1936.	1937.
Retirement	Nil	Nil
Dismissal	Nil	Nil
Sickness or accident	1	Nil
Slackness or stoppage of operations	Nil	Nil
On their own account resigned	Nil	Nil
Discharged from establishment—this item is added	1	1
Total	2	1

16. Apprentices are trained in the Kharagpur Workshops. Copies of Service Agreements attached. (*Not printed*).

17. Yes, provided men in lower grade are suitable for promotion to higher grade. A list is enclosed showing the old and revised scales of pay; the latter are applicable to those appointed on or after 16th July 1931. (*Not printed*).

1933—1937.

PROMOTION FROM LOWER TO HIGHER GRADE.

From	To	Total.
Coolies, Group X ..	Rough Painter, Group VI, Grade II.	6
Rough Painter, Group VI, Grade II.	Painter, Group IV, Grade I	24
Carpenter, Group IV, Grade II	Carpenter, Group IV, Grade I.	2
Rivetter, Group IV, Grade II	Revetter, Group IV, Grade I.	3
Blacksmith, Group II, Grade II	Blacksmith, Group II, Grade I.	5
Machinemen, Group II, Grade II.	Machinemen, Group II, Grade I.	3
Fitters, Group IV, Grade II..	Fitters, Group IV, Grade I	24

23. Sundays are non-working days. On account of important festivals, 14 paid holidays and 9 unpaid holidays are granted to the daily-rated staff. The daily-rated staff work on alternate Saturdays for 4 hours (7 A.M. to 11 A.M.), the other Saturdays being non-working days *for them*. The monthly-rated staff do not work on holidays but work on all Saturdays for 4 hours.

30. None.

32. Late attendance is dealt with by fines. Partial attendance is dealt with by deduction of proportionate wages.

34. The hours of work are as follows:—

NORMAL HOUR OF WORK.

Forenoon	..	..	..	7 to 11 hours,
Afternoon	..	..	..	12 to 16-30 hours.

35. Only one shift is worked, vide question 34 above.

The hours of work, rest and intervals are the same in the case of supervising and clerical staff, and workers including women working in all section of work.

36. Yes. This is a continuous process factory.

Rest is given to all continuous workers every week. The shifts are detailed in answer to question 35.

The limit of 54 and 56 hours per week as provided in section 34 of the Factories Act is not exceeded.

38. (a) Yes. In order to clear urgent rush of work, overtime is worked by some daily-rated employees in this Factory at times, subject, however, to the total hours in a week not exceeding the limit laid down in the Factory Act.

(b) Overtime is calculated at the same rate as daily wages.

39. See answer to 38.

41. (a) The number of days on which the Factory worked during each of the last five years is furnished below :--

Year.				Number of days on which daily- rated staff worked.	Number of days on which monthly-rated staff worked.
1933	..	..	..	234	313
1934	..	..	..	235	313
1935	..	..	..	239	313
1936	..	..	..	207	314
1937	..	..	..	241	313

(b) There was no stoppage of work on account of overhauling or breakdown.

49. The rates of pay of workers are fixed on time-rate, and not on basis of piece-work. A statement furnishing the information required is attached.

51. The rate of wages depends upon the amount of skill and training required for a particular category in the case of skilled and semi-skilled workers. For instance, a Fitter requires more skill and training than a Painter and hence a Fitter is paid more than a Painter.

	Their number.	Respective proportion.
53. I(a) All categories of artisans, skilled, semi-skilled and unskilled labourers have their wages calculated on a daily-rated basis.	225.	138.
(d) The rest of the staff, i.e., Sup. Clerical and Peons, have their wages calculated on a monthly-rate basis.	9	..

(b) and (c) Nil.

The conversion from daily rates to monthly rates is not feasible.

54. (a) Both the monthly and daily-rated workers are paid monthly.

PARTICULARS OF WAGE PERIODS AND DATES OF PAYMENT.

Item.	Group of workers.	Number of employees in the group.	Wage period from and to.	Date of payment.	Number of days between the close of the wage period and date of payment.
1	2	3	4	5	6
1	Subordinate-supervising clerical staff and peons on monthly rates.	6	1st to the close of the month.	Between 1st and 6th of the following month.	About 7 days.
2	Daily-rated staff.	225	Do. ..	Do. ..	Do.

(c) The monthly system of payment is preferred with a view to avoiding undue clerical work.

55. The old scales of pay shown in the list were introduced from 1st April 1929. The revised scales of pay are applicable to those appointed on or after 16th July 1931.

70. (a) No children employed.

(b) Yes.

- (1) The Bengal and Nagpur Railway European High School, Adra.
- (2) The Bengal and Nagpur Railway Girls' School, Adra.
- (3) The Bengal and Nagpur Railway Indian High School, Adra.
- (4) The Bengal and Nagpur Railway Middle English School, Adra, for Girls.

(5) The Bengal and Nagpur Railway Primary School for boys, Adra.

(c) No.

II. It is not possible to state exactly the number of children of the employees of the Factory in particular, but the total number of pupils attending each of the schools mentioned as items (3), (4) and (5) are given below :—

(3)	..	..	..	..	404
(4)	..	..	..	..	159
(5)	..	..	..	..	190

School fees are charged strictly in accordance with the standard scale fixed by the Government of Bihar and free studentship is granted to a limited few who are deserving and who fulfil the conditions laid down in the Education Code.

Students are required to purchase books and other accessories necessary at their own cost. An occasional and a very small contribution is sometimes made to poor and deserving boys from the Poor Boy's Fund.

Endeavours are also made to supply as many books as possible to such boys from private sources. Neither the School Committee nor the Railway Administration contributes any funds for awarding scholarships to deserving boys.

71. Yes. The Bengal and Nagpur Railway Indian Institute, Adra, and the Bengal and Nagpur Railway European Institute, Adra, provide these amenities to the Indian Employees and the European and Anglo-Indian employees respectively.

The Indian Institute has a total membership of 490 members comprising all the staff of the Railway at Adra. It is equipped with a library consisting of books in 8 languages.

The European Institute, Adra, also provides all the amenities, and is equipped with an up to date library.

83. (a) About 70 workers including all categories of staff working in the Factory are provided with quarters by the Company.

(b) Nil.

(c) Information is not available.

(d) A large number of the employees are local residents and live in their houses in the surrounding villages.

II. The undernoted types of Railway quarters are available for workers:—

Type no. 1050-E	11'×8'	..	1 room and a verandah.	} Menial quarters'
„ no. 6104/4	10'-6"×9'	..	1 room and a verandah.	
„ no. 9986/1..	12'×9'	..	1 room, latrine, bath room and courtyard.	For skilled labourers.
„ no. 337	10'×13'-6"	..	1 bed room, 1 kitchen and latrine.	} For clerks and skilled labourers.
„ no. 9428/2..	9'×10'-6"	..	2 bed rooms, verandah, latrine and courtyard.	
„ no. 8058-B..	10'-8"×9'	..	2 living rooms, kitchen and latrine with courtyard.	} These types are allotted to supervising Clerical staff whose grades are from Rs. 80 to Rs. 200 per month.
„ no. 8058-A..	11'×10'-8" and 15'×10'-8"	..	2 living rooms, store rooms, kitchen, latrine and courtyard.	
„ no. 9367-A..	12'-6"×8'-4" and 11'-8"×10'	..	2 living rooms, kitchen, bath room and latrine with courtyard.	
„ no. 9367-B1	12'-6"×10' and 12'-6"×11'-8"	..	Type 9367-C.I. has got an additional store room;	
„ no. 9367-C1	11'-8"×11'-4" and 15'×11'-8"	..	....
„ no. 342-A	14'-2½"×12' and 10'-7"×12'	..	Two rooms, latrine with courtyard.	

The European and Anglo-Indian staff are provided with Railway quarters according to their grades.

Average five men are living per unit.

84. No. About 34 per cent.

88. (a), (b) and (c). The Bengal and Nagpur Railway Indian Recreation Club, Adra, arranges outdoor games of Indian employee members of the club. There is a Shooting Club, Bowling Club and Recreation Club which provide for indoor and outdoor games for European and Anglo-Indian staff. Both the Indian and European Institutes also provide for indoor games and amusements. They have also got a Tennis Club attached to each. Outdoor games are also organised under the aegis of the Bengal and Nagpur Railway Athletic Association for all classes of employees and particularly for the menial classes.

(d) Refreshment Rooms at the station and the railway market at Adra cater for the staff.

91. The information is not available. It is understood that there is no difference between cash and credit prices.

Year.	No. of accidents.
1935	76
1936	94
1937	95
Total	265

Year.	No. of cases in which compensation was paid.
1935	44
1936	28
1937	39
Total	111

In the cases of accidents resulting in temporary disablement of workmen for periods not exceeding seven days, injury leave allowances admissible were paid.

No case of dispute regarding admissibility of compensation arose.

STATEMENT.

WAGON SH Wages

Category of work.	January 1929.					January July		
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.
Assistant foreman ..	1	425 0 0	425 0 0	..	425 0 0	1	400 0 0	400 0 0
Ditto ..	1	450 0 0	450 0 0	..	450 0 0	1	400 0 0	380 0 0
Clerks ..	3	63 0 0	76 0 0	44 0 0	63 0 0	4	73 0 0	80 0 0
Do. ..	3	65 0 0	76 0 0	48 0 0	65 0 0	4	73 0 0	80 0 0
Mistry ..	1	85 0 0	85 0 0	..	85 0 0	1	75 0 0	75 0 0
Do. ..	1	90 0 0	90 0 0	..	90 0 0	1	75 0 0	87 8 0
Peons ..	..	..	..	..	..	2	16 0 0	17 0 0
Do. ..	..	..	..	..	..	2	16 0 0	16 12 0
Blacksmith ..	9	1 8 0 per day.	56 0 0	25 0 0	38 0 0	10	2 0 0 per day.	64 14 0
Do. ..	9	1 8 0 per day.	57 2 0	24 9 0	36 0 0	9	2 0 0 per day.	59 13 0
Fitter ..	46	1 5 0	68 0 0	15 0 0	35 0 0	43	1 6 0	55 13 0
Do. ..	46	1 6 0	56 15 0	16 15 0	28 0 0	45	1 8 0	53 0 0
Electric welder ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Paint mixer ..	..	..	..	..	..	1	2 2 0	47 15 0
Ditto ..	..	..	..	..	..	1	2 4 0	50 1 0
Letter writer ..	1	1 14 0	49 0 0	49 0 0	49 0 0	..	..	..
Ditto ..	1	1 15 0	61 0 0	61 0 0	61 0 0	..	..	..
Machineman ..	..	..	..	..	..	4	1 9 0	43 4 0
Do. ..	..	..	..	..	..	4	1 9 0	33 15 0
Turner ..	4	1 2 0	41 0 0	18 0 0	32 0 0	..	..	..
Do. ..	4	1 3 0	42 7 0	15 3 0	30 0 0	..	..	..
Carpenter ..	8	1 2 0	50 0 0	27 0 0	28 0 0	11	1 8 0	47 7 0
Do. ..	8	1 4 0	31 15 0	26 0 0	29 0 0	11	1 9 0	50 1 0
Air compressor driver ..	..	..	..	..	..	1	2 2 0	46 12 0
Ditto ..	..	..	..	..	..	1	2 4 0	46 7 0
Rivetter ..	20	1 7 0	48 0 0	20 0 0	28 0 0	21	1 7 0	45 2 0
Do. ..	20	1 9 0	45 12 0	17 3 0	26 0 0	20	1 9 0	44 8 0

NOTE.— (1) All January entries should be shown together; all July entries should be similarly treated.
 (2) If there were, in any of those months, special circumstances such as mechanical breakdown, or stop should be explicitly stated in the column no. 19.
 (3) Please state if there has been any change in the nature of function or process.

OP, ADRA.

Form.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
..	400 0 0	1	475 0 0	475 0 0	..	475 0 0	1.05	.8	
..	380 0 0	1	475 0 0	475 0 0	..	475 0 0	1.1	.8	
40 0 0	73 0 0	4	69 0 0	80 0 0	60 0 0	69 0 0	.8	1.05	
40 0 0	70 0 0	4	68 0 0	80 0 0	56 0 0	68 0 0	.9	1.07	
..	75 0 0	1	95 0 0	95 0 0	..	95 0 0	1.1	.7	
..	87 8 0	1	95 0 0	96 0 0	..	96 0 0	1.02	.7	
15 0 0	16 0 0	2	16 8 0	17 0 0	16 0 0	16 8 0	..	.9	
14 12 0	16 0 0	2	16 8 0	17 0 0	16 0 0	16 8 0	..	.9	
33 12 0	45 0 0	9	2 6 0 per day.	67 0 0	33 7 0	47 0 0	.8	.8	
83 6 0	43 0 0	9	2 4 0 per day.	66 8 0	3 13 0	51 0 0	.8	.7	
19 12 0	30 0 0	46	1 13 0	66 14 0	2 2 0	39 0 0	1.2	.9	
16 7 0	30 0 0	46	1 13 0	66 14 0	Nil	41 0 0	.9	.7	
..	..	1	2 1 0	37 2 0	37 2 0	37 0 0	..	..
..	..	2	1 13 0	46 12 0	35 8 0	41 0 0	..	..
47 16 0	48 0 0	1	2 12 0	64 5 0	64 5 0	64 0 0	..	..
50 1 0	60 0 0	1	2 12 0	63 1 0	63 1 0	63 0 0	..	..
..	
..	
22 9 0	4 0 0	2/2	53 12 0	38 0 0	50 0 0	..	..	..
Nil	4 0 0	2/3	62 4 0	32 10 0	52 0 0	..	..	..
..	
..	
17 15 0	31 0 0	11	1 12 0	63 13 0	9 5 0	37 0 0	.9	.8	
16 10 0	31 0 0	11	1 13 0	55 14 0	21 12 0	35 0 0	.9	.8	
46 12 0	47 0 0	1	2 8 0	56 7 0	56 7 0	56 0 0	..	..
46 7 0	46 0 0	1	2 8 0	67 0 0	67 0 0	67 0 0	..	..
20 5 0	32 0 0	20	1 13 0	46 10 0	31 4 0	37 0 0	.9	.8	
17 13 0	31 0 0	20	1 13 0	50 14 0	31 2 0	40 0 0	.8	.7	

due to overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration

WAGON SHOP, Wages For

Category of work.	January 1929.					July 1929.		
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly
			Maximum.	Minimum.	Average.			Maximum.
1	2	3	4	5	6	7	8	9
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.
Crane driver	2	0 14 0	26 0 0	23 0 0	25 0 0	2	1 8 0	80 11 0
Ditto	2	0 15 0	26 0 0	24 0 0	25 0 0	2	1 9 0	34 11 0
White metallor .. ..	..	..	..	..	..	2	2 0 0	46 0 0
Ditto .. ..	..	..	..	..	..	2	2 0 0	45 14 0
Moulder	2	1 12 0	48 0 0	43 0 0	46 0 0	..	..	..
Do.	2	1 12 0	50 10 0	42 0 0	47 0 0	..	..	..
Painter rough	28	0 15 0	36 0 0	17 0 0	22 0 0	25	1 2 0	81 0 0
Ditto	28	0 15 0	23 0 0	14 0 0	19 0 0	25	1 2 0	31 14 0
Muccadam	1	0 12 0	19 9 0	19 9 0	20 0 0	1	1 0 0	21 7 0
Do.	1	0 13 0	20 0 0	20 0 0	20 0 0	1	1 2 0	25 1 0
Slinger .. ..	..	..	..	..	..	..	..	..
Do. .. ..	..	..	..	..	..	2	0 12 0	16 5 0
Store man	1	1 6 0	35 0 0	35 0 0	35 0 0	1	2 0 0	32 8 0
Ditto	1	1 8 0	39 0 0	39 0 0	39 0 0	1	2 0 0	44 4 0
Hammer man	10	0 11 6	20 0 0	16 0 0	17 0 0	10	0 15 0	22 9 0
Ditto	10	0 12 0	21 0 0	14 0 0	16 0 0	10	0 15 0	22 4 0
Lifter and repacker .. ..	..	..	..	..	..	3	0 13 0	18 5 0
Ditto .. ..	..	..	..	..	..	3	0 13 0	17 10 0
Rivert boy	6	0 7 0	14 6 0	6 4 0	11 0 0	6	0 12 0	18 5 0
Ditto	5	0 8 0	12 13 0	10 12 0	12 0 0	6	0 13 0	17 10 0
Pointsman .. ..	..	..	..	..	..	1	0 12 0	16 2 0
Do. .. ..	..	..	..	..	..	1	0 12 0	16 11 0
Cooly	76	0 9 6	14 6 0	6 4 0	11 0 0	69	0 11 0	15 8 0
Do.	76	0 8 0	12 13 0	10 12 0	12 0 0	67	0 11 0	15 5 0
Female cooly	8	0 8 0	13 0 0	11 0 0	12 0 0	7	0 9 0	12 11 0
Ditto	8	0 8 0	13 0 0	10 0 0	12 0 0	7	0 9 0	12 8 0

NOTE — (1) All January entries should be shown together; all July entries should be similarly treated.
 (2) If there were, in any of those months, special circumstances such as mechanical breakdown, or stop should be explicitly stated in the column no. 19.
 (3) Please state if there has been any change in the nature of function or process.

ADRA—concl'd.

rm—concl'd.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
24 2 0	27 0 0	2	2 0 0	55 2 0	30 14 0	43 0 0	.9	.6	
30 10 0	33 0 0	2	2 0 0	52 8 0	45 1 0	49 0 0	.7	.6	
44 10 0	45 0 0	1	2 0 0	46 12 0	46 12 0	47 0 0	..	..
44 8 0	45 0 0	2	1 10 0	46 8 0	34 1 0	41 0 0	..	..
..	
..	
11 4 0	23 0 0	24	1 7 0	23 10 0	16 13 0	28 0 0	.9	.8	
21 9 0	24 0 0	24	1 7 0	33 7 0	10 8 0	27 0 0	.8	.7	
21 7 0	21 0 0	1	1 9 0	32 15 0	32 15 0	33 0 0	.9	.6	
25 1 0	25 0 0	1	1 9 0	35 5 0	35 5 0	35 0 0	.8	.6	
..	..	2	1 0 0	20 5 0	18 2 0	12 3 0	..	..
15 2 0	15 12 0	2	1 0 0	19 5 0	17 6 0	18 5 0	..	..
32 8 0	33 0 0	1	2 1 0	29 8 0	28 8 0	30 0 0	1.06	.9	
44 4 0	44 0 0	1	2 1 0	47 13 0	47 13 0	48 0 0	.9	.8	
17 8 0	18 0 0	10	1 0 0	23 6 0	10 2 0	20 0 0	.9	.8	
10 14 0	20 0 0	10	1 0 0	23 2 0	15 0 0	20 0 0	.8	.8	
16 11 0	11 11 0	3	1 0 0	23 6 0	20 0 0	21 0 0	..	..
17 1 0	17 4 0	3	1 0 0	21 14 0	22 9 0	22 0 0	..	..
15 8 0	17 0 0	6	0 14 0	20 7 0	16 12 0	19 0 0	.6	.5	
15 2 0	17 0 0	6	0 14 0	20 6 0	16 15 0	19 0 0	.7	.6	
16 2 0	16 2 0	1	0 12 0	16 12 0	16 12 0	16 12 0	..	..
16 11 0	16 11 0	1	0 12 0	15 7 0	15 7 0	15 7 0	..	..
12 2 0	14 0 0	69	0 11 0	16 13 0	12 6 0	15 0 0	.8	.7	
8 12 0	14 0 0	69	0 11 0	16 11 0	11 14 0	15 0 0	.9	.8	
9 7 0	12 0 0	7	0 9 0	13 1 0	10 3 0	12 0 0	..	..
11 15 0	12 0 0	7	0 9 0	13 1 0	10 0 0	12 0 0	..	..

page for overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration

**Answers to questionnaire of the Labour Enquiry Committee,
Bihar.**

Loco Running shed, Purulia.

1. Officers ..	..	Manager of the factory (D.L.S. —A.D.A.)	..	..	1
		Supervisors	..	..	2
Clerks ..	..	..	..	..	4
Workpeople ..	..	{	Men	..	100
			Women	..	Nil.
			Children	..	Nil.
				Total	106

2. (a) Permanently settled ..	..	..	..	106
(b) Migratory ..	..	..	..	Nil.

3. 46 per cent.

4. From Bihar and Bengal provinces.

5. Proportion 1 to 15.

6. Staff left service.		1936.	1937.
Retirement ..	..	2	Nil.
Dismissal ..	..	Nil.	Nil.
Sickness or accident ..	..	3	1
Slackness or stoppage of operations ..	..	Nil.	Nil.
On their own account ..	..	2	1
Discharged from establishment— (This item is added) ..	..	11	5
	Total	18	7

17. Please see reply regarding Tata shed.

1933—1937.

PROMOTION FROM LOWER TO HIGHER GRADE.

From.	..	To.	..	Total number.
Shed cooly	..	Khalasi	..	1
Mechanical cooly	..	Assistant Fitter..	..	1
Mechanical cooly	..	Assistant Boiler maker	..	1
Running apprentices..	..	Fitters	..	2
		Total	..	5

20. Number of workers punished in the year ended 31st March 1938 :—

Reduction in pay	1
---------------------	----	----	----	---

34. (1) General shift, i.e., from 7 to 11 hours and 13 to 17 hours. This is applied to clerical staff and certain other (supervisory) staff.

(2) Three shifts, i.e., 0 to 8 hours, 8 to 16 hours and 16 to 0 hours; changing every week in rotation.

35. The hours of work, rest and intervals are noted below :—

Particulars of shifts.	Normal hours of work.			Remarks.
	Hours of work.	Interval for each shift.	Hours of rest.	
Daily shift ..	7 to 11	} 2 hours	14 hours	Rest on Sunday.
	13 to 17			
1st week shift ..	0 to 8 hours	Continuous	16 "	
2nd week shift ..	8 to 16 "	Do.	16 "	
3rd week shift ..	16 to 0 "	Do.	16 "	

36. Please see reply regarding Adra shed.

49. Wages form attached.

54.

Item no.	Group of workers.	Number of employees in the group.	Wage period.	Date of payment.	Number of days between the close of wage period and the date of payment.
			From—To.		
1	2	3	4	5	6
1	Loco shed staff.	100	6th of a month to 5th of the following month.	Between 7th and 14th of a month.	About 7 to 10 days on average.
2	Subordinate supervising staff and clerical staff.	6	1st to close of a month.	Between 1st and 6th of the following month.	About 7 days.

70. I(a) No children employed.

(b) No, not by the Bengal-Nagpur Railway. Purulia Civil town, which is adjacent has schools in which the children of the employees study.

II. The information is not available.

71. (a) Yes. The Bengal-Nagpur Railway Indian Institute at Purulia provides the necessary facilities for Reading rooms and is also equipped with a library.

(b) About 50 per cent of the staff who are members of the institute attend the same daily.

83. I(a) 29 workers including all categories of staff working in the Factory are provided with quarters by the Company.

(b) Nil.

(c) Information not available.

(d) A large number of the employees are local residents and live in their houses in the adjacent villages.

II. The following are types of quarters available for the workers :—

1050-Z..	11'×8'	..	1 room and a verandah	} Menial quarters.
6101/4	10'—6"×9'	..	1 room and a verandah	
9985/1	12'×9'	..	1 room, latrine, bath room and courtyard.	Skilled labour.
337-A ..	10'×13'—6"		1 bed room, 1 kitchen and latrine.	} Clerks and skilled labour.
9428/2	9'×10'—6"	..	2 bed rooms, verandah, latrine and court- yard.	
8058-B..	10'—8"×9'	..	2 living rooms, kitchen and latrine with courtyard.	} All clerical and supervising staff whose grades are Rs. 80 to Rs. 200 per month.
8058-A..	11'×10'—8" and 15'×10'—8"		2 living rooms, store room, kitchen and latrine with court- yard.	

9367-A/1	12'-6" × 8'- 4", 11'-8" × 10'	} 2 living rooms, kitchen, bath room and latrine with courtyard. Type 9367-C/1 has an additional store room.	All clerical and supervising staff whose grades are Rs. 80 to Rs. 200 per month.
9367-B/1	12'-6" × 10', 12'-6" × 11', -8"		
9367-C/1	11'-8" × 11' -4", 15' × 11'-8"		
342-A ..	14'-2½" × 12' -10" and 10'-7" × 12'	2 rooms, latrine with courtyard.	Ditto.

The European and Anglo-Indian staff are provided with Railway quarters according to their grades.

Average 5 men are living per unit.

84. No. About 27 per cent.

88. (a) None by the Railway. The Civil town of Purulia has got Recreation clubs and grounds, which are open for membership to all. The Bengal-Nagpur Railway Athletic Association (headquarters, Kharagpur) organises matches and tournaments in which staff are encouraged to take part.

(b) and (c) The Bengal-Nagpur Railway Indian Institute, Purulia, provides facilities for indoor games and other amusements.

(d) The Bengal-Nagpur Railway refreshment room at the station and the markets in the adjacent Civil town of Purulia cater for refreshments and other necessities to the staff.

91. See reply regarding Adra workshops.

99. Year.				Number of accidents.
1935	..	..	..	.. Nil
1936	..	..	..	.. 5
1937	..	..	..	.. 13
			Total	.. 18

100. (a) Year.				Number of cases in which compensation was paid.
1935	..	..	..	.. Nil
1936	..	..	..	.. 3
1937	..	..	..	.. 8
			Total	.. 11

In the case of accidents resulting in temporary disablement of workmen for periods not exceeding 7 days, injury leave allowances were paid.

(b) No case of dispute regarding admissibility of compensation arose.

PURULIA-RANCHI

Wages

Category of work.	January 1929. July 1929.					January July		
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
Loco. foreman ..	1	375	375	375	375	1	230	208
Ditto ..	1	220	220	220	220	1	230	219
Shed clerk ..	1	68	68	68	68	3	65	75
Ditto ..	1	72	72	72	72	3	60	59
Store clerk ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Peon ..	1	17	17	17	17	1	16	16
Do. ..	1	17	13	13	13	1	16	16
Supvg. fitter ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Ticket clerk ..	1	56	56	56	56	1	68	68
Ditto ..	1	60	60	60	60	1	72	72
Head fitter ..	1	99	99	99	99	1	85	85
Ditto ..	1	99	99	99	99	1	85	85
Fitters ..	9	45	80	29	42	8	56	80
Do. ..	7	48	80	32	48	6	44	80
Shed apprentice ..	3	10	10	10	10	2	19	19
Ditto ..	3	10	10	10	10	2	19	19
Blacksmith ..	1	66	66	66	66	..	..	..
Do. ..	1	70	70	70	70	1	25	25
Turner ..	1	67	67	67	67	1	70	70
Do. ..	1	70	70	70	70	1	70	70
Joint maker ..	1	19	19	19	19	1	23	23
Ditto ..	1	20	20	20	20	1	24	24
Boller maker ..	3	49	66	40	50	3	62	80
Ditto ..	3	50	70	40	50	2	54	58
Store clerks ..	1	68	68	68	68	1	80	80
Ditto ..	1	72	72	72	72	1	80	80
Muccadam ..	3	29	30	28	29	4	26	30
Do. ..	4	25	30	20	25	4	26	30
Steam-man ..	3	17	18	16	17	3	20	22
Do. ..	3	17	18	16	17	3	20	22

LOCO SHED.

Form.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs.	Rs.	Rs.			
208	208	1	230	230	230	230	1.80	1.63	
219	219	1	230	230	230	230	1.14	1.08	
38	61	2	70	80	60	70	1.11	.90	
39	46	2	68	76	60	68	1.56	1.05	
..	..	1	80	80	80	80	..	..
..	..	1	80	80	80	80	..	..
16	16	1	16	16	16	16	1.06	.65	
16	16	1	16	16	16	16	.81	.81	
..	..	1	100	100	100	100	..	..
..	..	1	95	95	95	95	..	..
68	68	..	..	..	..	..	.82	..	
72	72	..	..	..	..	..	.83	..	
85	85	..	..	..	..	..	1.16	..	
85	85	..	..	..	..	..	1.16	..	
80	56	8	52	80	22	58	.78	.79	
33	41	6	58	80	33	50	1.17	.97	
19	19	..	..	..	..	..	.52	..	
19	19	1	11	11	11	11	.52	.009	
..	..	1	70	70	70	70	..	.94	
26	25	1	32	32	32	32	2.4	.45	
70	70	1	70	70	70	70	.95	.95	
70	70	1	70	70	70	70	..	..
23	23	..	..	..	..	..	.82	..	
24	24	..	..	..	..	..	.83	..	
50	62	4	48	80	21	58	.8	.86	
50	54	4	46	80	20	46	.92	1.08	
80	80	..	..	..	..	..	.85	..	
80	80	..	..	..	..	..	.9	..	
23	26	2	25	29	21	25	.89	1.16	
23	26	2	24	28	20	24	.96	1.04	
20	20	3	23	23	23	23	.85	.73	
20	20	3	23	23	23	23	.85	.78	

LOCO SHED—concl'd.

rm—concl'd.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs.	Rs.	Rs.			
15	17	23	17	19	15	17	.88	.88	
15	16	21	18	19	14	18	.93	.54	
13	16	58	14	15	13	15	1.1	1.06	
13	15	51	14	15	13	15	.93	.93	
26	26	..	..	..	..	..	..	..
29	29	..	..	..	..	..	..	..
..	..	1	30	30	30	30	..	..
..	..	1	30	30	30	30	..	..
..	..	1	30	30	30	30	..	..
..	..	1	30	30	30	30	..	..

**Answers to the questionnaire of the Labour Enquiry
Committee, Bihar.**

Loco Running Shed—Anara.

1. Officers—Manager of the Factory (DLS—ADA)	..	..	..	1
Supervisors	..	..	..	7
Clerks	..	..	..	11
Workpeople	{	Men	..	249
		Women	..	Nil
		Children	..	Nil
			Total	267

2. (a) Permanent settlers	..	..	..	267
(b) Migratory	..	..	..	Nil

3. About 21 per cent.

4. From the provinces of Bihar, Bengal, the Central Provinces, Madras and the United Provinces.

5. Proportion 1 to 49.

6. Staff left service.

	1936.	1937.
Retirement	1	1
Dismissal	Nil	Nil.
Sickness or accident	Nil	2
Slackness or stoppage of operations	Nil	Nil.
On their own account	Nil	Nil.
Discharge from establishment	1	3

(This item is added).

Total	..	2	6
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17. Please see reply regarding Tatanagar shed.

1933—1937.

PROMOTION FROM LOWER TO HIGHER GRADE.

From—	To—	Total
Improver	Assistant head fitter	1
Improver fitter..	Supervising fitter	1
Assistant foreman	Loco Foreman " C "	1

	From—	To—	Total.
Fitter	Engine examiner ..	1
Cleaner	Relieving clerk ..	1
Running apprentice	Imp. boiler maker ..	1
Shed coolies	Khalasis	3
Steam-man	Khalasi	1
Mechanical coolies	Assistant fitters ..	4
Ditto	Machine-men	4
Mechanical cooly	Boiler maker	1
Machine-man	Turner	1
Shed coolies	Mechanical coolies ..	13

30.

Fines.	Reduction in pay.	Compulsory leave.	Stoppage of promotion.	Suspension.	Dismissal.
Nil	1	Nil	3	1	1

34. (1) General shift, i.e., 7 to 11 hours and 13 to 17 hours: This is applied to clerical staff and certain other (supervisory) staff.

(2) Three shifts, i.e., 0 to 8 hours, 8 to 16 hours and 16 to 0 hours; changing every week in rotation.

35. The hours of work, rest and intervals are noted below:—

Particulars of shifts.	Normal hours of work.			Remarks.
	Hours of work.	Interval for each shift.	Hours of rest.	
Day shift ..	{ 7 to 11 13 to 17 }	2 hours	14 hrs.	Rest on Sunday.
1st week shift	0 to 8 hrs.	Continuous	16 ..	
2nd week shift	8 to 16 ..	Do.	16 ..	
3rd week shift	16 to 0 ..	Do.	16 ..	

36. Please see reply regarding Adra shed.

49. Wages form attached.

54.

Item.	Group of workers.	No. of employees in the group.	Wage period.		Date of payment.	No. of days between the close of wage period and the date of payment.
			From—	To—		
1	Loco Shed Staff	245	8th of a month.	5th of the following month.	Between 7th and 14th of a month.	About 7 to 10 days on average.
2	Subordinate supervising staff and clerical staff	22	1st ...	Close of a month.	Between 1st and 6th of the following month.	About 7 days.

70. I (a) No children employed. The children of the staff are granted free passes to travel between Anara and Adra daily in order to attend the Bengal and Nagpur Railway Indian High School and Primary Schools at Adra and the Bengal and Nagpur Railway European School at Adra.

(b) No. There is a lower primary school teaching Urdu situated outside the railway premises which is maintained by grants from the Educational Department.

(c) No.

II. In regard to the Bengal and Nagpur Railway Indian High School and other schools at Adra, please see answers to question 70 (II) for Adra Wagon Repair Shop. No particulars are available regarding private lower primary school at Anara.

71. No. Not at Anara. The staff enjoy the privilege of membership of the Bengal and Nagpur Railway Indian and European, Institutes at Adra.

83. I (a) 174 workers including all categories of staff working in the factory are provided with quarters by the Company.

(b) Nil.

(c) Information is not available.

(d) A large number of employees are local residents and live in their houses in the adjacent villages.

II. The same types of quarters as at Adra are also available for the workers at Anara. For detailed particulars, please see answers to question no. 83, II, for Adra Wagon repair shops.

84. Yes. About 65 per cent.

88. (a) There is a recreation club of the employees at Anara. The Bengal and Nagpur Railway Athletic Association (headquarters at Kharagpur) also organises matches and tournaments. Some of the workers are also members of the Bengal and Nagpur Railway Recreation Club at Adra.

(b) and (c) No. Arrangements have not yet been made, but facilities are available at Adra.

(d) The Bengal and Nagpur Railway refreshment room at the station and the market in the railway settlement cater for refreshments and other necessities to the staff.

91. See reply regarding Adra Workshops.

99.

Year.				No. of accidents.
1935	..	..	..	16
1936	..	..	..	26
1937	..	..	..	33
Total				75

100. (a)

Year.				No. of cases in which compensations were paid.
1935	..	..	..	13
1936	..	..	..	20
1937	..	..	..	28
Total				61

In the case of accidents resulting in temporary disablement of workmen for periods not exceeding seven days, injury leave allowances were paid.

(b) No case of dispute regarding admissibility of compensation arose.

WAGES Anara

Category of work.	January 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.
		<i>Mes.</i>						
Loco foreman ..	1	475 0 0	475 0 0	475 0 0	475 0 0	..	..	..
Ditto ..	1	475 0 0	475 0 0	475 0 0	475 0 0	..	..	..
Assistant foreman ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Engine examiner ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Dist. boiler maker ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Assistant head fitter ..	..	..	..	..	..	2	270 0 0	266 0 0
Ditto ..	..	..	..	..	..	1	280 0 0	266 0 0
Supervising fitter ..	1	84 0 0	84 0 0	84 0 0	84 0 0	..	..	..
Ditto ..	1	84 0 0	84 0 0	84 0 0	84 0 0	..	..	..
Improver fitters ..	..	..	..	..	..	1	80 0 0	75 0 0
Ditto ..	..	..	..	..	..	..	..	..
Shed clerks (Rs. 25-4-80) ..	1	56 0 0	56 0 0	56 0 0	56 0 0	1	80 0 0	75 0 0
Ditto ..	1	80 0 0	80 0 0	80 0 0	80 0 0	1	80 0 0	77 8 0
Peon ..	1	14 0 0	14 0 0	14 0 0	14 0 0	1	15 0 0	14 7 0
Do. ..	1	14 0 0	14 0 0	14 0 0	14 0 0	1	16 0 0	15 12 0
Store clerks (Rs. 85-110) ..	..	..	..	..	..	1	85 0 0	79 12 0
Ditto ..	..	..	..	..	..	..	..	..
Assistant store clerks (Rs. 28-4-80) ..	1	47 0 0	47 0 0	47 0 0	47 0 0	4	60 8 0	75 0 0
Ditto ..	1	47 0 0	47 0 0	47 0 0	47 0 0	..	..	..
Eng. apprentice, grade I ..	..	..	..	..	..	..	..	..
Ditto ..	..	..	..	..	..	..	..	..
Assistant dist. boiler maker ..	1	150 0 0	150 0 0	150 0 0	150 0 0	..	..	..
Ditto ..	1	150 0 0	150 0 0	150 0 0	150 0 0	..	..	..
Ticket clerks (Rs. 28-4-80) ..	1	52 0 0	52 0 0	52 0 0	52 0 0	..	..	..
Ditto ..	2	38 0 0	56 0 0	20 0 0	38 0 0	..	..	..
Fitters ..	16	37 0 0	71 0 0	8 0 0	25 0 0	34	63 0 0	146 0 0
Do. ..	16	39 0 0	76 0 0	20 0 0	40 0 0	85	6 0 0	163 0 0
Tinsmith ..	1	32 0 0	13 0 0	3 0 0	13 0 0	1	46 0 0	41 0 0
Is. ..	1	32 0 0	30 0 0	30 0 0	30 0 0	1	46 0 0	45 0 0

FORM.
Loco Shed.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
..	..	1	550 0 0	550 0 0	550 0 0	550 0 0	..	1: -86	January.
..	..	1	600 0 0	600 0 0	600 0 0	600 0 0	..	1: -79	July.
..	..	1	400 0 0	400 0 0	400 0 0	400 0 0	..	..	January.
..	..	..	..	..	..	..	..	..	July.
..	..	1	120 0 0	120 0 0	120 0 0	120 0 0	..	..	January.
..	..	..	..	..	..	..	..	..	July.
..	..	1	325 0 0	325 0 0	325 0 0	325 0 0	..	..	January.
..	..	..	..	..	..	..	..	..	July.
284 0 0	250 0 0	1	240 0 0	240 0 0	240 0 0	240 0 0	..	..	January.
266 0 0	266 0 0	..	..	..	..	..	..	..	July.
..	..	2	135 0 0	140 0 0	130 0 0	135 0 0	..	1: -62	January.
..	..	..	..	..	..	..	..	..	July.
75 0 0	75 0 0	2	95 0 0	100 0 0	90 0 0	95 0 0	..	..	January.
..	..	..	..	..	..	..	..	..	July.
75 0 0	75 0 0	2	60 0 0	60 0 0	60 0 0	60 0 0	1: -74	1: -93	January.
77 8 0	77 8 0	2	58 0 0	60 0 0	56 0 0	58 0 0	1: 1-02	1: 1-37	July.
14 7 0	14 7 0	1	16 0 0	16 0 0	16 0 0	16 0 0	..	1: -87	January.
15 12 0	15 12 0	1	16 0 0	8 10 0	8 10 0	8 10 0	1: -87	1: 1-55	July.
79 12 0	79 12 0	1	110 0 0	110 0 0	110 0 0	110 0 0	..	..	January.
..	..	1	105 0 0	105 0 0	105 0 0	105 0 0	..	..	July.
89 6 0	60 8 0	5	68 0 0	80 0 0	60 0 0	68 0 0	1: -77	1: -69	January.
..	..	5	67 3 0	80 0 0	60 0 0	67 3 0	..	1: -71	July.
..	..	..	..	..	..	..	..	..	January.
..	..	1	40 0 0	40 0 0	40 0 0	40 0 0	..	..	July.
..	..	..	..	..	..	..	..	..	January.
..	..	..	..	..	..	..	..	..	July.
..	..	..	..	..	..	..	..	..	January.
..	..	..	..	..	..	..	..	..	July.
..	..	..	..	..	..	..	..	..	January.
24 0 0	59 0 0	49	63 0 0	125 0 0	5 0 0	54 0 0	..	-59	July.
-7 0 0	62 0 0	43	77 0 0	139 0 0	20 0 0	63 0 0	..	-64	
41 0 0	41 0 0	1	50 0 0	50 0 0	50 0 0	50 0 0	..	-81	
45 0 0	45 0 0	1	50 0 0	39 0 0	39 0 0	39 0 0	..	-6	

WAGES FO

Anara Loco

Category of work.	January 1929.					January		
	July 1929.					July		
	No. of workers.	Wage-rate P. of T.	Monthly earnings.			No. of workers.	Wage-rate P. of T.	Monthly Maximum.
Maximum.			Minimum.	Average.				
1	2	3	4	5	6	7	8	9
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
Blacksmith	1	70 0 0	70 0 0	70 0 0	70 0 0	2	55 0 0	66 0 0
Do.	1	70 0 0	70 0 0	70 0 0	70 0 0	2	33 0 0	41 0 0
Turner	1	65 0 0	65 0 0	65 0 0	65 0 0	6	51 0 0	68 0 0
Do.	2	45 0 0	70 0 0	20 0 0	45 0 0	8	44 0 0	110 0 0
Carpenter	1	36 0 0	36 0 0	36 0 0	36 0 0	1	50 0 0	47 0 0
Do.	1	39 0 0	39 0 0	39 0 0	39 0 0	1	50 0 0	49 0 0
Boiler maker	6	32 0 0	66 0 0	18 0 0	32 0 0	6	51 0 0	75 0 0
Ditto	5	33 0 0	66 0 0	19 0 0	34 0 0	9	53 0 0	78 0 0
Mason	1	20 0 0	19 0 0	19 0 0	19 0 0	1	28 0 0	28 0 0
Do.	1	20 0 0	20 0 0	20 0 0	20 0 0	1	28 0 0	28 0 0
Shed mucedam	3	24 0 0	26 0 0	23 0 0	24 0 0	1	22 0 0	21 0 0
Ditto	2	24 0 0	26 0 0	23 0 0	24 0 0	..	..	..
Steam-man	4	16 0 0	18 0 0	14 0 0	16 0 0	3	20 0 0	24 0 0
Ditto	4	16 0 0	17 0 0	15 0 0	16 0 0	1	18 0 0	19 0 0
Pump engine driver	2	28 0 0	29 0 0	27 0 0	28 0 0	3	23 0 0	25 0 0
Ditto	2	24 0 0	32 0 0	20 0 0	26 0 0	3	26 0 0	27 0 0
Coppersmith .. ..	..	..	..	..	..	1	63 0 0	63 0 0
Do. .. ..	..	..	..	..	..	1	67 0 0	65 0 0
Painter .. ..	..	..	..	..	..	..	..	..
Do. .. ..	..	..	..	..	..	..	..	..
Steam crane driver .. ..	..	..	..	..	..	..	..	..
Ditto .. ..	..	..	..	..	..	..	..	..
Autolux lamp fitter .. ..	..	..	..	..	..	..	..	..
Ditto .. ..	..	..	..	..	..	..	..	..
Store issuers .. ..	..	..	..	..	..	1	24 0 0	23 0 0
Ditto .. ..	..	..	..	..	..	1	24 0 0	24 0 0
Rg. apprentices, grade II .. ..	..	..	..	..	..	3	15 0 0	23 0 0
Ditto	4	10 0 0	10 0 0	7 0 0	8 0 0	5	24 0 0	49 0 0
Mech. coolies	29	15 0 0	21 0 0	2 0 0	15 0 0	60	17 0 0	24 0 0
Ditto	31	16 0 0	19 0 0	13 0 0	18 0 0	56	17 0 0	25 0 0
Shed coolies	78	14 0 0	21 0 0	2 0 0	13 0 0	31	15 0 0	16 0 0
Ditto	65	14 0 0	18 0 0	8 0 0	14 0 0	16	15 0 0	25 0 0
Sweepers	4	14 0 0	13 0 0	10 0 0	12 0 0	1	15 0 0	16 0 0
Do.	4	14 0 0	14 0 0	13 0 0	14 0 0	1	15 0 0	15 0 0

RM—concl'd.

Shed—concl'd.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
Earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
37 0 0	61 0 0	2	63 0 0	70 0 0	44 0 0	57 0 0	1.39	1.22	
25 0 0	32 0 0	2	47 0 0	44 0 0	38 0 0	41 0 0	2.18	1.7	
29 0 0	40 0 0	12	44 0 0	73 0 0	15 0 0	43 0 0	1.02	1.51	
16 0 0	48 0 0	12	38 0 0	73 0 0	20 0 0	39 0 0	.97	1.15	
47 0 0	47 0 0	1	50 0 0	50 0 0	50 0 0	50 0 0	.78	.72	
49 0 0	49 0 0	1	50 0 0	50 0 0	50 0 0	50 0 0	.79	.78	
28 0 0	47 0 0	11	50 0 0	80 0 0	6 0 0	40 0 0	.68	.8	
21 0 0	49 0 0	10	58 0 0	80 0 0	20 0 0	53 0 0	.69	.64	
23 0 0	28 0 0	1	30 0 0	29 0 0	29 0 0	29 0 0	.67	.65	
23 0 0	28 0 0	1	30 0 0	28 0 0	28 0 0	28 0 0	.71	.71	
21 0 0	21 0 0	1	27 0 0	25 0 0	25 0 0	25 0 0	1.14	.96	
..	
16 0 0	20 0 0	3	21 0 0	23 0 0	18 0 0	21 0 0	.8	.76	
19 0 0	19 0 0	2	21 0 0	30 0 0	22 0 0	26 0 0	.84	.61	
18 0 0	24 0 0	5	26 0 0	30 0 0	21 0 0	25 0 0	1.12	1.12	
25 0 0	26 0 0	6	26 0 0	29 0 0	22 0 0	25 0 0	1.04	1.04	
63 0 0	63 0 0	1	70 0 0	..	..	..	..	..
65 0 0	65 0 0	1	..	70 0 0	70 0 0	70 0 0	..	.92	
..	..	1	39 0 0	39 0 0	39 0 0	39 0 0	..	..
..	..	1	39 0 0	39 0 0	39 0 0	39 0 0	..	..
..	..	4	47 0 0	73 0 0	34 0 0	45 0 0	..	..
..	..	2	43 0 0	73 0 0	24 0 0	48 0 0	..	..
..	..	1	29 0 0	29 0 0	29 0 0	29 0 0	..	..
..	..	1	29 0 0	29 0 0	29 0 0	29 0 0	..	..
23 0 0	23 0 0	3	30 0 0	36 0 0	30 0 0	32 0 0	..	.71	
24 0 0	24 0 0	3	30 0 0	30 0 0	30 0 0	30 0 0	..	.8	
14 0 0	19 0 0	..	..	..	..	..	..	..
7 0 0	21 0 0	..	..	..	..	..	.88	..	
5 0 0	17 0 0	86	18 0 0	34 0 0	7 0 0	19 0 0	.88	.89	
2 0 0	17 0 0	61	19 0 0	29 0 0	1 0 0	19 0 0	1.05	.94	
6 0 0	15 0 0	74	15 0 0	22 0 0	1 0 0	15 0 0	.86	.86	
9 0 0	15 0 0	35	15 0 0	24 0 0	11 0 0	15 0 0	.93	.93	
16 0 0	16 0 0	2	15 0 0	15 0 0	7 0 0	11 0 0	.75	1.09	
15 0 0	15 0 0	2	15 0 0	16 0 0	15 0 0	15 0 0	.93	1.0	

**Answers to questionnaire of the Labour Enquiry Committee,
Bihar,**

Loco Running Shed, Bhojudih.

1. Officers—Manager of the Factory (DLS—ADA)	..	..	..	1
Supervisors	..	..	..	7
Clerks	..	..	..	11
Workpeople	{	Men	..	201
		Women	..	6
		Children	..	Nil.
Total	..	..	..	<u>225</u>
2. (a)	..	..	..	225
(b)	..	..	..	Nil.

3. About 13 per cent.

4. Bihar, Bengal and the United Provinces.

5. Proportion 1 to 37.

6. Staff left service.

	1936.	1937.
Retirement	1	1
Dismissal	Nil	Nil
Sickness or accident	Nil	1
Slackness or stoppage of operations	Nil	Nil
On their own account, i.e., resigned	2	1
Discharge from establishment	Nil	3
(This item is added)		
Total	<u>3</u>	<u>6</u>

17. Please see reply regarding Tatanagar shed.
1933—1937.

PROMOTION FROM LOWER TO HIGHER GRADE.

From—	To—	Total.
Running Apprentice	Supervising Fitter	1
Improver ' B ' Grade	Improver ' A ' Grade	1
Assistant Foreman	Loco Foreman	1
Shed coolies	Khalasis	10
Mechanical coolies	Khalasis	5
Shed coolies	Mechanical coolies	13
Mechanical coolies	Assistant Fitters	6
Ditto	Assistant Boiler Makers	2
Ditto	Machine-man	1
Ditto	Portable Engine Driver	1
Assistant Boiler Maker	Boiler Maker	1
Shed cooly	Store Issuer	1

30.

Fines.	Reduction in pay.	Compulsory leave.	Stoppage of pro motion.	Suspension.	Dismissal.
Nil	1	Nil	Nil	Nil	Nil

34. (1) General shift, i.e., from 7 to 11 hours and 13 to 17 hours. This is applied to clerical staff and certain other (supervisory) staff.

(2) Three shifts, i.e., 0 to 8 hours, 8 to 16 hours and 16 to 0 hours ; changing every week in rotation.

(3) There are other shifts, namely, one from 22 to 6 hours, one from 7 to 12 hours and again from 13 to 16 hours.

(4) Two more relays of workers work in 2 shifts as follows and exchange the shift duty hours each week :—

One shift from 16 to 0 hours and

One shift from 0 to 8 hours.

35. The hours of work, rest and interval for the shifts are noted below :—

Particulars of shifts.	Normal hours of work.			Remarks.
	Hours of work.	Interval for each shift.	Hours of rest.	
(1) Day shift ..	{ 7 to 11	} 2 hours	14	Rest on Sunday.
(2) 1st week shift.	{ 13 to 17			
(3) 2nd week shift.	0 to 8 hrs. ..	Continuous	16	} Each relay of these three shifts change by rotation each week.
(4) 3rd week shift.	8 to 16 ..	..	16	
(5) 1st week ..	16 to 0 ..	..	16	
(6) 2nd week	0 to 8 hrs. ..	Continuous	16	
(7) Special shift	16 to 0 ..	..	16	} Exchanges shift every week.
(8) Special shift II.	22 to 6 ..	..	16	
	{ 7 to 12 ..	} 1 hour	15	Ditto.
	{ and 13 to 16 ..			

NOTE.—Women are employed only on day shift.

36. Please see reply regarding Adra shed.

49. See Wages Form (attached).

54.

Item.	Group of workers.	No. of employees in the group.	Wage period.		Date of payment.	No. of days between the close of wage period and the date of payment.
			From—	To—		
1	Loco Shed Staff	201	6th of a month.	5th of the following month.	Between 7th and 14th of a month	About 7 to 10 days on average.
2	Subordinate supervising staff and clerical staff.	18	1st ...	Close of a month.	Between 1st and 6th of the following month.	About 7 days.

70. I(a) No children employed.

(b) Yes.

(i) The Bengal and Nagpur Railway Middle English School, Bhojudih.

(c) No.

(d) The number of children of railway employees attending the Bengal and Nagpur Railway Middle English School, Bhojudih, as pupils is 170. The rates of fees collected in classes from VII to Infant are Re. 1-8-0, Re. 1-8-0, Re. 1-4-0, Re. 1-4-0 12 annas, 8 annas, 4 annas and 4 annas, respectively. Books worth Rs. 50 are presented annually to the students of this school in order of merit but there is no scholarship.

71. Yes, the Bengal Nagpur Railway Indian Institute, Bhojudih and the Bengal and Nagpur Railway European Institute, Bhojudih, provide these amenities to the Indian and European and Anglo-Indian employees, respectively. Both the Institutes are equipped with libraries according to the requirements of the Bengal and Nagpur Railway staff concerned. Facilities for indoor games, reading room and amusements are also afforded in both the Institutes.

83. I(a) 193 workers including all categories of staff working in the factory are provided with quarters by the Company.

(b) Nil.

(c) Information is not available.

(d) A large number of employees are local residents and live in their houses in the adjacent villages.

II. Please see reply to question 83 (II) regarding Wagon Repair Shop, Adra.

84. No. About 86 per cent.

88. (a) The Bengal and Nagpur Railway Employees' Recreation Club, Bhojudih, affords facilities for outdoor sports to its members. The Bengal and Nagpur Railway Athletic Association also arranges tournaments and matches.

(b) The Bengal and Nagpur Railway Indian Institute and the Bengal and Nagpur Railway European Institute, Bhojudih, provide facilities for indoor games, and

(c) for other amusements.

(d) The Bengal and Nagpur Railway Refreshment Room at the station and the market in the railway settlement cater for the employees.

91. See reply regarding Adra workshops.

99.

Year.				No. of accidents.
1935	..	..	..	32
1936	..	..	..	16
1937	..	..	..	13
Total				61

100. (a)

Year.				No. of cases in which compensation was paid.
1935	..	..	..	27
1936	..	..	..	13
1937	..	..	..	7
Total				47

In the case of accidents resulting in temporary disablement of workmen for periods not exceeding seven days, injury leave allowances admissible were paid.

No case of dispute regarding admissibility of compensation arose.

LOCO SHED, Wages

Category of work.	January 1929.					January		
	July 1929.					July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.
Maximum.			Minimum.	Average.				
1	2	3	4	5	6	7	8	9
	Men.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
Loco foremen ..	1	650	650	650	650	1	600	600
Ditto ..	1	650	650	650	650	1	600	600
Assistant foremen ..	1	350	350	350	350	1	400	400
Ditto ..	1	350	350	350	350	1	400	400
Clerk shed ..	1	85-110	90	90	90			
Ditto ..	1	85-110	95	95	95	1	85-110	100
Shunter incharge ..	..	..	..	..	..	1	80	80
Ditto ..	..	..	..	..	..	1	..	80
Clerk shed ..	4	28-80	80	32	56	1	85-110	100
Ditto ..	4	28-80	72	48	52	6	28-80	76
Clerk stores ..	1	85-110	110	110	110	6	28-80	76
Ditto ..	6	..	90	41	65	2	..	90
Clerk stores ..	5	28-80	68	44	48	2	..	92
Ditto ..	..	..	..	..	..	..	..	..
Ticket clerks ..	4	28-80	64	44	55	5	..	75
Ditto ..	4	..	79	38	60	4	..	77
Head fitter ..	1	..	420	420	420	1	..	420
Ditto ..	1	..	420	420	420	1	..	420
Improver ..	1	..	130	130	130	1	..	85
Do. ..	1	..	140	140	140	1	..	90
A. D. B. M. ..	1	..	220	220	220	..	..	..
Ditto ..	1	..	220	220	220	..	..	..
Peons ..	3	13-20	16	16	16	3	13-20	16
Do. ..	3	13-20	16	16	16	3	13-20	16
D. B. M. ..	..	..	..	..	..	1	..	375
Ditto ..	..	..	..	..	..	1	..	375
Assistant head fitter ..	..	..	..	..	..	1	..	220
Ditto ..	..	..	..	..	..	1	..	240
Supg. fitter ..	..	..	..	..	..	1	..	125
Ditto ..	..	..	..	..	..	1	..	125

BHOJUDIH.
Form.

1933.		January 1933.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1932.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs.	Rs.	Rs.			
600	600	1	550	550	550	550	1.08	1.18	January.
600	600	1	550	550	550	550	1.08	1.18	July.
400	400	..	..	..	..	..	.87	..	January.
400	400	1	400	400	400	400	.87	.87	July.
..	..	..	..	..	..	..	..	..	January.
100	100	2	85-110	110	95	102	.95	.93	July.
80	80	..	..	..	..	..	..	..	January.
80	80	..	..	..	..	..	..	..	July.
100	100	7	28-80	80	33	56	.56	1	January.
40	59	9	28-80	80	27	54	.88	.96	July.
40	59	1	85-110	110	110	110	1.86	1	January.
41	65	..	..	..	..	..	1	..	July.
43	62	2	28-80	80	60	70	.77	.8	January.
..	..	..	..	..	..	..	..	..	July.
39	60	..	..	..	..	..	..	.91	January.
38	60	..	..	..	..	..	..	1	July.
420	420	..	..	..	..	..	..	1	January.
420	420	1	..	375	375	375	1	1.12	July.
85	85	..	..	..	..	..	..	1.52	January.
90	90	..	..	..	..	..	..	1.55	July.
..	..	..	..	..	..	..	..	..	January.
..	..	..	..	..	..	..	..	..	July.
16	16	3	13-20	16	16	16	1	1	January.
16	16	2	13-20	16	16	16	1	1	July.
375	375	..	..	..	..	..	..	..	January.
375	375	1	..	300	300	300	..	1.25	July.
220	220	1	..	300	300	300	..	.73	January.
240	240	..	..	..	..	..	..	..	July.
125	125	3	85-160	130	110	110	..	1.13	January.
125	125	1	..	205	205	205	..	..	July.
		2	..	100	100	100	..	.40	July.

**LOCO SHED,
Wages For**

Category of work.	January 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
	2	3	4	5	6	7	8	9
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
Running apprentice	..	..	..	..	..	..	..	..
Ditto	..	..	..	..	..	..	..	..
Supg. B. M.	..	..	..	..	..	..	..	..
Ditto	..	..	..	..	..	..	..	..
Fitters	45	41	80	19	41	42	51	80
Do.	49	42	80	17	41	44	52	80
Blacksmith	1	70	70	70	70	1	70	70
Do.	2	46	70	22	46	..	..	..
Shed apprentice	10	28	40	10	28	11	21	54
Ditto	13	13	40	9	16	3	31	60
Turner	5	40	70	30	42	6	45	64
Do.	5	42	70	30	50	6	46	58
Carpenters	1	50	50	50	50	1	50	50
Do.	1	50	50	50	50	1	50	50
Coppersmith	1	39	39	39	39	1	54	54
Do.	1	39	39	39	39	1	54	54
Tinsmith	1	35	35	35	35	1	48	48
Ditto	1	35	35	25	35	1	48	48
Painter	1	20	19	19	19	1	26	26
Do.	1	20	20	20	20	1	29	29
Pump fitter	2	69	79	58	69	2	70	80
Ditto	2	48	54	41	48	2	70	80
Boiler makers	19	43	110	25	47	13	54	90
Ditto	17	47	76	4	44	13	57	95
Mason	1	23	23	23	23	2	25	29
Do.	2	16	19	13	16	2	26	29
Joint makers	4	19	20	18	20	3	23	22
Ditto	4	21	20	18	19	4	26	30
Shed maccadam	7	27	30	12	23	8	24	29
Ditto	5	25	80	21	23	6	26	29

BHOJUDIH—contd.

rm—contd.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
Earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs.	Rs.	Rs.			
..	..	1	40—60	50	50	50	..	..	January.
..	..	1	..	50	50	50	..	..	July.
..	..	..	..	..	..	..	..	..	January.
..	..	1	..	130	130	130	..	..	July.
23	47	31	52	80	20	52	1: 91	1: 82	
24	46	43	53	80	24	50	1: 89	1: 82	
70	70	1	62	62	62	62	..	1: 1-12	
..	..	5	44	62	24	44	..	1: 1-04	
19	21	..	..	..	..	..	1: 1-33	..	
19	28	..	..	..	..	..	1: 57	..	
36	44	2	62	62	62	62	1: 93	1: 67	
32	46	6	56	62	17	36	1: 1-08	1: 1-38	
46	46	..	..	..	..	..	1: 1-08	..	
48	48	1	50	50	50	50	1: 1-04	..	
54	54	1	62	62	62	62	1: 72	1: 62	
52	52	1	62	62	62	62	1: 75	1: 62	
46	48	..	..	..	..	..	1: 72	..	
48	48	1	24	24	24	24	1: 72	1: 1-45	
26	26	1	36	36	36	36	1: 73	1: 52	
26	28	1	36	36	36	36	1: 71	1: 55	
61	70	2	55	64	46	55	1: 1-11	1: 1-5	
60	70	2	48	64	33	48	1: 77	..	
23	52	13	55	89	20	57	1: 90	1: 82	
34	53	14	50	80	20	50	1: 83	1: 88	
21	25	1	30	30	30	30	1: 92	1: 76	
22	25	1	30	30	30	30	1: 64	1: 53	
22	23	..	..	..	..	..	1: 86	..	
22	24	..	..	..	..	..	1: 79	..	
22	23	3	30	30	29	29	1: 82	1: 79	
23	23	4	30	30	28	28	1: 1-2	..	

**LOCO SHED,
Wages For**

Category of work.	January 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
Crane drivers	4	24	30	21	25	4	28	25
Ditto	4	24	30	22	25	4	28	25
Running apprentice .. ..	..	..	..	..	..	..	..	..
Ditto .. ..	..	..	..	..	..	..	..	..
Adult school teachers	1	30	30	30	30	1	35	35
Ditto	1	30	30	28	28	1	35	35
Pump engine driver	10	28	30	21	29	11	29	30
Ditto	10	28	30	22	29	11	29	30
Headlight fitter .. ..	..	..	..	..	..	1	60	60
Ditto .. ..	..	..	..	..	..	1	60	60
Store issuer .. ..	..	..	..	..	..	..	..	..
Ditto .. ..	..	..	..	..	..	..	..	..
Machineman .. ..	..	..	..	..	..	..	..	..
Do. .. ..	..	..	..	..	..	..	..	..
Steam-men	4	23	24	14	22	7	23	24
Do.	5	21	24	18	22	7	23	24
Machine coolies	85	16	19	8	16	77	19	19
Ditto	91	16	16	10	15	90	19	19
Shed coolies	221	15	15	10	15	136	15	15
Ditto	198	15	14	9	14	153	15	15
Shed coolies (women)	5	12	12	11	13	9	13	13
Ditto	5	12	12	12	12	9	12	13

BHOJUDIH—concl'd.

rm—concl'd.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
Earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.	Rs.		Rs.	Rs.	Rs.	Rs.			
24	25								
23	25	3	39	39	39	39	..	1: .64	
..	..	3	15	17	11	15	..	..
..	..	2	15	17	14	15	..	..
35	35	..	..	..	..	..	1: .80	..	
35	35	..	..	..	..	..	1: .85	..	
22	29	9	30	30	26	30	..	1: .96	
22	27	11	30	30	23	30	..	1: .99	
56	56	..	..	..	..	..	..	..
60	60	..	..	..	..	..	..	..
..	..	3	24	24	25	25	..	..
..	..	3	25	25	24	24	..	..
..	..	1	22	22	22	22	..	..
..	..	1	20	20	20	20	..	..
23	23	5	21	23	21	21	1: .95	1: 1.04	
22	22	6	23	23	18	23	..	1: .95	
15	18	50	19	19	18	18	1: .88	1: .88	
18	18	60	19	19	18	18	1: .83	1: .83	
13	15	81	15	15	14	14	..	1: 1.07	
13	15	138	15	15	14	14	1: .93	..	
12	12	6	12	12	11	12	1: 1.08	1: 1.08	
12	12	7	12	12	11	12	..	..

**Replies to the questionnaire of Labour Enquiry Committee,
Bihar,**

**Bengal and North-Western Railway Company.
(Samastipur Workshop).**

1. Officers	...	...	...	2
Clerks	...	...	...	7
Workmen	...	...	...	455
Women	...	...	...	Nil.
Children	...	...	...	Nil.

2. Nearly all the men are permanently settled.

3. 94 per cent.

4. Within the radius of eight to ten miles.

5. Less than one per cent.

6. ... 1936. ... 1937.

(a)	10	...	...	7
(b)	2	...	...	...
(c)	2	...	...	2
(d)	...	...	...	...
(e)	3	...	...	2
(f)	2	...	...	4 Death.

7. Directly by the management, a few by contractors when extra work has to be done such as painting carriages, building signals; the contractor is paid so much per job. The attendance of the men is kept for Company's record and in case of any complaint from the men.

8. We prefer to select and recruit our own men on the spot, as we can test the man and select local labour if suitable, which always helps to avoid housing problems.

9. We keep lists of men who have been brought under reduction through no fault of their own.

Lists of men wanting employment are maintained.

10. As a general rule, but not in all cases.

11. Anonymous letters have been received which very often have little foundation, and are generally prompted by a desire

to get some one into trouble. When new men are recruited it is usually done by an officer.

12. I do not think it necessary, so far as Railways are concerned, to establish Labour Exchanges.

13. Casual labourers are usually employed by contractors who get odd jobs to do on contract from time to time. The proportion of casual to permanent workers is about 70 to 450. The proportion varies according to the work on hand. The amount of work done by contract does not tend to increase.

14. Yes, skilled workers are employed as casual; this occasionally goes up to as much as 50 per cent, depending on the fluctuation of work.

15. Agreement forms are in use. They apply to all staff drawing over Rs. 15 per month. *See "A" attached.*

16. There are usually nine to twelve Anglo-Indian apprentices and twelve 'B' grade apprentices in Gorakhpur Shops, both lots doing five years' apprenticeship. There are also sixteen artisan apprentices doing three years, and a number of technical apprentices doing two years.

17. Yes, we have various grades. *See "B" attached.*

18. No further measures than those in practice are necessary. There is at present ample security as no man can be dismissed or discharged except by an officer, and there exists the right of appeal to head of Department.

19. Yes. These are provided for in leave Rules. *See "C" attached.*

20. Sick leave comes into the leave rules, a reasonable amount being allowed with pay.

21. No women are employed.

22. Payment of gratuity and Provident Fund is provided for by rules common to all railways. There is no scheme for paying Old Age Pensions. *See "D" attached.*

23. Average 79 days.

24. Yes, we have rules. *See "E" attached.*

25. Rules and orders are put up on notice boards.

26. For indiscipline, slackness of work, etc., men's pay is reduced, or men are fined or increments are stopped, or men are discharged. This is largely governed by the Payment of Wages Act.

27. He is always advised at the time he is being recommended for punishment and he has the right of appeal.

28. Stated above in no. 26.

29. *Fines, viz.*—6 pies per rupee are imposed as per Rule 8 of the Payment of Wages Act, 1936, reductions of pay, etc., vary according to the seriousness of the crime. This is only resorted to in serious offences.

30. One man.

31. Unauthorised absence for less than 15 days is treated as leave without pay. Any one absent from work without permission for more than 15 days is struck off the rolls unless he produces a medical certificate; also the merits of the case are taken into consideration.

32. Five minutes' grace is allowed, but this privilege is liable to be withdrawn from habitual late comers. Unless by special permission a man turning up after the five minutes' grace is not allowed to work and is marked absent for the day.

33. Fines are credited to the Staff Benefit Fund.

34. The hours of work are usually, 6-30 hours to 11-00 hours and from 12-30 hours to 16-30 hours five days per week, and 6-30 hours to 12-00 hours on Saturday; 48 hours per week. No alteration is considered necessary.

35. Workshops work in one shift with the exception of the Power House, which has three shifts of eight hours each. Some men do fitting work, some machining, some carpentry, some painting, some blacksmiths and some moulding. All men get one hour thirty minutes rest for their meal during the day. Clerks start work at a later hour and work about six hours per day.

36. No, the shop is not a continual process factory. All the staff are on rosters and are given weekly rest.

37. It is practicable but no change is desirable.

38. Eight hours is considered a day's work for non-intermittent workers and if the eight hours is exceeded overtime is paid at the rate of 1/8 of a day's pay per hour up to 60 hours per week.

39. Possibly Millwright men or moulders are the most likely men to be called upon to work overtime, but there is no

department which is called to work overtime more than any other.

40. Yes, men are often allowed time off instead of overtime, as when they may have to wait and finish a job. This is not to avoid paying higher wages but to discourage working overtime.

41. No such occurrence during the last five years. Overhauling is carried out during holidays and the men are paid as usual.

42. Yes, special equipment is supplied where considered necessary, and all safety devices to conform with the Factories Act are complied with.

43. Orders laid down in Rule no. 30 of the Factories Act, 1934, are strictly adhered to. Classification is done by the Medical Officer. I think the present arrangements are adequate and difficult to improve on.

44. As far as the Railway is concerned I do not think it necessary to extend the scope of the Factories Act.

45. Not in a position to state what evils are to be found in outside establishments.

46. No objections.

47. Nil.

48. No.

49. Supplied.

50. Blacksmiths and hammermen in the spring shop have been put on piece work rate in addition to their normal time rate. The reasons are to try and increase the output, the effects being increased pays and efficiency. See "F" attached.

51. Men are engaged on the minimum of the grade on which they are taken on. Overtime at the rate of time and quarter is given when the hours exceed 60 per week.

52. No, different rates are not paid.

53. *The following men have wages calculated on a monthly basis.*—Mistries, Chargemen, Power House drivers, Firemen, Switch Board attendants, Electric fitters, Pump Drivers, Pump Khalasics and sweepers, the remaining workmen being on daily paid basis of 26 days per month. Eight days.

54. All men are monthly paid; not more than ten days lapse between the end of the wage period and the date of payment. The present system is satisfactory.

55. Office copy of pay-sheet in 1929 and that of 1939 is supplied for perusal.

56. Provident fund, Income-tax, Institute fees, house rent, Electric current, hospital charges, recovery of loan from Co-operative Bank.

57. None other than piece-work.

58. No.

59. We have a minimum wage on each grade.

60. Capacity and qualifications for job for which the man is employed.

61. This should be left to various administrations.

62. Not on a large system like a Railway.

63. I have no suggestion to make.

64. Not in a position to offer an opinion.

65. Tying down Industries to minimum wages where the locality does not require that wage, is likely to discourage industry.

66. There is a schedule system in our shops, which shows the position of material in the shops and when it is likely to be ready. No further intensification is contemplated.

67. These schemes are directed to the saving of time effort and material, and since they make for efficiency through better supervision, more work can be done by the same number of men. This does not necessarily imply that fewer men will be employed, i.e., engines will be overhauled more frequently and be in better condition generally, as less time and expense will be used up at each overhaul. With greater efficiency in work wages will tend to increase and if work is carefully modulated to the workers' capacity, there need be neither excessive strain nor fatigue.

68. So far as I am aware unemployment has not been caused by our schedule scheme.

69. No opinion to offer. If work can be performed more rapidly and efficiently by ordering its processes wisely, both production and wages should benefit.

70. (a) No children employed.

(b) The Company have schools in various centres, and give grants to other schools.

(c) No schools for adults.

For European and Anglo-Indian children school fees ranging from Re. 0-8-0 to Rs. 5 per child are charged. The cost of books, etc., is recovered from the pupil.

71. Institutes are provided with libraries. The average attendance is not known.

72. Medical service is provided by the Company. Free attendance and medicines for staff and families is supplied by qualified trained staff. The arrangement is adequate.

73. Free treatment and medicines.

74. Yes, for certain classes of running staff whose faculties are important from the point of view of safety.

75. The chief cause of illness is malaria. There are no diseases prevalent which can be classed as occupational.

76. The usual precautions are taken on outbreak of plague, cholera, small-pox, etc.

77. Not amongst railway staff.

78. Arrangements in shops are sufficient. Latrines are provided at or in railway quarters. Nothing is known of the private arrangements of those living outside railway premises.

79. Drinking water is obtained from a well which is moderately cool in hot weather.

80. Yes, provision is made under the leave rules. No difficulty.

81. We do not consider it necessary as leave rules are liberal and cover most cases ; exceptional cases are treated sympathetically.

82. No women are employed.

83. (a) 15 units.

(b) Nil as far as known.

(c) 11 houses in *bazar*.

(d) The bulk of the workers reside in their own houses and villages in the locality, where they have been long established. Housing provided by the railway is brick built. Type drawings are forwarded.

84. This is difficult to say, but there appears to be no shortage in *bazzars* and villages (quarters are provided free for men who are likely to be required in an emergency or at short notice)

85. Rent is recovered at $4\frac{1}{2}$ per cent of capital cost of building occupied but must not exceed 10 per cent of the salary drawn. No rents have been increased.

86. Loan from Co-operative Banks.

87. The idea is seemingly for the railway to build and recover cost. This is not feasible as it cannot undertake to build except on its own land and is debarred from leasing railway land, which is the property of Government.

88. (a) Recreation grounds, (b) Indian institutes, stages and auditoriums, tennis courts; grants from staff benefit fund.

89. No women are employed.

90. No women or children are employed.

91. Not known.

92. No, as it would interfere with private enterprise. Credit could not be given as recoveries could not be made under Payment of Wages Act.

93. Reduction of periods would not help, but prompt and regular payments are an important factor. A reduced payment-period might be possible in a workshop but not generally on a railway where staff, such as gangmen, may be scattered over many miles on line. To do so with one class of staff and not another would cause discontent.

94. No.

95. We do not make any recruiting advances.

96. Unable to give an opinion.

97. Unable to suggest any amendment.

98. These are already established on the railway to try and help workmen against money-lenders.

99. One minor accident.

100. In all cases of accident men get pay while they are off work and attend railway hospitals.

None, as it was a minor accident.

None.

101. No difficulty.

102. No.

103. There is a workmen's association which has been in existence for many years.

104. Many years.

105. Not recognised at present. Recognition is under consideration.

106. None recognised.

107. Originally recognised, but recognition withdrawn owing to the publications of abusive pamphlets by the association vilifying officers and administration, and causing ill-feeling between the administration and workers. This attitude has been greatly modified by late.

108. Not to our knowledge.

109. Not known.

110. Yes, provided it is representative, not political and run honestly for the mutual benefit of the staff and employer.

111. Not known.

112. Not known.

113. Activities at present appear to be concerned with obtaining general increase of pay, and the presentation of appeals for re-employment from discharged employees.

114. Welfare Committees which are representative of different classes of labour. Committees comprise representation of the men and are presided over by responsible senior officers, the proceedings going direct to the Agent and General Manager for consideration by him and the heads of departments concerned.

115. No.

116. Attitude is that shown in item 110 above. It is not possible to say what the effect would be as this is dependent on the method or conduct of the union and its declared objects.

117. There are no restrictions.

118—124. Nil.

125. The Welfare Committee, and direct access to their officers.

126. All officers are expected to maintain direct contact with their men, from the highest to the lowest. All staff have access direct to their officers and subordinate intervention is not encouraged.

127. No, the need for such machinery has not been felt largely, I think, as the result of direct access and sympathetic consideration of the staff's interests.

128. In the case deadlocks there is no alternative to arbitration. This is provided for by the Railway Board, who have appointed a conciliation officer.

129. I have no views on this subject, as this Railway has never had occasion to have the Act applied.

130. Yes, this has already been done by the Railway Board.

131. Adequate police protection.

132. It is not possible to supply the information asked for as the Tirlhut section of the Bengal and North-Western Railway is a State line, and its working results are not included in the Company's balance sheets and Profit and Loss Accounts, and the depreciations Fund Accounts are maintained by the Government of India. Working results for the Tirlhut Railway for the last thirty years are published in the history of Indian Railways, issued by the Railway Board. Any particular information on this subject which the Committee may consider helpful will be taken out and supplied as far as it is possible to do so on request.

133. It is not in a position to give figures for this. The granting of holidays with pay for the Samastipur shops alone amounts to Rs. 10,000 and it is not possible to apportion the incidence of medical expenditures involved, or the cost of upkeep of existing quarters.

134. No views to express ; the Railway is a public utility service.

135. No views to express.

APPENDIX "A".

The Bengal and North-Western Railway Company, Limited,
Rohilkund and Kumaon
 (INCORPORATED IN ENGLAND.)

SERVICE AGREEMENT.

For subordinate staff (including workshop staff and menials)

AN AGREEMENT of hiring and service made the.....
 day of.....19 between.....
 son of.....residing at.....
 of the one part and the $\frac{B. \& N. W.}{B. \& K.}$ Railway Company, Limited, acting
 by and through the Railway Administration) of the other part.

Witnesseth as follows :—

1. In this agreement and for the purposes of every clause part and provision thereof, the expression.—
 - (a) " Railway Servant " means the said.....and
 - (b) " Company " means the $\frac{B. \& N. W.}{B. \& K.}$ Railway Company, Limited, acting by and through its agent and General Manager or other proper officer.
2. The railway servant shall serve the Company as.....
or in any other post to which he may from time to time be appointed, whether on promotion, reduction or otherwise, in any place situate on the $\frac{B. \& N. W.}{B. \& K.}$ Railway system, in accordance with each and all of the terms and conditions hereinafter specified, and shall, if and when when required to do so by the Company, serve on the $\frac{B. \& K.}{B. \& N. W.}$ Railway in accordance with the same terms and conditions.
3. The railway servant shall be subject to the following conditions of service, namely (a) that such service is terminable at any time by either party on fifteen days notice in writing or by the Company on fifteen days' pay in lieu of notice, (b) that in no circumstances shall the railway servant be entitled to gratuity or pension, though he will be eligible for a gratuity for good, efficient, faithful and continuous service at the discretion of the Company and (c) that the Company has full power and authority at any time, for any

reason that it may consider sufficient, to suspend, dismiss, discharge or remove him from the service without previous notice or otherwise punish him according to the rules of the service in which he is for the time being employed.

4. The railway servant shall at all times faithfully, diligently and honestly discharge each and all of the duties of the post for the time being held by him under the Company and shall at all times obey and abide by all instructions and regulations for the time being in force on the ^{R. & N. W.}_{R. & K.} Railway that affect his duties as a servant of the Company and also all and any other orders and instructions that may from time to time be issued by the Company.
5. The railway servant shall, if eligible, contribute to the ^{R. & N. W.}_{R. & K.} Railway provident fund in accordance with the rules from time to time in force and such contribution shall be recovered through his salary bill.
6. The railway servant shall not, without special permission in writing first obtained from the Company, make application for employment elsewhere, or carry on or be interested in any money-lending business or any other business or trade of any kind whatsoever, either directly or indirectly. Breach of this condition will render the railway servant liable to summary dismissal.
7. So long as the railway servant remains in service he shall be paid such pay as may be prescribed from time to time by the rules applicable to his position and appointment, and his service shall generally and as to leave particularly be subject to the attached statement shewing conditions of service and the Company's leave rules as from time to time amended.
8. The railway servant shall be held responsible for the prescribed rent (including electric rent, if any) of the quarters that may be allotted to him or allotted for the post held by him whether permanently or temporarily subject to the "rules for rentable buildings" as from time to time amended. He also agrees to the recovery of the amount of such rent, and the cost of any other amenities supplied by the Company being effected through his salary or pay bill.

9. The railway servant shall, if required by the rules and regulations for the time being in force, become a member of the Railway Institute and of the Auxiliary Force (India) and shall so continue during the whole time of his employment unless specially exempted by the Company.
10. The railway servant shall, as long as he shall continue in the service, undertake to have himself vaccinated or inoculated whenever called upon to do so by the Company.
11. The Company may, from time to time, recover from the railway servant, by deductions from his pay or other sums at any time due to him, or otherwise, the value of any loss at any time suffered or sustained by the Company by reason of the neglect, default or misconduct of the railway servant.
12. The railway servant hereby acknowledges that he has received a copy of this agreement.
13. The railway servant shall so long as he is of non-gazetted status continue to be subject to this agreement in whatever capacity he may hereafter be employed by the Company.

As witness our hands the day and the year above written.

..... <i>Signature of appointing officer</i>	..... <i>Signature of employee.</i>
..... <i>Designation</i>	..... <i>Designation.</i>
..... <i>Station.</i>	..... <i>Station.</i>
{ Witness.....	
{ <i>Designation.</i>	
{ <i>Station.</i>	

Statement shewing conditions of service.

1. (a) A railway servant who absents himself from duty or leaves his station without permission, shall be treated as being absent from duty and renders himself liable to summary dismissal.

Absent from
duty or station
without permis-
sion.

(b) Should a railway servant overstay leave without, previously having obtained permission, he shall be treated as having been absent for the whole period he is away and renders himself liable to summary dismissal.

Overstay of
leave without
permission.

(c) A railway servant is liable to dismissal in consequence of a resort to the insolvency court, or for indebtedness, or if he is convicted of a criminal offence.

Insolvency or
indebtedness.

2. Every railway servant shall, before leaving the service give the railway administration the notice specified in his agreement (if any) or, if no notice is so specified then one month's notice in writing.

Notice before
leaving service.

3. When a railway servant leaves the service he must deliver up to the Railway Administration or to a person appointed by the Railway Administration, in this behalf, any property in his custody which belongs to the Railway Administration.

Surrender of
railway property
on leaving
service.

Warning.—All staff and candidates for employment are reminded that bribes may in no circumstances be offered or accepted by them and that proof of offering giving or taking of a bribe will render the employee concerned liable to summary dismissal.

APPENDIX B.

APPENDIX " C "

Extract from Revised Leave Rules.

34. The rules in the preceding paragraphs (22 to 33) do not apply to menials and daily rated employees including workshop staff. Leave may be granted to such employees within the following limits :—

Length of total service.	Leave admissible.
Less than 3 years ..	.. Nil.
3 years and over but less than 10 years.	10 days' leave on full pay in any one calendar year.
10 years and over but less than 20 years.	(1) 15 days' leave on full pay in any one calendar year. (2) Leave on medical certificate on half pay not exceeding 15 days in any one calendar year and 60 days in all.
20 years and over ..	.. (1) 20 days' leave on full pay in any one calendar year. (2) Leave on medical certificate on half pay not exceeding 30 days in any one calendar year and 120 days in all including such leave taken before completion of 20 years' service.

NOTE 1.—Leave on medical certificate on half pay may be granted to daily rated running staff up to 30 days in any one calendar year.

2.—Extraordinary leave without leave salary may also be granted to menial and daily rated staff.

3.—The extension of leave admissible under this rule on the production of a medical certificate shall not be granted when the leave is preparatory to retirement.

35. Hospital leave as described in paragraph 27 may also be granted to such of this class of employees who have been injured on duty and are under treatment.

Persons eligible for gratuity.

All monthly paid railway employees whether their rates of pay are on a daily or on a monthly basis (including men employed on piece work) who are employed on the permanent establishment of the Bengal and North-Western Railway and the staff employed in Railway Schools proper and menials are eligible for gratuity.

APPENDIX " D "

In the case of workshop employees on daily rates of pay who are paid monthly, 26 days per month should be adopted as the basis of calculation, provided the recommending authority certifies that the employee has actually worked on an average 26 days per month during the year immediately before retirement, allowance being made for absences which are covered by recognised authority. In other cases three-quarters of 26 days per month should be adopted as the basis of calculation. * *

Extract from Provident Fund Rules.

Whose salary is not less than Rs. 15 per mensem and who is paid monthly, and is subject to at least one month's notice before dismissal ; a workshop employee fulfilling these conditions is a servant provided he has at least 3 years continuous service, and, if paid at a daily instead of a monthly rate, that his minimum monthly emoluments are the equivalent of Rs. 15 or more, and

Who is not serving under any special agreement with the Company inconsistent with his being subject to these rules, or, if so serving, has nevertheless signified in writing his desire to be admitted to the benefits of the Fund.

Extract from the Subsidiary General Rules.

179. Every railway servant shall promptly obey all lawful orders given by any person placed in authority over him.
Prompt obedience to orders.

181. (a) No railway servant shall, without the permission of his superior officer, absent himself from duty, or alter his appointed hours of attendance, or exchange duty with any other railway servant.
Absence from duty.

(b) If any railway servant desires to absent himself from duty on the ground of illness, he shall immediately report the matter to his superior officer, and shall not leave his duty until a competent person has been placed in charge thereof.

APPENDIX " E "

182. (a) No railway servant shall come on duty in a state of intoxication.
Spirituous or fermented liquor on duty.

APPENDIX "E"—*contd.*

185. Every railway servant shall, before leaving the service, give the Railway Administration the notice specified in his agreement (if any), or, if no notice is so specified, then one month's notice in writing.

Bengal and North-Western Railway.
Rules for the guidance of employees in the Bengal and North-Western Railway Workshops and Sheds.

1. Ordinary workshop hours are :—

Monday to Friday	..	6-30 to 11-0 and 12-30 to 16-30 hours.
Saturday	..	6-30 to 12-0 hours. 6-30 to 11-0 and 12-30 to 16-30 in sheds.

2. Workmen are required to draw their tickets before the third whistle in each period. Five minutes grace is allowed but this privilege may be withdrawn from habitual late comers.

Workmen failing to draw their tickets as above will be booked "absent" for the period.

3. Workmen, having drawn their tickets, must on no account leave the Workshop yard during working hours unless they are in possession of a Gate Pass which must be made over to and checked by the Gate Sergeant.

4. Workmen granted leave for private work during working hours will be paid for the number of complete hours they have been at work.

5. Workmen leaving work on any account whatever will deposit their tickets at the gate office and redraw them when returning to work.

6. Gate passes must be handed over to the gate-keeper who will record the time a man leaves and returns to work.

7. Workmen sent to work at out-stations are required on their return to produce a certificate duly signed by the officer under whose supervision they have worked, showing train no. and date of arrival and departure and hours worked.

This does not apply to coolies sent out as messengers in which case the certificate may be signed by the officer who sends them

8. Workmen will be given an allowance of three hours per day whilst working at out-stations provided—

- (a) That they are absent from headquarters on duty for not less than eight consecutive hours in any one day.
- (b) That no halting allowance will be given for more than ten consecutive days at any one station.
- (c) Workshop men working at out-stations will be under the same conditions as if they were working in the shops.

9. Eight hours is considered to be a day's work after which daily rated workmen will be paid overtime allowance at the rate of $\frac{1}{8}$ th of a day's pay per hour. Fractions of an hour will not be included. No workmen shall work more than 56 hours in any week.

- (a) The working week of 48 hours, i.e., an average of 8 hours per diem for the 6 working days is completed after working $5\frac{1}{2}$ hours on Saturdays, provided 5 full days of $8\frac{1}{2}$ hours each have been worked during the week.
- (b) Men who are absent during any of the 6 working days will be paid for the actual total number of hours worked during the week ignoring fractions of an hour.

10. No overtime is to be worked without special sanction of the Works Manager (or District Loco Superintendent in case of men working at out-stations) who will personally scrutinize the necessity before sanctioning it. He will also satisfy himself that only the minimum number of men actually required shall be called upon to work overtime.

11. Workmen must work overtime when called upon to do so :—

- (a) When men are required to work overtime, the previous sanction of the officer must be obtained.
- (b) All sanction for overtime must be communicated to the gate-keeper with as little delay as possible.

12. Workmen returning to work after holidays and Sundays will be allowed into shops up to 2 hours after starting time and their time will be cut accordingly :—

- (a) On Fridays, Muhammadans attending prayers will be granted one hour's leave without pay and will be allowed to draw their tickets at 13-30 hours in the second period instead of at 12-30 hours.

13. Workmen incapacitated for work by injuries received whilst on duty and through no fault of their own may be granted leave salary equal either to full or half pay in accordance with paragraphs 27 and 35 of the Revised Leave Rules for the time they are absent provided that they place themselves under the medical treatment of the Company's medical authorities and produce sick and fit certificates.

14. Any man absent from work without permission will be fined or otherwise dealt with and any man absent from work without permission for more than 15 days will be struck off the rolls, after due notice being given according to the agreement unless he produces a medical certificate.

15. Workmen will receive pay for certain holidays approved of by the Loco Superintendent, provided that they are present on the days the shops close and re-open.

(a) Holidays with or without pay will be allowed as sanctioned by the Loco Superintendent.

(b) Monthly rated staff charged to works will be paid for days on which the workshops are closed, but should they be called upon to work on Sundays or other holidays they must comply.

Their pay will be drawn on the basis of a full calendar month and they will not be paid overtime.

(c) Men who come under Factory Act or Hours of Employment Regulations working on Sundays, irrespective of whether they are on the monthly or daily rate, will be given a holiday for a whole day on one of the three days immediately before or after that Sunday.

16. Workmen are prohibited from loitering or taking their meals on the roads or in the compounds of Railway premises during the meal interval.

17. Workmen on their way coming from and returning to their homes should walk along the roads and must not go through Railway compounds or fields or through hedges.

18. No person will bring anything in or take anything out of the Workshop premises without a permit.

19. No person will be allowed to go within the Workshop yard without a permit from the Officer-in-charge.

20. The Absentee Return on form no. L. 84 will be sent by the gate-keeper on the day following that to which it pertains, to Works Manager for submission to Workshop Auditor for check

21. Where the employment of any workman is terminated, settlement papers must be submitted immediately and any wages due to the workman paid to him within 48 hours of termination of service.

22. A combined muster roll and labour pay-sheet will be prepared in the Gate Office in which the number of hours worked each day will be entered against each workman.

23. A Presentee register will be kept by each shop time-keeper for the purpose of recording the attendance of the staff in addition to a monthly time-sheet for each number of the staff on the latter will be entered each day the number of hours worked during the day on the work orders on which each number of the staff is engaged.

24. At the close of the day, the shop time-keepers will check the total number of hours shown in their Presentee Registers as worked by each workman, with the number of hours shown by the gate staff in the shop combined muster roll and labour pay-sheet.

25. The combined muster roll and labour pay-sheets of Gorakhpur workshops must be submitted to the Workshop Auditor's Office on the morning of the 4th of each month. Those for Samastipur and Mokameh Ghat Workshops must be submitted on the 3rd of each month.

The Shed labour pay-sheets should be submitted to the Chief Auditor on the dates prescribed.

LOCO & CARR. SUPDT.'S OFFICE,
GORAKHPUR :

Dated the 23rd November 1938.

W. T. S. CAIRNS,
Acting. Loco and Carriage
Superintendent, Bengal and
North-Western Railway.

Replies to Questionnaire, Eastern Bengal Railway Running and the Carriage Sheds, Katihar.

NATURE AND RECRUITMENT OF LABOUR.

1. Sub-officers	3
Clerks	8
Men	275 (January 1938).

2. All staff are permanently employed and settled at Katihar.

3. About 2/3rd of the total staff have been provided with Railway quarters and the remaining 1/3rd is living outside the Railway quarters.

4. No particular area may be specified as workers are recruited from different centres.

5. Nil.

7. Directly by the Management.

8. Item 7(b).

9. Yes.

10. Yes, as far as practicable.

11. No.

13. Only in case of short leave vacancies.

14. No. The leave vacancies being filled by gradual promotion of lower graded staff.

CONDITION OF EMPLOYMENT.

15. Yes. There are different kinds of rules for different kinds of workers. These rules being embodied in code books, it is not possible to send copies thereof.

16. Yes. Only apprentice Firemen are trained in shed. They are employed for three years and on completion of apprenticeship, they are liable to be discharged if no vacancy is available.

17. Yes, graded promotion is allowed according to merit of each case.

18. Service agreements are executed for security of service.

19. Yes, 15 days' casual leave to all staff and leave admissible under the Railway Leave Rules and Fundamental Leave Rules is granted to all classes of staff.

20. No special provision for sick leave other than 60 days' half pay in a year to Loco Running Staff.

21. No.
22. Yes. Governed by the State Railway Provident Fund and Gratuity Rules.
23. None except weekly rest under the Geneva and Washington Convention.
24. Yes, Government servants' conduct rules may be referred to.
25. By circulation to the Subordinate in charge who explains the contents to the staff under them.
26. A charge sheet is issued to the employees concerned and his defence being considered, necessary disciplinary action is taken.
27. He is given specified period to submit the defence and in cases of illiterate staff, the defence written by any other literate employee.
28. The scheduled punishments are (Rule 2 of the Disciplinary action). Offences for which these punishments may be imposed are not scheduled.
29. Yes, excepting compulsory leave, vide reply of item 28.
31. According to the merit of each case. Usually by grant of leave that may be due or by treating the period as leave without pay.
32. As admissible under Payment of Wages Act, 1937.
33. Recovered from pay. The fine fund is utilised as required under the Payment of Wages Act.

HOURS OF WORK.

34. Governed by the Geneva and Washington Convention Rules and Indian Factories Act.
- 35 to 36. Duty Rosters for different categories of staff showing the details of rest and period of works, etc., are enclosed herewith. (*Not printed.*)
37. No.
38. Yes. Overtime is calculated at 1/8th of a day's pay for every hour worked.
39. Only fitting and Boiler making staff are allowed overtime at the rate specified in item no. 38.
40. Yes.
41. 365 days each year. There was no stoppage of work in any one day of the year.

CONDITION IN FACTORIES.

- 42. Yes, specified measure as per Factories Act.
- 43. All possible precautionary measures have been devised by the Administration with a view to prevent accident.
- 44. No.
- 45. Does not arise.
- 46. No.
- 47. No such provisions which in my knowledge is being violated.
- 48. No.

WAGES.

- 49. Time rate. The maximum, minimum and average earnings have been shown in the prescribed form attached.
- 50. No.
- 51. Same rate for ordinary and overtime work upto a certain number of hours per week.
- 52. No.
- 53. All workers are on monthly basis.
- 54. System of wage payment—Monthly. Payment made to all employees after the lapse of one calendar month.
- 55. No increase or decrease as rates are fixed on time basis.
- 57. No.
- 58. No automatic adjustment.
- 59. Wages paid according to Government scale.
- 60. See item 59.
- 61. No suggestion.
- 62. Does not arise.
- 63. No suggestion.
- 64. The question does not arise.
- 65. Adequate wages are paid.

RATIONALISATION.

- 66. No.
- 67 to 69. Matter of policy.

WELFARE WORK.

- 70. Yes.
- 71. Yes, at Railway Institutes.

72. One Railway Hospital provided, (a) by the Railway Administration. No women employee, so question of maternity does not arise. These provisions are adequate and satisfactory.

73. This concerns medical department of the Railway.

74. Yes.

75—77. Please refer to the Chief Medical Officer of this Railway.

78. Yes.

79. Water taps have been provided in work places and also in front of the workers' quarters.

80. Yes. No practical difficulties.

81. Yes, but not on contributory basis.

82. The question does not arise as there are no women workers.

83. 170 quarters provided by the Railway Administration. 4 Bungalow type for supervising subordinate officers, 45 double-roomed with kitchen, latrine and courtyard, and 121 single-roomed quarters without kitchen and latrine.

84. There is no fixed promotion of the workers for whom quarters are provided by the Administration. Please refer to item 3 in this connection.

85. Assessed rent limited to 10 per cent of wages.

86. Loan can be had from the Co-operative Credit Society of this Railway on payment of interest.

87. No.

88. There is no such arrangement for staff excepting those in superior establishment.

89. Does not arise. No women employed.

90. Does not arise.

INDEBTEDNESS.

91. Not known.

93. Yes.

95. No recruiting advances are made on this Railway.

96. Credit position of workers is almost the same as before.

97. No suggestion.

WORKMEN'S COMPENSATION.

100. In 196 cases compensation was awarded and the matter was referred to the Commissioner for three cases during the last three years.

101. No difficulty experienced.

102. No amendment suggested.

TRADE UNION.

103. Yes. Styled Eastern Bengal Railway Employees' Association.

104 to 105. Yes.

106 to 107. No.

108. Yes.

109. All India Railwaymen's Federation.

110. Yes and it exists.

111 and 112. Not known.

113. Individual Trade Union should be referred to.

114. No.

115. Yes.

116. Matter of policy.

117. No.

INDUSTRIAL PEACE.

118. Nil.

119 to 124. The question does not arise.

125. All grievances are investigated and necessary action taken.

126. A Senior subordinate in charge. No.

127. Disputes are settled by subordinates or Gazetted Officers as the case may be.

128. No.

129. No Trade Disputes Act furnished by the Administration.

130. The Welfare Officer of the Railway acts as Conciliation Officer.

131. No suggestion.

132. No balance sheets are made out in this office.

133. No improvement can be suggested until a definite scheme is laid down.

134. Yes.

(Loco Rg. Shed, Katihar).

WAGES (Loco Rg.)

Category of work.	January 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs.	Rs.	Rs.			Rs.	Rs.
Engine Mistry	1	T	90	50	70	1	T.	90
Engine fitter	9	T.	28	20	24	9	T.	28
Ditto	8	T.	51	30	40.5	8	T.	51
Ditto	2	T.	82	54	68	2	T.	82
Boiler maker	2	..	28	20	24	2	..	28
Ditto	2	T.	51	30	40.5	3	T.	51
Ditto	1	T.	82	54	68	1	T.	82
Electric head-light fitter ..	1	T.	51	20	35.5	1	T.	51
Turner	1	T.	51	20	35.5	1	T.	51
Blacksmith	1	T.	82	20	51	1	T	82
Engine fitter khalasi ..	16	T.	21	16	18.5	20	T.	21
Boiler maker khalasi ..	5	T.	21	16	18.5	6	T.	21
Hammerman	1	T.	21	16	18.5	1	T.	21
Engine-lighter.. ..	4	T.	28	16	22	3	T.	21
Tinsmith	1	T.	51	16	33.5	1	T.	51
Mason	1	T.	51	16	33.5	1	T.	28
Coal crane driver	1	T.	51	16	33.5	1	T.	28
Ditto	1	T.	51	16	33.5	1	T.	51
Steam crane driver	1	T.	51	16	33.5	1	T.	51
Boiler washout men	6	T.	28	16	22	6	T.	28
Cleaner Tindal	3	T.	51	18	34.5	1	T	34
Engine cleaner	58	T.	15	11	13	45	T.	17
Ditto .. ..	..	..	..	..	..	1	T	17
Electric head-light khalasi ..	..	..	..	..	..	1	T.	17
Store khalasi	2	T.	15	11	13	1	T.	17
Storeman .. ..	..	T	..	..	..	1	T.	21
Coal Tindal .. ..	..	T.	..	..	..	..	..	..
Coalmen	21	T.	17	18	15	15	T.	17
Callmen	8	T.	15	11	13	4	T.	17
Coal checker .. ..	..	T.	..	..	..	2	T.	50
Sweeper	4	T.	18	12	15	3	T.	17
Pump engine driver	4	T.	51	16	33.5	4	T.	28

FORM.
Shed, Katihar).

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
earnings.		Number of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs.				Rs.	Rs.				
50	70	1	T.	90	50	70	..	..
20	24	12	T.	28	20	24	..	..
30	40.5	9	T.	51	30	40.5	..	..
54	68	3	T.	82	54	68	..	..
20	24	2	T.	23	20	24	..	..
30	40.5	4	T.	51	30	40.5	..	..
54	68	1	T.	82	54	68	..	..
20	35.5	1	T.	51	20	35.5	..	..
20	35.5	1	T.	51	20	35.5	..	..
20	51	1	T.	51	20	35.5	..	..
13	17	26	T.	21	13	17	..	..
13	17	7	T.	21	13	17	..	..
13	17	1	T.	24	13	18.5	..	..
13	17	3	T.	24	13	18.5	..	..
16	33.5	1	T.	51	16	33.5	..	..
16	22	1	T.	28	16	22	..	..
16	22	1	T.	28	16	22	..	..
30	40.5	1	T.	51	30	40.5	..	..
16	33.5	1	T.	51	16	33.5	..	..
16	22	7	..	21	13	17	..	..
18	26	1	T.	34	18	26	..	..
12	14.5	47	T.	17	12	14.5	..	..
12	14.5	1	T.	17	12	14.5	..	..
12	14.5	1	T.	17	12	14.5	..	..
13	17	1	T.	21	13	17	..	..
..	..	2	T.	22	18	20	..	..
12	14.5	2	T.	17	12	14.5	..	..
12	14.5	4	T.	17	12	14.5	..	..
35	42.5	2	T.	50	35	42.5	..	..
12	14.5	3	T.	17	12	14.5	..	..
16	22	..	T.	..	..	..	..	..

WAGES FO
(Loco. Rg. Shed'

Category of work.	January 1929.					January		
	July 1929.					July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or	Monthly
Maximum.			Minimum.	Average.	Maximum.			
1	2	3	4	5	6	7	8	9
		Rs.	Rs.	Rs.				Rs.
Watchman	4	T.	22	19	20.5	3	T.	22
Boiler mistry	1	T.	90	50	70	..	..	..
Vacuum fitter	1	T.	51	20	35.5	..	..	..
Carpenter	1	T.	51	20	35.5	..	..	..
Accdt. crane fireman	1	T.	21	16	18.5	..	..	..
Hand pomper	1	T.	15	11	13	..	..	..
Waahout tindal	1	T.	51	18	34.5	..	..	..
Pointsman	3	T.	15	11	13	..	..	..
Tube cleaner	6	T.	15	11	13	..	..	..
Shed tindal	1	T.	51	18	34.5	..	..	..
Steamman	1	T.	21	16	18.5	..	..	..
Firebox cleaner	4	T.	17	13	15	..	..	..

WAGES (Carr. Shed,

Category of work.	January 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly
			Maximum.	Minimum.	Average.			Maximum.
1	2	3	4	5	6	7	8	9
			Rs.	Rs.				Rs.
Carpenter	1	T.	82	54	68	1	T.	82
Do.	1	T.	51	30	40.5	1	T.	51
Do.	2	T.	28	20	24	1	T.	28
Blacksmith	1	T.	51	20	35.5	1	..	51
Carr. fitter	5	T.	28	16	22	8	T.	28
Do.	4	T.	51	30	40.5	8	T.	51
Rivetter	1	T.	51	16	33.5	1	T.	51
Letterman	1	T.	28	16	22	1	T.	28
Do.	1	T.	51	30	40.5	1	T.	51
Wheel tapper	10	T.	21	16	18.5	7	..	21
Ditto	7	T.	28	22	25	6	T.	28
Hammerman	1	T.	21	16	18.5	1	T.	21
Head Repacker	2	T.	28	16	22	..	..	..
Repacker .. ..	..	..	..	..	..	4	T.	28
Lifting khalsal .. ..	..	T.	..	..	..	4	T.	21
Tindal	2	T.	51	18	34.5	2	..	34
Carr. khalsal	19	T.	15	11	13	58	T.	17
Sweeper	14	T.	18	12	15	10	T.	17
Vac. brake fitter	4	T.	51	16	33.5	..	..	..
Pipe fitter	2	T.	51	16	33.5	..	..	..
Gas fitter	2	T.	51	16	33.5	..	..	..
Greaser	6	T.	21	16	18.5	..	..	..
Carr. fitter	13	T.	21	16	18.5	..	..	..
Painter	2	T.	51	16	33.5	..	..	..
Storeman	1	T.	21	16	18.5	..	..	..
Cleaning jamadar	1	T.	51	18	13.5	..	..	..
Water coolies	9	T.	15	11	13	..	..	..
Wrench cool	2	T.	17	13	15	..	..	..
Watchman	1	T.	16	11	13.5	..	..	..
Cleaner	43	T.	15	11	13	..	..	..
Trala examiner	2	T.	150	100	12.5	2	T.	150
Ditto	6	T.	95	60	72.5	6	T.	95
Number taker	7	T.	44	21	33	7	..	45

**Replies to the Questionnaire by the Dehri-Rohtas Light
Railway Company, Limited, Dehri-on-Sone.**

A.—NATURE AND RECRUITMENT OF LABOUR.

1. Officers	..	..	..	..	2
Clerks	..	..	..	..	9
Station master, assistant station master, doctor and P. W. I.					15
Work people—					
Men	..	..	..	..	191
Woman	..	..	..	..	1
				Total	218

2. (a) Most of the workers are local men.

(b) Nil.

3. Almost all the workers live in their village homes which are within one mile from the workshop and they are local people.

4. Locally.

6. (a to e) Nil.

7. *Recruitment.*—(a to e) On the opening of this railway station masters, guards, drivers, permanent way mistries were recruited from other railways in India. Local men were engaged and trained by the above-passed men in their duties. I cannot suggest any better way than the above. There is a Government Public Works Department workshop at Dehri, where fitters, blacksmiths, carpenters, moulders and machine men, drillers, etc., are occasionally available for recruitment. Most of the workshop staff were recruited from Public Works Department shops. After securing good mistries in the shops, we engage apprentices to learn the various trades. There is no "jobbers" or "contractors" system.

8. I prefer the system noted above no. 7.

9 and 10. Yes, all other things being equal.

11 and 12. No.

CONDITION OF EMPLOYMENT.

17. There is no system of graded promotion. Promotion and increments are given to deserving men, on the recommen-

dation of workshop foreman. Men are offered the fixed pay of a particular post when there is a vacancy. They either accept it or leave it. The rates of wages are fixed from time to time by consulting the pays given in other adjacent workshop and railways. About 95 per cent of the labourers live at Dehri and have their own houses.

19. *Leave*.—Workers are granted 30 days' leave in a year with full pay. This includes casual leave, privilege leave, festive holidays are also granted with pay. The workshop and loco staff are given one day's rest each week under the Factory Act.

20. Medical certificate.

21. *Maternity leave*.—Yes, three months' leave with full pay. There is one local woman only.

22. Provident funds are allowed to all the staff drawing Rs. 15 and over at the rate of 5 per cent contribution, the Company gives a similar contribution. An annual interest of 5 per cent per annum is given on the whole sum. A small bonus is given to menials on their retirement or death if the men give good and long service. There is no old age pension. No other benefits are given.

23. All local festival holidays (10 days) and one day's rest in each week (Sunday).

26. Cases of indiscipline, disobedience or slackness of work are reported by the Workshop Foreman to the Manager for orders after enquiry.

27. Warnings are given. He can always lay his case before the Manager or Managing Agents.

29. No.

30. Nil.

31. Leave without pay in majority of cases.

32. *Late attendance*.—Most of the workers live at Dehri, which is about $\frac{1}{4}$ mile from the workshop and are regular in their attendance. Late comers are warned.

33. *Fine fund*.—There is no special fine fund in this railway. (It is debited to revenue account.)

WELFARE WORK.

70. No educational facilities are provided for adult workmen and their children. This railway is too small to maintain a school. There are primary vernacular schools at Dehri and nearly all the stations on the line.

71. There is a railway institute at Dehri. The Company paid for the building.

72. The Company employs a qualified doctor to attend to any cases of accident or sickness which may occur to the staff. A dispensary is maintained where all the staff are treated and given medicine free. There is no special arrangement for treatment of women and maternity cases.

73. The total charges incurred by this railway in running a dispensary amounts to Rs. 1,800 a year.

74. No.

75. *Small-pox and cholera.*—Other diseases are malaria, dysentery, pneumonia, diarrhoea, ophthalmia, etc. In regard to small-pox and cholera inoculations are given to all workers free of charge.

78. *Sanitary arrangements and other amenities.*—The workshop is provided with latrine and urinals which are cleaned by the Company's sweepers, as the country is open all round where people work, there is no necessity to provide latrines except in the quarters of the superior staff. There is no special arrangement for bathing in the workshop. As the irrigation canal is very close to our workshop, the men take their bath in the canal.

79. *Supply of drinking-water.*—The workshop is provided with a well.

80. There is no provision for sickness relief to the workers.

85. When houses are provided for the staff they are all rent-free.

87. No.

88. There is no arrangement for (a), (b), (c) and (d). The workers make their own arrangements.

89. Yes.

INDEBTEDNESS.

91. Cannot answer as these are private matters.
92. No. This is a very small railway.
93. The men are paid monthly within the prescribed limit as per Payment of Wages Act.
94. No advances are made to the workers.
95. No.
98. It is a very small railway, so I am unable to make any suggestion.

WORKMEN'S COMPENSATION.

99. There has been no case of accident resulting in death or disablement. During the last three years two minor accidents occurred, one necessitating amputation of forearm.

100. Compensation is paid according to the Act. Compensation is paid by the Claims Bureau, Calcutta, as all wages are covered by insurance. We had no occasion to refer any matter to the Commissioner for settlement.

101 and 102. No.

TRADE UNION.

103 and 117. There are no Trade Union Employment Bureau and Staff Committee in this railway. So I cannot give any opinion on these subjects.

INDUSTRIAL PEACE.

118 and 151. We have no strikes on this railway. There are no labour exchanges. I know of no disabilities under which our staff are serving.

132. Balance sheets and Profit and Loss account from 1929 to 1937. This information can be had from the Managing Agents of this railway.

GENERAL.

This railway is a very small railway. One great feature is that steady employment is provided for the workers who in the majority of cases have the benefit of a provident fund.

There is no dissatisfaction in our shops and no communal troubles.

In proportion to our resources all the staff are well-treated and happy.

Replies to the general questionnaire, The Tatanagar Foundry Company, Limited.

Tatanagar.

We have not found it possible to give definite and categorical answer to all the questions contained in the above questionnaire which, considered as a whole, seems to have been prepared mainly with an eye to big industrial concerns where work is continuous and the working staff permanent. The position of our foundry is rather peculiar in this respect and perhaps needs some explanation. Our main business is to supply cast iron sleepers to the railways on whom alone, consequently, we have to depend for our work. The orders we get from the railways are only a fraction of their total requirements which vary from year to year, and it is not always that we are fortunate enough to compete successfully against other powerful rivals in the field, such as Indian Iron and Steel Company from whom we have to get our supply of pig iron for our work, and who enjoy many special railway facilities and concessions of which are totally denied to us. As suppliers to the Railway Board our work is necessarily seasonal and not continuous, and this element of uncertainty makes it impossible for us to maintain a permanent body of workmen or keep up an elaborate organization throughout the year as in other big industries. Being entirely dependent on the railways for our work, we are forced to run our workshop according to their requirements, and have often to close down some of our sections when there is no work to be done. Our workmen are fully aware of the unsteady nature of the work, but until very recent times, there was never any lack of understanding between us and our men.

It will perhaps be obvious from what has been stated above that ours being a middle-sized seasonal industry, it is free from many of the problems that are natural in a big perennial industry, because our relation with our workmen is in many ways more intimate and much less formal. Our peculiar position as employers makes it impossible for us to give any opinion on questions that are beyond our scope.

Owing to the seasonal nature of our work, our labour is always fluctuating, thus making the work of preparing correct statistics impossible. The statements and statistics annexed are mere average and approximate estimates of a month only.

NATURE AND RECRUITMENT OF LABOUR.

1. The particulars asked for are furnished in the statement annexed marked "A".

2. We have no settlement area of our own. All our workmen are casual, and most of the skilled labour is migratory and unskilled labour local. The number of skilled and unskilled labour as in May 1938 is shown in the annexed statement, marked "B".

3. Approximately 25 per cent of the total strength live in their village homes, 32 per cent live in houses of their own built on rented land and 43 per cent live in rented houses.

4. All our workmen are locally recruited, the largest number coming from Bihar. Orissa comes next in the supply of labour, as will appear from the accompanying statement marked "C".

5. Being seasonal manufacturers, we cannot maintain a fixed and permanent body of workers. Hence, we are unable to reply to this question with any degree of accuracy.

6. We do not possess necessary records.

7 and 8. Workers are recruited directly by the management, and we prefer this system because it eliminates many abuses.

9 and 10. We do not keep any such regular list, but as a rule old hands are always given preference.

11. We have no personal experience.

12. Our factory is too small to feel the necessity of any such machinery.

13 and 14. All our workers, both skilled and unskilled, are of casual nature as our work is not of perennial nature. As our labour force is fluctuating day to day, it is not possible to furnish any statistics of the proportion of casual and permanent workers.

CONDITIONS OF EMPLOYMENT.

15. We have no service rules.

16. Though we have no formal provisions, we are always taking in new men for training. Almost 90 per cent of our present workers were trained by us.

17. A graded scale of promotion is not possible in a factory like ours. We give increments according to the increased skill and efficiency of our workers.

18. The seasonal nature of our work does not allow us to give any security of service to our workers, because we are ourselves quite uncertain about our work. We are manufacturers and suppliers of railway requirements only, and there is no surety of regular railway purchases.

19. Leave is ungrudgingly granted to workers whenever applied for, the period being determined by the necessity of the applicant. Leave with pay is granted only to the monthly-salaried staff of the organisation who are entitled to 3 weeks' leave in a year. There are no special rules and conditions.

20. Sick leave is granted to the monthly-salaried staff on the merit of individual cases.

21. Maternity leave is granted to women for 6 weeks—3 weeks before and 3 weeks after delivery, with half pay.

22. We have no such scheme at present. We tried to create a provident fund scheme, and invited expert opinion which did not find it feasible, as our work is not continuous.

23. All Sundays are treated as holidays, and festival holidays are given as follows:—

Dewali	...	...	...	2 days.
Durga Puja	...	...	...	2 "
Holi	...	...	...	2 "
Poush Sankranti	...	...	...	1 day.
Viswakarma Puja	...	...	...	1 "

24 to 26. We have no rules of conduct, nor have we felt any necessity of such rules. Prior to the last strike in July 1937 and present troubles, we had no such experience, indiscipline or slackness of work being almost unknown. Our relation with our workers was always friendly and we had no occasion to treat them very harshly. As there are no rules of conduct, stray and individual cases are dealt with according to the common-sense view of justice and fairplay.

27-28. We have never punished any one.

29-30. No.

31. Except verbal warning, no serious steps are taken. As there is always a floating gang, our work does not suffer.

32. A grace of 15 minutes is usually allowed. In case of partial attendance, payment is made for the actual hours of work. As the piece-work system is more prevalent in our Factory, we have no hard and fast rules about attendance.

33. Does not arise.

Hours of work.

34. Eight hours a day are the usual working hours, but by adopting piece-work system, we have succeeded to some extent in solving the difficult problem of fixing the hours of work.

35. Details of hours of work are furnished in Statement "D" attached.

36. Ours is not a continuous process Factory.

37. We do not consider it practicable to make any great alterations, but in outdoor work we generally make some changes, for example—

Summer.	Other than summer.
6 A.M. to 11 A.M.	7 A.M. to 11-30 A.M.
2 P.M. TO 5 P.M.	1-30 P.M. to 5 P.M.

38. Overtime is worked when necessary and is calculated according to section 47 of the Factories Act, 1934.

39. Overtime work becomes necessary either when the furnace is slowed down or in the case of breakdown or when there is some urgent and emergent work of our customer. So, no particular groups of workers may be said to be working overtime oftener than others.

40. No. We are governed in all such matters by the Factories Act.

41. As our work is of seasonal nature, overhauling or breakdown is attended to; during slack season, and consequently we have hardly any stoppage of work due to such reasons. Of course, there are petty breakdowns, which however are few and far between, and there is no record for them. The number of days the Factory worked during each of the last 5 years is shown in Statement "E".

Conditions in Factories.

42. Except the ordinary risks of Factory life, there is no special danger of any kind in the work done by us. It is not hazardous, and therefore no special equipments or measures have been found to be necessary.

43. We are governed by the provisions of the Factories Act.

44. So far as we are concerned, we do not find any necessity of extending the scope of Factories Act.

45 to 48. We are not in a position to give any opinion.

Wages.

49. The forms supplied are not suitable for the purpose. The details asked for are furnished in the accompanying statement marked "F".

50. No.

51. We pay extra rate as provided in the Factories Act.

52. We have no different rates for night work or work on holidays, and we are governed by the Factories Act in this matter also.

53 & 54. Except the supervisory staff, who alone are given monthly remuneration, all our workmen are paid on the daily-wages system. We do not favour the idea of calculating the wages of workmen on monthly basis, for many of them are usually irregular. We do not think it will help to increase their efficiency. Unskilled labour in our Factory is paid weekly, the skilled and semi-skilled workers are paid monthly. We prefer the system of weekly payment to all, except the clerical supervisory staff.

55. Ours being a seasonal works, consequently it is not possible to give a statistical account in reply to this question.

56. There is practically no kind of deductions in our Factory.

57. We have no such scheme.

58 to 65. These questions are discussed in the accompanying memorandum—(Not printed).

Rationalisation.

66 to 69. We are not competent enough to deal with these questions.

Welfare work.

70. We have no school of our own, but we contribute to the local school provided for the children of the workers of subsidiary concerns. The school is under the supervision of the Tatas and besides this as a subsidiary concern of Messrs. Tata

Iron and Steel Company, Limited, the children of our employees are entitled to get same facilities like those of Tata employees in the schools.

71. We have no club of our own but we contribute practically to all the clubs of the town and specially to the Tinplate Works Club and library for such facilities.

72. & 73. We have in our workshop a First Aid Station, under a qualified medical officer, assisted by two compounders. We also contribute to the management of Tisco and our employees both men and women, get the same free medical facilities as the employees of Tatas. In our opinion, the medical facilities given here at Jamsbedpur and Tatanagar are not inferior to those of any other municipal town in India.

74. It has not been introduced as yet.

75. Such record is kept by Tatas. Tata authorities alone are competent to give necessary informations. There is no occupational disease in our Factory life.

76. All possible care is taken by the authorities of the Tatas for the prevention of epidemic diseases, and there has been no serious outbreak of any epidemic diseases within the last 12 years of our existence.

77. There is no deficiency diseases.

78. Sufficient latrines and urinals have been provided in the works and privacy is maintained.

79. Drinking water is supplied from wells and filter plant. Natural cold water (not iced) is available during hot season.

80. From the very nature of our work, no such arrangement seems possible.

81. We could welcome such measures, but in view of the fraudulent practices even in accident insurance, we are afraid that sickness insurance cannot be properly controlled.

82. We are not competent to answer this question.

83 to 85. Free quarters are given to our monthly-salaried staff, but ours is too small an industry to provide accommodation to our workers, the greatest difficulty in the way being the impracticability of making proper municipal arrangements.

86. Loans and advances without interest are often given to deserving cases, either for building purposes or for liquidating their debts.

87. We cannot give any opinion.

88. We have no such arrangements of our own, but there are ample facilities for sports and other amusements provided by the neighbouring subsidiary industries and we contribute a reasonable sum for the purpose.

89. No. Separate shelters are provided, but our workers take rest in the spacious running verandah of our office and in other shades of the Factory.

90. No.

Indebtedness.

91. As we have no settlement area of our own, we have hardly any opportunity to know such things.

92. Establishment of co-operative stores would certainly be beneficial, but it is hardly practicable. Our workmen were supplied with funds for the purpose of starting a refreshment stall on co-operative basis, but it ultimately ended in failure, owing to disputes as to the credit amount and non-payment of dues.

93. We do not think that any such measure will alleviate the indebtedness of the workers. Moreover, it is not possible to form a correct estimate of their actual indebtedness. In our opinion, as the present condition stands, no measure can make the workers free from their bad habit of running into debts.

94. Advances are made without interest to be recovered by easy monthly instalments, for the purpose of enabling our workmen to liquidate the money-lender's debts. In these matters, we are governed by the rules of the Factories Act.

95. We never had the necessity of making recruiting advances for there are almost always enough men ready for work.

96 & 97. The effect of the recent amendment on the workers seems to have been anything but salutary. The creditors, as is generally supposed, do not always come from outside, but more often they rise from the labouring classes. Small traders, shopkeepers and petty money-lenders are mostly composed of thrifty workmen who have succeeded in saving some small capital which they invest in such business and thus earn their livelihood. The amendment has greatly deprived them of the benefits of their small saving, for they can now hardly dare to give credit to the

workmen, who are proverbially reckless. Moreover the amendment will go a long way in rooting out the little saving instinct that the workmen had, because they will not now know what to do with their money. As there is no prospect of a safe investment either in trade or in money-lending business, no body will want to save anything at all (particularly in Jamshedpur).

98. As we have already stated, co-operative societies of any kind have hardly any chance of being successful under the present conditions. The immunity given by the recent amendment has created a spirit of utter recklessness among the ignorant and thoughtless working classes. The whole theory of co-operative system depends on mutual help and consideration, which is totally lacking among the workers.

Workmen's compensation.

99 & 100. The particulars are furnished in the accompanying statement marked "G".

101. The greatest difficulty is the spirit of lawlessness among workers. It is very difficult to distinguish between genuine and fake cases.

102. We do not feel competent enough to offer any suggestion.

Trade union.

103. There are two trade unions in our Factory—one, controlled by Mr. Homi, is registered, while the other is unregistered. The registered union has recently applied for recognition, and the case is still under consideration.

104 to 107. Do not arise.

108 & 109. We do not exactly know.

110. We are not in favour of a single trade union, because all workers are not of same opinion, and so, if they are all forced into the fold of single union, it will give rise to internal differences among workers which may easily end in violence and blood-shed.

111. We have no knowledge.

112. Our knowledge of the internal affairs of the union is very meagre. There are "outsiders" and in fact, the union is organised by them, but we do not know the strength of their number.

113. So far as our experience goes, the sole activity of the Trade Union seems to be to put pressure upon the management by organising strikes, slowing down production, and by numerous other tactics. There is no attempt on the part of the Trade Union to help the workers in increasing their efficiency or moral character. It is entirely a militant organisation without any benevolent aims.

114 & 115. The number of workers in our factory is not large enough to make any such arrangement necessary, workmen have free access to the authorities and can approach the management without any difficulty to place their grievances before them.

116. Organised trade union controlled by sensible men, may do much to solve many of the problems and difficulties, but if trade unionism means constant attempts to wrench more and more advantages from the employers it will injure the workmen themselves by ruining the industries of the country.

117. There are no restrictions generally.

Industrial peace.

118. Since the establishment of our works in 1927, we had only one strike in July 1937 and it was a lightning strike without notice.

119 to 122. The particulars will be available from papers marked "H".

123. We do not know.

124. On the part of the workers, the loss was not more than a month's wages, and the Company's loss would nearly reach a lakh of rupees on the whole. Articles produced during and even after the strike were all below the specified standard, and were rejected by our customers.

125. Answer is given in questions nos. 114 and 115.

126. We have no special officers, as we think that they are not necessary in a factory like ours.

127. We have no such machinery.

128. In cases of difficult disputes, arbitration seems to be the only possible way, and it should be fully controlled by Government. It is necessary that both the parties should have full confidence on arbitrator and hence, arbitration by the State seems to be best.

129. We are unable to offer any suggestion.

130. Yes.

131. It is difficult to give any definite suggestions, but broadly speaking, no industry can grow in India without State help and it is the duty of the Government to see that industries are not ruined by unreasonable strikes.

132. We are giving audited balance sheets for year 1934-35, 1935-36 and 1936-37 and also statement of profit and loss accounts for the periods 22nd October 1930 to 8th November 1931, 9th November 1931 to 28th October 1932, 29th October 1932 to 15th May 1933 and 16th May 1933 to 31st March 1934. (Not printed—Vidyabhushan Shukla)

135. We do not know of any such Government machinery that is working for the interest of both the employers and the employees.

“ A ”.

Statement showing total number of men employed by Tatanagar Foundry Company, Limited, as in May 1938.

OFFICERS.

Works Manager	..	..	..	1
Foundry Foreman	..	..	..	2
Labour Foreman	..	..	..	1
Draftsman, Overseer, etc.	..	..	..	3
Medical Officer and Compounder	..	..	..	3
Clerks	..	..	..	32
Watch and Ward	..	..	..	28
Construction and Machine Shop Mistry	..	..	..	2
Foundry Mistry	..	..	..	1
Electrical Mistry	..	..	..	1

WORK PEOPLE.

Men	..	..	..	1,198
Women	..	..	..	727
Children	..	..	..	Nil

“ B ”.

Statement showing men engaged in different work as in May 1938.

Department.	No. of men.
Pattern shop	8
Dice shop	14

Department.	No. of men
Machine shop	68
Smithy	4
Electric	9
Chipping	53
Furnace	21
Sleeper moulding	46
General casting moulding	28
Core making	85
Ramming	330
Unskilled Labour	532
Women	727

"C".

Statement showing the areas from which workers have been drawn as in May 1938.

Province.	No.	Percentage.
Bihar and Orissa	1,426	= 74.2
Bihar	809 = 42.1	
Orissa	239 = 12.4	
Orissa—and States	378 = 19.7	
<hr/>		
Bengal	170	= 8.84
United Provinces	78	= 4.05
Central Provinces	217	= 11.29
Madras	10	= .52
Punjab	16	= .83
Bombay	1	} = .26
Assam	1	
Delhi	1	
Nepal	2	
<hr/>		
Total	1,922	99.79

"D".

Hours of work at Tatanagar Foundry Company, Limited.

Department.	Shift.
Pattern shop ..	7 A.M. to 11-30 A.M. and 1-30 P.M. to 5 P.M.
Dice shop ..	7 A.M. to 11-30 A.M. and 1-30 P.M. to 5 P.M.
Machine shop ..	7 A.M. to 11-30 A.M. and 1-30 to 5 P.M. and 6 A.M. to 2 P.M., 2 P.M. to 10 P.M. and 10 P.M. to 6 A.M.
Smithy ..	7 A.M. to 11-30 A.M. and 1-30 P.M. to 5 P.M.
Electric ..	7 A.M. to 11-30 A.M. and 1-30 P.M. to 5 P.M. and 6 A.M. to 2 P.M., 2 P.M. to 10 P.M. and 10 P.M. to 6 A.M.
Chipping ..	6 A.M. to 11 A.M. and 2 P.M. to 5 P.M. and 6 A.M. to 2 P.M.
Furnace ..	5 A.M. to 1 P.M., 6 A.M. to 2 P.M. and 12 noon to 8 P.M.
Sleeper moulding ..	6 A.M. to 2 P.M., 7 A.M. to 3 P.M. and 11 A.M. to 7 P.M.
General moulding ..	8 A.M. to 12-30 P.M. and 1-30 P.M. to 5 P.M.
Rainming ..	6 A.M. to 2 P.M., 7 A.M. to 3 P.M., 11 A.M. to 7 P.M., 10 A.M. to 6 P.M., 8 A.M. to 4 P.M. and 12 noon to 8 P.M.
Core making ..	6 A.M. to 2 P.M., 2 P.M. to 10 P.M., 10 P.M. to 6 A.M., 8 A.M. to 12-30 P.M. and 1-30 P.M. to 5 P.M., 12 noon to 8 P.M., 10 A.M. to 6 P.M., 7 A.M. to 11-30 A.M. and 1-30 P.M. to 5 P.M.
Un-skilled Labour (Coolies).	Required to work in all the above shifts to assist skilled labourers—mostly work from 7 A.M. to 11-30 A.M. and 1-30 P.M. to 5 P.M.
Women labour ..	6 A.M. to 11 A.M. and 2 P.M. to 5 P.M., 6 A.M. to 2 P.M., 7 A.M. to 3 P.M., 7 A.M. to 11-30 A.M. and 1-30 P.M. to 5 P.M.
• Casting ..	12 noon to 8 P.M.
Removing ..	10 P.M. to 6 A.M.
Clerical establishment	Mostly work from 7 A.M. to 11-30 A.M. and 1-30 P.M. to 5 P.M. Few time-keepers only work on shifts.

"E".

Number of days the Factory worked during last 5 years.

Year.	No. of working days,
1933	305*
1934	308
1935	307
1936	309
1937	307

STATEMENTS.

Statement showing maximum, minimum and average earnings of different categories of workers.

Names of Departments,	Year.	Number of adults.	Average working days in the month.	Total wages.	Average wages in the month.	Maximum wages.	Number of working days,			Minimum wages.	Number of working days and rate.	
			Days, Hrs.	Rs. s. p.	Rs. s. p.	Rs. s. p.	Days. Hrs.	Rs. s. p.	Rs. s. p.	Days. Hrs.	Rs. s. p.	
1	2	3	4	5	6	7	8			9	10	
Pattern shop ..	January, 1929 ..	12	20 3	332 7 3	31 13 11	100 0 0	25 0	@ 4 0 0	4 8 0	2 0	@ 2 4 0	
Ditto ..	July, 1929 ..	13	20 3½	445 2 9	34 3 10½	102 0 0	25½ 0	@ 4 0 0	3 8 0	4 0	@ 0 14 0	
Ditto ..	January, 1933 ..	4	23 0	187 0 0	46 12 0	91 0 0	26 0	@ 3 8 0	17 0 0	17 0	@ 1 0 0	
Ditto ..	July, 1933 ..	4	23 0	187 0 0	46 12 0	91 0 0	26 0	@ 3 8 0	22 8 0	20 0	@ 1 2 0	
Ditto ..	July, 1937 ..	8	21 0	280 1 9	35 0 2	66 8 0	19 0	@ 3 8 0	9 0 0	9 0	@ 1 0 0	
Ditto ..	January, 1938 ..	10	21 2	340 2 0	34 0 2	89 0 6	25 3	@ 3 8 0	11 9 6	18 4½	@ 0 10 0	
Dice shop ..	January, 1929 ..	8	24 5	339 3 0	42 6 4	56 5 0	26½ 0	@ 2 2 0	18 0 0	24 0	@ 0 12 0	
Ditto ..	July, 1929 ..	6	23 2	225 11 0	37 9 10	57 6 0	27 0	@ 2 2 0	19 8 0	26 0	@ 0 12 0	
Ditto ..	January, 1933 ..	1	20 4	30 12 0	30 12 0	30 12 0	..	..	30 12 0	20½ 0	@ 1 8 0
Ditto ..	July, 1933 ..	1	25 4	38 4 0	38 4 0	38 4 0	..	..	38 4 0	25½ 0	@ 1 8 0
Ditto ..	July, 1937 ..	3	18 1	90 5 0	30 1 8	54 15 0	27 2	@ 2 0 0	11 0 0	11 0	@ 1 0 0	
Ditto ..	January, 1938 ..	7	15 7	140 5 3	20 0 9	43 8 0	25 29	@ 1 8 0	5 0 0	5 0	@ 1 0 0	
Construction Department	January, 1929 ..	25	22 0	765 5 0	30 9 9½	56 4 0	25 0	@ 2 4 0	11 4 0	16 0	@ 0 12 0	
Ditto ..	July, 1929 ..	18	23 3½	489 11 0	27 3 3½	42 4 0	26 0	@ 1 10 0	9 12 0	13 0	@ 0 12 0	
Machine shop ..	January, 1929 ..	14	23 7	373 6 0	26 10 9	53 5 3	26 6	@ 2 0 0	6 12 0	9 0	@ 0 12 0	
Ditto ..	July, 1929 ..	11	23 4	294 2 8	26 11 10	48 0 0	14 0	@ 2 0 0	17 4 0	23 0	@ 0 12 0	
Ditto ..	January, 1933 ..	10	19 6	250 12 3	25 1 2½	44 0 0	22 0	@ 2 0 0	9 4 6	8 2	@ 1 2 0	
Ditto ..	July, 1933 ..	9	16 7	205 7 0	23 13 2½	44 0 0	22 0	@ 2 0 0	3 12 0	5 0	@ 0 12 0	
Ditto ..	July, 1937 ..	42	17 2½	625 12 0	14 14 4	32 1 0	28½ 0	@ 1 2 0	5 1 3	13 4½	@ 0 6 0	

Ditto ..	January, 1938 ..	87	22 1	683 6 6	8 7 6	45 8 0	26 0	@ 1 12 0	2 10 0	7 0	@ 0 6 0
Machine shop supervisor	July, 1937 ..	2	30 4	177 6 9	-88 11 4	100 0 0	31 0	@ 100 0 0 per month.	77 6 9	30 0	@ 80 0 0 per month.
Ditto ..	January, 1938 ..	2	31 0	180 0 0	90 0 0	100 0 0			80 0 0		80 0 0
Blacksmith shop	January, 1929 ..	6	22 7	206 6 0	34 6 4	59 10 0	26 1/2 0	@ 2 4 0	5 0 0	8 0	@ 0 10 0
Ditto ..	July, 1929 ..	6	22 6	169 4 0	28 3 6	50 10 0	27 0	@ 1 14 0	8 2 0	13 0	@ 0 10 0
Ditto ..	January 1933 ..	2	21 4	50 2 0	25 1 0	34 6 0	22 0	@ 1 9 0	15 12 0	21 0	@ 0 12 0
Ditto ..	July, 1933 ..	2	20 2	45 13 0	22 14 6	29 11 0	19 0	@ 1 9 0	16 2 0	21 1/2 0	@ 0 12 0
Ditto ..	July, 1937 ..	3	18 4	60 9 9	20 8 3	34 5 3	21 1	@ 1 10 0	8 4 6	16 4 1/2	@ 0 8 0
Ditto ..	January, 1938 ..	3	25 4	79 3 0	26 6 4	40 10 0	25 0	@ 1 10 0	12 15 0	25 7	@ 0 8 0
Shipping Department	January, 1929 ..	21	13 2 1/2	244 12 0	11 10 6	29 4 0	26 0	@ 1 2 0	1 8 0	2 0	@ 0 12 0
Ditto ..	July, 1929 ..	8	23 1 1/2	127 8 0	15 15 0	24 0 0	24 0	@ 1 0 0	5 8 0	8 0	@ 0 11 0
Ditto ..	January, 1933 ..	4	24 5	104 14 0	26 3 6	37 8 0	25 0	@ 1 8 0	18 6 0	24 1/2 0	@ 0 12 0
Ditto ..	July, 1933 ..	5	23 5 1/2	119 4 0	23 13 7	38 4 0	25 1/2 0	@ 1 8 0	16 8 0	22 0	@ 0 12 0
Ditto ..	July, 1937 ..	9	12 5	91 11 6	10 3 0	25 0 0	25 0	@ 1 0 0	1 3 6	3 0	@ 0 6 6
Ditto ..	January, 1938 ..	16	18 7 1/2	206 11 3	12 14 8	23 9 0	23 4 1/2	@ 1 0 0	1 10 0	4 0	@ 0 6 6
Blacksmiths	January, 1929 ..	24	14 1 1/2	324 11 0	13 8 5 1/2	32 1 0	27 0	@ 1 3 0	1 4 0	2 0	@ 0 10 0
Do. ..	July, 1929 ..	28	11 5	257 1 0	9 2 11	32 1 0	27 0	@ 1 3 0	0 14 0	1 0	@ 0 14 0
Cuttermen	January, 1929 ..	33	19 4	663 6 0	20 1 7 1/2	93 0 0	31 0	@ 3 0 0	0 12 0	1 0	@ 0 12 0
Do. ..	July, 1929 ..	13	25 3	370 14 0	28 8 5 1/2	87 0 0	29 0	@ 3 0 0	14 14 0	17 0	@ 0 14 0
Do. ..	January, 1933 ..	2	19 0	52 4 0	26 2 0	38 0 0	19 0	@ 2 0 0	14 4 0	19 0	@ 0 12 0
Electric Department	January, 1929 ..	5	23 6	121 0 0	24 3 2	37 8 0	25 0	@ 1 8 0	17 14 0	22 0	@ 0 13 0
Ditto ..	July, 1929 ..	2	27 0	65 2 0	32 9 0	40 8 0	27 0	@ 1 8 0	23 10 0	27 0	@ 0 14 0
Ditto ..	January 1933 ..	8	25 2	113 14 0	37 15 4	45 8 0	26 0	@ 1 12 0	23 14 0	23 7	@ 1 0 0
Ditto ..	July, 1933 ..	3	20 2 1/2	88 0 0	29 5 4	47 4 0	27 0	@ 1 12 0	15 12 0	9 0	@ 1 12 0
Ditto ..	July, 1937 ..	10	23 5	133 14 0	13 6 2	18 9 0	27 0	@ 0 11 0	9 3 3	24 4 1/2	@ 0 6 0
Ditto ..	January, 1938 ..	5	24 6 1/2	75 1 6	15 0 3	18 4 0	26 4	@ 0 11 0	11 4 0	22 4	@ 0 8 0
Electric foreman	January, 1929 ..	1	31 0	75 0 0	75 0 0	75 0 0			75 0 0		

**Statement showing maximum, minimum and average earnings of different categories of workers—
contd.**

Names of Departments.	Year.	Number of adults.	Average working days in the month.	Total wages.	Average wages in the month.	Maximum wages.	Number of working days.		Minimum wages.	Number of working days and rate	
			Days. Hr.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Days. Hrs	Rs. a. p.	Rs. a. p.	Days. Hrs.	Rs. a. p.
1	2	3	4	5	6	7	8		9	10	
Electric foreman ..	July, 1929 ..	1	31 0	75 0 0	75 0 0	75 0 0	..	..	75 0 0	..	..
Electric supervisor ..	January, 1929 ..	1	31 0	70 0 0	70 0 0	70 0 0	..	..	70 0 0	..	..
Ditto ..	July, 1929 ..	1	31 0	70 0 0	70 0 0	70 0 0	..	..	70 0 0	..	..
Ditto ..	January, 1933 ..	1	31 0	75 0 0	75 0 0	75 0 0	..	..	75 0 0	..	..
Ditto ..	July, 1933 ..	1	31 0	75 0 0	75 0 0	75 0 0	..	..	75 0 0	..	..
Ditto ..	July, 1937 ..	1	31 0	60 0 0	60 0 0	60 0 0	..	..	60 0 0	..	..
Ditto ..	January, 1938 ..	1	31 0	60 0 0	60 0 0	60 0 0	..	..	60 0 0	..	..
Furnacemen ..	January, 1929 ..	32	24 2½	774 3 0	24 3 1	45 8 0	26 0 @ 1 12 0	6 0 0	8 0 0	@ 0 12 0	8 0 0
Do. ..	July, 1929 ..	17	23 3	460 4 0	27 1 2	50 0 0	25 0 @ 2 0 0	8 0 0	8 0 0	@ 1 0 0	8 0 0
Do. ..	January, 1933 ..	6	19 7½	138 11 0	23 1 10	30 0 0	20 0 @ 1 8 0	18 7 0	14 6 0	@ 1 4 0	14 6 0
Do. ..	July, 1933 ..	5	20 3	114 8 0	22 14 5	27 8 0	22 0 @ 1 4 0	21 0 0	14 0 0	@ 1 8 0	14 0 0
Do. ..	July, 1937 ..	19	21 0½	359 4 0	18 14 6	36 4 3	26 3 @ 1 6 0	5 2 0	5 1 0	@ 1 0 0	5 1 0
Do. ..	January, 1938 ..	9	25 0	187 15 3	20 14 2	25 5 0	25 2½ @ 1 0 0	11 12 6	23 4½	@ 0 9 0	23 4½
Moulders ..	January, 1929 ..	65	17 3	1,519 12 6	23 6 1	54 0 0	27 0 @ 2 0 0	3 0 0	4 0 0	@ 0 12 0	4 0 0
Do. ..	July, 1929 ..	63	21 2½	1,845 9 0	29 4 8½	60 12 0	27 0 @ 2 4 0	1 8 0	2 0 0	@ 0 12 0	2 0 0
Do. ..	January, 1933 ..	13	19 4	481 3 0	37 0 2	48 6 0	21½ 0 @ 2 4 0	25 5 0	13½ 0	@ 1 14 0	13½ 0
Do. ..	July, 1933 ..	10	18 2½	356 10 0	35 10 7	43 2 0	23 0 @ 1 14 0	22 0 0	11 0 0	@ 2 0 0	11 0 0
Do. ..	July, 1937 ..	85	12 1	581 7 6	16 9 9½	49 13 6	22 1 @ 2 4 0	8 15 9	2 1 0	@ 1 14 0	2 1 0
Do. ..	January, 1938 ..	26	22 4	801 1 0	30 12 11	58 12 6	24 6 @ 2 6 0	7 9 0	15 1 0	@ 0 8 0	15 1 0

T a m e Department	July, 1929	2	23	2	72	8	0	86	1	6	42	8	0	22½	0	@	1	14	0	30	0	0	24	0	@	1	4	0		
Moulding supervisor	January, 1929	1	31	0	250	0	0	250	0	0	250	0	0							250	0	0								
Ditto	July, 1929	1	31	0	250	0	0	250	0	0	250	0	0							250	0	0								
Ditto	January, 1933	1	29	0	280	10	3	280	10	3	280	10	3							280	10	3								
Ditto	July, 1933	1	31	0	250	0	0	250	0	0	250	0	0							250	0	0								
Ditto	July, 1937	1	30	0	290	5	0	290	5	0	290	5	0							290	5	0								
Ditto	January, 1938	1	31	0	300	0	0	300	0	0	300	0	0							300	0	0								
Sleeper moulders	January, 1938	7	19	0	133	0	0	19	0	0	22	0	0	22	0	@	1	0	0	12	0	0	12	0	@	1	0	0		
Ditto	July, 1938	6	21	5	130	0	0	21	10	8	24	0	0	24	0	@	1	0	0	19	0	0	19	0	@	1	0	0		
Ditto	July, 1937	44	7	0½	274	11	6	6	3	10½	21	0	0	24	0	@	0	14	0	0	14	0	1	0	@	0	14	0		
Ditto	January, 1938	6	7	0½	38	13	6	8	10	8	13	2	0	13	1	@	1	0	0	0	14	0	1	0	@	0	14	0		
Coremen	January, 1929	40	17	6	823	0	6	20	9	2½	54	0	0	27	0	@	2	0	0	2	0	0	2	0	@	1	0	0		
Do.	July, 1929	28	16	2½	550	15	0	19	10	10	47	4	0	27	2	@	1	12	0	3	7	0	2½	0	@	1	6	0		
Do.	January, 1933	6	22	3	163	8	0	27	4	0	52	0	0	26	0	at	2	0	0	13	12	0	22	0	@	0	10	0		
Do.	July, 1933	5	23	5½	144	13	0	28	15	5	48	0	0	24	0	@	2	0	0	15	5	0	24½	0	@	0	10	0		
Do.	July, 1937	63	13	7½	809	11	9	12	13	7½	50	0	0	25	0	@	2	0	0	3	6	0	6	0	@	0	9	0		
Do.	January, 1938	16	11	6½	218	14	6	13	10	11	46	8	0	23	2	@	2	0	0	1	2	0	2	0	@	0	9	0		
Monthly coolies	January, 1929	17	14	2	229	5	0	13	7	10	39	12	0	26½	0	@	1	8	0	0	14	0	1	0	@	0	14	0		
Ditto	July, 1929	6	23	2½	119	0	0	19	13	4	22	8	0	15	0	@	1	8	0	16	14	0	27	0	@	0	10	0		
Ladle holders	January, 1933	7	22	0	82	8	0	11	12	7	16	8	0	22	0	@	0	12	0	9	10	0	22	0	@	0	7	0		
Ditto	July, 1933	7	20	7	78	15	0	11	4	5	16	8	0	22	0	@	0	12	0	7	7	0	17	0	@	0	7	0		
Ditto	January, 1938	30	12	1	224	12	3	7	7	10	9	0	9	12½	0	@	0	12	0	4	1	0	10	0	@	0	6	6		
Ramming Department	January, 1933	37	20	5	647	0	0	17	7	9½	38	8	0	22	0	@	1	12	0	7	14	0	21	0	@	0	6	0		
Ditto	July, 1938	40	20	2½	616	11	0	15	6	8	38	8	0	22	0	@	1	12	0	7	8	0	12	0	@	0	10	0		
Ditto	July, 1937	354	6	1½	1,561	6	6	4	5	8	26	4	0	21	0	@	1	4	0	0	8	0	1	0	@	0	8	0		
Ditto	January, 1935	48	7	6½	224	12	0	5	3	4½	14	12	3	13	1	@	1	2	0	0	6	6	1	0	@	0	6	6		
Painters	January, 1933	2	19	0	53	7	0	26	11	6	29	11	0	19	0	@	1	9	0	23	12	0	19	0	@	1	4	0		
Coolies	January, 1933	73	19	4½	550	1	6	11	10	4	29	4	0	26	0	@	1	2	0	3	0	0	6	0	@	0	8	0		

Statement showing maximum, minimum and average earnings of different categories of workers—
concl'd.

Names of Departments.	Year.	Number of adults.	Average working days in the month.	Total wages.	Average wages in the month.	Maximum wages.	Number of working days.		Minimum wages.	Number of working days and rate.	
			4	5	6	7	8	9	10		
1	2	3	4	5	6	7	8	9	10		
			Days. Hr.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Days. Hrs	Rs. a. p.	Rs. a. p.	Days. Hrs.	Rs. a. p.
Cooljes	July, 1933 ..	69	18 7	745 1 0	10 12 9	18 13 0	21½ 0	@ 0 14 0	3 8 0	7 0	@ 0 8 0
Do.	July, 1937 ..	446	9 6	1,753 10 3	3 14 11	21 14 0	25 0	@ 0 14 0	0 6 0	1 0	@ 0 6 0
Do.	January, 1938 ..	131	20 0	1,301 9 6	9 14 11½	21 4 3	26 35	@ 0 11 0	0 6 6	1 0	@ 0 6 6
Rejas	January, 1933 ..	106	15 7	681 12 9	6 6 11	12 0 0	24 0	@ 0 8 0	1 2 0	3 0	@ 0 6 0
Do.	July, 1933 ..	96	15 7½	627 11 3	6 8 7	13 8 0	24 0	@ 0 9 0	1 2 0	3 0	@ 0 6 0
Do.	July, 1937 ..	674	6 2½	1,146 6 9	1 11 2½	5 10 0	15 0	@ 0 6 0	0 4 0	1 0	@ 0 4 0
Do.	January, 1938 ..	155	20 4	1,001 1 0	6 7 4	10 15 0	25 0	@ 0 7 0	0 4 6	1 0	@ 0 4 6

" G ".

Statement showing number of accidents, compensation paid, etc., during the last three years.

Year.	No. of cases reported.	No. of cases compensation paid for.	No. of cases referred to Commission.
1935	13	8	1
1936	14	6	2
1937	57	29	4

" H "

The workmen went on strike on the 8th July 1937 and returned to work on the 3rd August 1937.

The grievances put forward and terms of settlement arrived at will be found from the papers enclosed.

POINTS AT ISSUE BETWEEN THE EMPLOYEES OF THE
TATANAGAR FOUNDRY AND THE MANAGEMENT
OF THE SAID COMPANY.

1. One Maganlal Kutchi *alias* Madan Overseer shall have his services dispensed with or at least he shall have nothing to do with the working force inside the plant.

2. All workmen and women shall receive attendance tickets on which their daily attendance shall be punched. (Mere entries in the Company's books have led to grave irregularities and underpayment.)

3. The duty hours for the workers shall be 8 hours a day and no workman shall be compelled to work overtime. If any overtime has to be worked it shall be paid for and entered in the attendance ticket.

4. Under no circumstances shall any attendance be marked or punched less than it is worked as or on account of any disciplinary measure against the workmen.

5. The rates of pay as obtaining in 1928 shall be restored or in the alternative a general increase of 25 per cent over the present wages shall be granted to all skilled and semi-skilled workers.

The rates of unskilled labour shall be, for the women, Re. 0-8-0 and for the men, Rs. 0-10-0 per day.

6. There shall be introduced a uniform rate of wages for the same class of work done and a standard rate of wages shall

be fixed for different types of work and a grade scale fixed for every job. No recruitment shall be done at a rate less than the one fixed.

7. Payment of wages shall be made fortnightly instead of as at present.

8. Payment of wages shall be completed before the 7th of each month and before 5 P.M. of the day fixed for the day of payment. No correction shall be permitted to be made at the time of payment by *Durwans* or other Busses.

9. No worker shall be sent home on any account after once he has had joined his duty and he shall be marked full attendance for the day. In case of temporary, complete or departmental shut-downs the workmen shall be distributed to other jobs.

Permanent orders, e.g., for Railways or Railway Board shall be so distributed as to ensure working throughout the year.

10. No new employees from Calcutta or elsewhere shall be imported nor at a higher rate than what the working staff are getting and preference shall be given to old hands during recruitment.

11. No fines shall be imposed under any circumstances. (At present the workmen come to know that they have been fined only when they receive short payment.)

12. Acting allowance shall be given in all cases when a workman at a lower rate is made to work in place of one of a higher rate. Such allowance shall be given without the man applying for the same.

13. No disciplinary action shall be taken against any workman unless he has had occasion previously to know in writing what the charge against him is and has had an opportunity of submitting his defence there-against. Only the departmental head shall prescribe the disciplinary measure. And no workman drawing less than rupee one as his wage shall be suspended for more than two days at a time for any particular offence.

14. All workmen whether monthly or weekly-paid and whether male or female workers shall be entitled to 10 days notice of termination of service. In case of absence without leave no worker shall be dismissed before 10 days have elapsed from the date of his absence without leave.

(This is to prevent capricious dismissals even for one day's absence, even though it may be beyond the worker's control.)

The workmen will give the Company a similar intimation of his intention to leave its service.

15. A system of Provident Fund shall be introduced among all classes of employees—male and female—on the basis of contribution from the workmen to the extent of $\frac{1}{12}$ th his wages supplemented by the Company by a like amount. Details to be drawn out in consultation with the workers representatives.

16. A system of departmental and general bonus shall be introduced. Departmental means on the production basis and general means based on the Company's earnings and profits made every year.

17. A system of gratuity for long service workers shall be introduced on the basis of one month's wages for every completed year of service to be paid to workmen of 10 years and over of services on his death, discharge or resignation.

18. Privilege leave to the extent of 15 days' leave with full pay and another 15 days without pay shall be granted to all workers including women, of one year and over of service.

19. Two holidays with pay shall be granted to all workers on their communal holidays.

20. There shall not be more than two off days without pay in every month.

21. Maternity benefit shall be granted to all women employees of one year and over of service at the rate of four weeks' full pay before and four weeks after confinement.

22. There shall be a rest house constructed for women employees.

23. Adequate drinking water facilities shall be provided for the workers inside the plant.

24. There shall be provided adequate sanitary arrangements by way of more latrines located inside the plant, with separate arrangement for women employees.

25. A qualified Medical Officer shall be permanently located near the plant and medicines shall be prescribed free to all workers and a fully equipped first aid station shall be located inside the plant for immediate assistance in case of minor hurts.

26. Full payment shall be granted to all these hurts on the Company's work during the time they are confined at the hospital and accident compensation claims shall be expeditiously disposed of.

27. Gloves and shoes shall be supplied to all those workmen who have to work in hot places.

28. A hotel for decent and cheap food shall be arranged for by the Company inside the plant for convenience of workers.

29. The Company will help in the starting of a Co-operative Credit Society for the benefit of the workmen and assist in the collection of loans by recoveries from the wages of workmen.

30. The Company will place no obstruction in the formation of trade union, i.e., a branch of the Labour Federation, Jamshedpur, and recognise same after it is formed and the Company duly notified of the same. The Company will not encourage nor permit any of its men in authority to start a rival or another union. The union that is recognised shall have right of individual and collective representative.

31. The Company will collect subscriptions on behalf of the union from the wages of the workmen and make over same to the union on their receiving suitable authority from the workmen on that behalf.

32. The Company will see to it that none of the executives of the union, present or future, of any member of the Strike Committee is victimised for his activities in connection with labour organisation and neither the Company nor its officers carry out any subversive propaganda against the union or its officers.

33. There shall be no victimisation for the present troubles which covers action against leaders or against men or under any law for the time being in force.

34. The workmen shall be paid for the days they have been kept out.

35. All negotiations with the workmen shall be conducted in terms of the resolutions passed by the workmen in their mass meeting held at Golmuri on Sunday, the 11th instant, and forwarded to the General Manager of the Company.

COMPANY'S REPLY TO DEMANDS PUT UP BY THE STRIKERS.

1. If any specific complaint is brought against him, we are prepared to investigate and take action.

2. Uptil now we never received any complaint of such irregularity or underpayment, still we have no objection to introduce ticket system as existing in other factories.

3. This clause is superfluous, as it is covered by the Factory Act and the Wages Act.

4. This clause is also covered by Wages Act.

5. We are unable to make any increment over the present rates of wages because the average price of sleepers which is our principal manufacture, was about Rs. 80 per ton in the year 1928, and the present price of sleepers is Rs. 60 per ton as was fixed in 1931, between ourselves and the Railway Board, and the same rate will continue up to March 1939.

6. This clause is very vague; but what we understand from this clause is probably this, that they demand uniform rates for different kinds of jobs. Our existing rates are, however, based exactly on that principle. In the absence of any specific data we are unable to do anything in this matter.

7. Payment will be made weekly or monthly as provided in the Wages Act.

8. Former part of this clause is covered by the Wages Act; and as for the latter part the meaning is not clear, owing perhaps to a typing mistake but seems to mean some corrupt practices. We are always ready to deal severely with such corruptions if brought to our notice.

9. Stoppage of work in the middle of a working day is a rare occurrence, and we have always given the workers the full benefit of a day's work in such circumstances, where there is no gross negligence or wilful action on the part of the workers. A further relaxation of this rule will result in numerous cases of wilful breakdowns and stoppage of work thereby. Regarding the second point, we have already drawn attention of the Railway Board to this difficulty but they are unable to accommodate us, owing to the budget system.

10. This clause is superfluous. We are always giving chance to old hands if qualified.

11. The allegation is false. This matter is covered by the Wages Act.

12. In our factory there is no chance of arising an occasion like this and if it ever arises, we shall consider this question.

13. Such an omnibus clause cannot be accepted, particularly with regard to the maintenance of discipline in a Factory. Fair opportunities, however, will be given to all for their defence but it is not possible to make elaborate arrangements for trials like the Law Courts.

14. It is covered by the existing law.

15 and 16. We are already preparing a scheme, Provident and death benefit, which we hope to introduce from 1938 and the scheme will be ready by October 1937 and it will be circulated.

17. We may consider it favourably at a later date.

18. As the work here is not continuous but only seasonal, we always allow our workman to take reasonable leave without pay. Leave with pay is granted only in special cases.

19. Not possible.

20. Not possible as we are not working on Sunday.

21. Maternity benefit may be granted to all women employees of two years' service and over, at the rate of three weeks' half pay before and three weeks' half pay after.

22. Agreed.

23. Agreed.

24. Agreed.

25. We have first aid arrangement under a qualified Compounder and we have two consulting physicians and get their services, whenever required. Our employees are always getting free medical aid and medicine from Tata's and Tinplate's dispensaries and hospitals, however, we shall reorganise and better equip our first-aid dispensary.

26. Our Factory is insured against accidents and our employees are getting the benefit as provided in the law.

27. Shoes are provided to all Furnace-men. Gloves are not required and shoes cannot be provided to the workers other than Furnace-men.

28. If the workmen themselves can organise to put up a hotel on the co-operative basis, we are willing to help them by providing them with room and some initial capital.

29. We have no objection if law permits.

30. The Company will not allow any workman to join any unauthorised labour union but they will not object if their employees join any registered labour union.

31. Not possible.

32. Our Factory is worked mainly on piece-work system. So long as we receive adequate services from the employees in quantity and quality we are not concerned with their private activities. It is also understood that no workman will be allowed to encourage any propaganda work against the management.

33. We are quite prepared to take back all persons if they join by the 22nd of this month, and after that, we can take them only if there are vacancies. We are enclosing herewith a list of persons who, we suspect if taken back unconditionally just now, may create trouble again. We are ready to take them temporarily on trial and if they behave well, we will make them permanent.

34. No.

35. No.

In settling this dispute, the only one in the life of this Factory, it is important that the workmen should always remember that their welfare is indissolubly tied with ours. Unreasonable strain can only help to snap the cord that is already overstrained. It is not unknown to our men that we have almost reached the limit and a further rise in our cost of manufacture will mean ruin for us all. We ask them to remember, what they already know, that the Company is in some respects quite different from all other local Factories. We have to work within very narrow limits, that is the production of cast iron sleepers only, and even here, we are not sole monopolists. We have to work in the face of a very keen and bitter competition from many big industrial groups. Our workmen know only too well that at times we have been compelled to sit idle because there was no work to be done, and work there was not because our rates made it impossible for us to secure orders. For some time past we have lost many orders because we could not quote low enough. This year, for example, our Tie Bar Plant, which might have engaged at least a hundred men is not working, because as a result of our higher cost, we failed to procure the order

for the same. Men who are pressing us for a higher rate of wages should never forget that the Factory cannot exist if it cannot keep its cost of production low enough to compete with others.

We do not enjoy any protection from the State nor do we get any special freight concessions. Without any kind of external help, we have simply to fight, and make our way by the strength of our skill and merit alone. We hope that our workmen will realise the exact situation, we—both the employers and the employees—are in, and will always try to strengthen our hands in, strengthening their own.

Dated the 17th July 1937.

“ H ”.

17th July, 1937.

Dear Mr. Pillai,

I believe, I made our position quite clear to you the other day when I fully explained the difficulties of the whole situation. In my answer to the demands made by the strikers, you will see that I have accepted those of their terms that it were in my power to agree to, and I have also expressed my willingness to consider when a better atmosphere of mutual understanding has been created, some of the terms on which I cannot commit myself to anything just now.

Moreover, a glance at their list of demands will plainly show that the strikers have very few definite grievances against us. Many of their demands are quite wide of the mark, for they are already covered by the Factories and the Wages Act, and this fact clearly indicates that the claims they have put forward, are rather of a stereotyped nature, as are commonly submitted by strikers to their employers. There is hardly any specific charge against us that can justify such a course of action on their part.

But there are some terms for which, inspite of all my sympathies for them, I have nothing else to offer but flat denials. It is not in my power to accept any such demand as will go to increase our present cost of production. Their demand, for example, for a higher rate of wages, can never be accepted without doing serious injury to the very foundation of our Firm.

That the present rate of wages is insufficient, is a plea which the labourers can neither substantiate nor reasonably maintain. For the last several years they have been working quite happily at the present rates, and even on this occasion, they did not ask for better wages before they stopped work. They struck work first, and then took up this cry of low wages as a handy rope to hang the dog by.

In the neighbouring districts of Manbhum, and on the other side of the river, day labourers get only half as much as what we pay. The work they do is not heavy nor does it require any skill. So we are quite at a loss to understand why we will be made to pay such unskilled labour more than the customary rates of the district. As for the skilled labour, our rates are by no means unfair and are perhaps above all criticism, as the papers enclosed will show.

Moreover, the financial condition of our Factory makes it simply impossible for us to increase the wages further. The papers I am enclosing herewith will make it clear to you that we are not in a position to incur any further expenses in the production of our goods. As it is, our cost of production is pretty high and we are actually being forced back, bit by bit, by other competitors in this field. I have referred to this fact in my reply to their demands but I could not fully explain our exact financial difficulties there, for it was a public document and I had to keep back many things which I can present before you alone. Our position as a factory is a bit peculiar. Production of Cast Iron Sleepers is our principal work and we have to depend on the Railway Board for it. As there are other competitors in this field all of whom are more powerful than ourselves, we do not get orders for more than a small fraction of the total requirements of the Railway Board. Now, in order to hold our own against big and powerful competitors, it is absolutely necessary that we should keep our cost of production at a level as much low as possible. In spite of our best efforts we have not succeeded in cutting down the cost in the production of our articles. As I have already stated in my reply, we have lost more than one order in the last few years simply for the reason that we could not quote low enough. The claim made by the strikers for a higher rate of wages would be quite justifiable if we, the employers, were making a fat profit out of this business, but you will perhaps be surprised to learn, that upto now, we have not been able to give any return to the capitalists who have invested their good money in this concern.

We shall have, we are afraid, to stop the factory for good, if we have to increase our expenses any further. The Profit and Loss Account of the Company will show you that we are just on the margin of working this factory at a loss.

I hope you will appreciate the peculiar situation we are in and understand the reason why we are so rigid in our attitude towards higher rates of wages.

I think, I have nothing more to add. This letter when read together with the reply I have given to the demands of the Strikers will give you a very clear view of the case.

Yours sincerely,

N. N. RAKSHIT.

V. K. B. Pillai, Esq., I.C.S.,
Deputy Commissioner,
Chaibassa.

TATANAGAR FOUNDRY STRIKE

"H"
TATANAGAR FOUNDRY STRIKE.

Terms of settlement arrived at by the intervention of the Deputy Commissioner and Subdivisional Officer.

Demands of Strikers.

Company's reply.

Further concessions by Manager
resulting in amicable settlement
on the 2nd August 1937.

- | | |
|--|--|
| <p>1. One Maganlal Kutchi, <i>alias</i> Madan Overseer, shall have his services dispensed with or at least he shall have nothing to do with the working force inside the Plant.</p> <p>2. All workmen and women shall receive Attendance Tickets on which their daily attendance shall be punched (mere entries in the Company's Books have led to grave irregularities and underpayment).</p> <p>3. The duty hours for the workers shall be 8 hours a day and no workman shall be compelled to work overtime. If any overtime has to be worked it shall be paid for and entered in the Attendance Ticket.</p> | <p>1. If any specific complaint is brought against him we are prepared to investigate and take action.</p> <p>2. Uptil now we never received any complaint of such irregularity or underpayment, still, we have no objection to introduce ticket system as existing in other factories.</p> <p>3. This clause is superfluous, as it is covered by the Factory Act and the Wages Act.</p> |
|--|--|

4. Under no circumstances shall any attendance be marked or punched less than it is worked as or on account of any disciplinary measure against the workmen.

5. The Rates of Pay as obtaining in 1928 shall be restored or in the alternative a general increase of 25 per cent over the present wages shall be granted to all skilled and semi-skilled workers.

The rates of unskilled labour shall be for the women annas 8 and for the men annas 10 per day.

6. There shall be introduced a uniform rate of wages for the same class of work done and a Standard Rate of Wages shall be fixed for different types of work and a Grade scale fixed for every job. No recruitment shall be done at a rate less than the one fixed.

4. This clause is also covered by Wages Act.

5. We are unable to make any increment over the present rates of wages, because the average price of sleepers which is our principal manufacture was about Rs. 80 per ton in the year 1928, and the present prices of sleepers is Rs. 60 per ton as was fixed in 1931, between ourselves and the Railway Board, and the same rate will continue up to March 1939.

....

6. This clause is very vague, but what we understand from this clause is probably this, that they demand uniform rates for different kinds of jobs. Our existing rates are, however, based exactly on that principle. In the absence of any specific data we are unable to do anything in this matter.

Vide separate undertaking of Manager to Deputy Commissioner.

Manager will discuss with Workmen's representatives.

TATANAGAR FOUNDRY STRIKE—*contd.*

Demands of Strikers.	Company's reply.	Further concessions by Manager resulting in amicable settlement on the 2nd August 1957.
7. Payment of Wages shall be made fortnightly instead of as at present.	7. Payment will be made weekly or monthly as provided in the Wages Act.	If the Steel Company does it, Manager will also do. He will pay weekly.
8. Payment of wages shall be completed before the 7th of each month and before 5 P.M. of the day fixed for the day of payment. No correction shall be permitted to be made at the time of payment by <i>Durwans</i> or other Bosses.	8. Former part of this clause is covered by the Wages Act, and as for the latter part the meaning is not clear, owing perhaps to a typing mistake but seems to mean some corrupt practices. We are always ready to deal severely with such corruptions if brought to our notice.	Agreed.
9. No worker shall be sent home on any account after once he has had joined his duty and he shall be marked full attendance for the day. In case of temporary, complete or departmental shut-downs, the workmen shall be distributed to other jobs.	9. Stoppage of work in the middle of a working day is a rare occurrence and we have always given the workers the full benefit of a day's work in such circumstances, where there is no gross negligence or wilful action on the part of the workers. A further relaxation of this rule will result in numerous cases of wilful breakdowns and stoppage of work thereby.	
Permanent orders, i.e., for Railways or Railway Board shall be so distributed as to ensure working throughout the year.		

Regarding the second point, we have already drawn attention of the Railway Board to this difficulty but they are unable to accommodate us owing to the Budget System.

10. No new employees from Calcutta or elsewhere shall be imported nor at a higher rate than what the working staff are getting and preference shall be given to old hands during recruitment.
10. This clause is superfluous. We are always giving chance to old hands if qualified.
11. No fines shall be imposed under any circumstances (At present the workmen come to know that they have been fined only when they receive short payment).
11. The allegation is false. This matter is covered by the Wages Act. In matters of fines the provisions of the Wages Act will be strictly complied with.
12. Acting allowance shall be given in all cases when a workman at a lower rate is made to work in place of one of a higher rate. Such allowance shall be given without the man applying for the same.
12. In our Factory there is no chance of arising an occasion like this and if it ever arises, we shall consider this question.

TATANAGAR FOUNDRY STRIKE—*contd.*

Demands of Strikers.

Company's reply.

Further concessions by Manager
resulting in amicable settlement
on the 2nd August 1937.

- | | |
|---|---|
| <p>13. No Disciplinary action shall be taken against any workman unless he has had occasion previously to know in writing what the charge against him is, and has had an opportunity of submitting his defence thereon. Only the departmental head shall prescribe the disciplinary measure. And no workman drawing less than rupee one as his daily wages shall be suspended for more than two days at a time for any particular offence.</p> <p>14. All workmen—whether monthly or weekly paid and whether male or female workers—shall be entitled to ten days' notice of termination of service. In case of absence without leave, no worker shall be dismissed before ten days have elapsed from the date of absence without leave (This is to prevent capricious dismissals even for one day's absence, even though it may be beyond the worker's control). The workman will give the Company a similar intimation of his intention to leave his service.</p> | <p>13. Such an omnibus clause cannot be accepted, particularly with regard to the maintenance of discipline in a Factory. Fair opportunities, however, will be given to all for their defence but it is not possible to make elaborate arrangements for trials like Law Courts.</p> <p>14. It is covered by the existing law.</p> |
|---|---|

Agreed.

15. A system of Provident Fund shall be introduced among all classes of employees male and female on the basis of contribution from the workmen to the extent of one-twelfth of his wages supplemented by the Company by a like amount. Details to be drawn out in consultation with the Workers representatives.

16. A system of Departmental and General Bonus shall be introduced. Departmental means on the production basis and General means based on the Company's earnings and profits made every year.

17. A system of Gratuity for long service workers shall be introduced on the basis of one month's wages for every completed year of service to be paid to workmen of ten years and over of service on his death, discharge or resignation.

18. Privilege leave to the extent of fifteen days' leave with full pay and another fifteen days' without pay shall be granted to all workers including women, of one year and over of service.

15 & 16. We are already preparing a scheme for Provident and Death Benefit and Bonus which we hope to introduce from 1938 and the scheme will be ready by October 1937 and it will be circulated.

17. We may consider it favourably at a later date.

18- As the work here is not continuous but only seasonal, we always allow our workmen to take reasonable leave without pay. Leave with pay is granted only in special cases. Discussion.

TATANAGAR FOUNDRY STRIKE—contd.

Demands of Strikers.	Company's reply.	Further concessions by Manager resulting in amicable settlement on the 2nd August 1937.
19. Two holidays with pay shall be granted to all workers on their communal holidays.	19. Not possible ..	Postponed.
20. There shall not be more than two off days without pay in every month.	20. Not possible as we are not working on Sundays.	Not pressed
21. Maternity Benefit shall be granted to all women employees of one year and over of service at the rate of four weeks' full pay before and four weeks' after confinement.	21. Maternity Benefit may be granted to all women employees of two years service and over at the rate of three weeks' half pay before and three weeks' half pay after.	One year.
22. There shall be a Rest House constructed for women employees.	22. Agreed.	
23. Adequate Drinking Water facilities shall be provided for the workers inside the Plant.	23. Agreed.	
24. There shall be provided adequate Sanitary arrangement by way of more latrines located inside the plant, with separate arrangement for women employees.	24. Agreed.	

25. A qualified Medical Officer shall be permanently located near the Plant and medicines shall be prescribed free to all workers and a fully equipped First-Aid Station shall be located inside the Plant for immediate assistance in case of minor hurts.
25. We have First-Aid Arrangement under a qualified Compounder and we have two consulting physicians and get their services, whenever required. Our employees are always getting free medical aid and medicine from Tata's and Tinplate's Dispensaries and Hospitals. However, we shall re-organise and better equip our First-Aid Dispensary.
26. Full payment shall be granted to all those hurt on the Company's work during the time they are confined at the Hospital and Accident Compensation claims shall be expeditiously disposed of.
26. Our Factory is insured against Accidents and our employees are getting the benefit provided in the law.
27. Gloves and shoes shall be supplied to all those workmen who have to work in hot places.
27. Shoes are provided to all Furnace-men, gloves are not required and shoes cannot be provided to the workers other than furnace-men. Persons working in annealing plant should be granted gloves. Yes.
28. A Hotel for decent and cheap food shall be arranged for by the Company inside the Plant for the convenience of workers.
28. If the workmen themselves can organise to put up a Hotel on the co-operative basis, we are willing to help them by providing them with room and some initial capital.

TATANAGAR FOUNDRY STRIKE—*contd.*

Demands of Strikers.

Company's reply.

Further concessions by Manager
resulting in amicable settlement
on the 2nd August 1937.

29. The Company will help in the starting of a Co-operative Credit Society for the benefit of the workmen and assist in the collection of loans by recoveries from the wages of workmen.

29. We have no objection if law permits.

30. The Company will place no obstruction in the formation of a Trade Union, i.e., a branch of the Labour Federation, Jamshedpur and recognise same after it is formed and the Company duly notified of the same. The Company will not encourage nor permit any of its men in authority to start a rival or another union. The Union that is recognised shall have right of individual and collective representatives.

30. The Company will not allow any workmen to join any unauthorised Labour Union but they will not object if their employees join any Registered Labour Union.

The Company will recognise any registered Trade Union and the workers may join any Union.

31. The Company will collect subscriptions on behalf of the Union from the wages of the workmen and make over same to the Union on their receiving suitable authority from the workmen on that behalf.

31. Not possible.

For future discussion.

32. The Company will see to it that none of the Executives of the Union present or future or any member of the Strike Committee is victimised for his activities in connection with Labour organisation and neither the Company nor its officers carry out any subversive propaganda against the Union or its officers.

33. There shall be no victimisation for the present troubles, which covers action against leaders or against men or under any law for the time being, in force.

34. The Workmen shall be paid for the days they have been kept out.

32. Our Factory is worked mainly on piece work system. So long as we receive adequate services from the employees in quantity and quality, we are not concerned with their private activities. It is also understood that no workman will be allowed to encourage any propaganda work against the Management.

33. We are quite prepared to take back all persons if they join by the 22nd of this month, and after that, we can take them only if there are vacancies. We are enclosing herewith a list of persons whom we suspect if taken back unconditionally just now, may create trouble again. We are ready to take them temporarily on trial and if they behave well, we will make them permanent.

32. & 33. No victimisation of any kind.

TATANAGAR FOUNDRY STRIKE—concl'd.

Demands of Strikers.

Company's reply.

**Further concessions by Manager
resulting in amicable settlement
on the 2nd August 1937.**

35. All negotiations with the workmen shall be conducted in terms of the resolution passed by the workmen in their mass meeting held at Golmuri on Sunday, the 11th instant and forwarded to the General Manager of the Company.
35. No

**Replies to the general questionnaire, the Eagle Rolling Mills,
Ltd.
Kumardhobi.**

NATURE AND RECRUITMENT OF LABOUR.

- | | | | | |
|-----------------|-----|-----|-----|------|
| 1. Officers ... | ... | ... | ... | 6 |
| Clerks ... | ... | ... | ... | 40 |
| Workpeople :— | | | | |
| Men ... | ... | ... | ... | 390 |
| Women ... | ... | ... | ... | 30 |
| Children ... | ... | ... | ... | Nil. |
2. (a) Total permanently settled 347.
(b) Total migratory 119.
3. Approximately 10 per cent live in their village homes.
4. Bengal, Bihar, the United Provinces and Madras.
5. Five per cent. We regret we can suggest no immediate remedy to change the migratory character of some classes of Indian Labour.

	1936.		1937.
6. (a)	1	(a)	None
(b)	7	(b)	6
(c)	None	(c)	None
(d)	52	(d)	25
(e)	None	(e)	1

Total.	60		32
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7. Most of our labour is recruited by the management.
8. We prefer direct recruitment as it is less liable to abuse.
9. We maintain a record of all men who have previously been in our employment, and we have a register of all men on our pay-roll. We do not maintain a list of men waiting for employment.
10. No, but according to qualification.
11. None.
12. The Company does not consider that it would be feasible to establish a Labour Exchange in the area where this Works is

situated. The possibility of establishing a Works Labour Bureau to deal with recruitment is now under examination by the Managing Agents. Experiments are being made by them at another Concern under their Agency in another province and if this experiment proves successful, a Works Labour Bureau will be established at this Works. Such a Works Labour Bureau would be under the Company's own management. The Company does not consider that a Labour Bureau or a Labour Exchange should be controlled by trade unions, and it is of the opinion that in the area in which it is situated, conditions are not favourable to the establishment of a Labour Exchange controlled by Government.

13. Joint answer for questions 13 and 14 is given after question 14.

14. (13 and 14) Casual labour is only employed in the coolie class for the purpose of loading and handling finished bars. But so far as is practicable, we try to encourage our men to become permanent. We think the percentage of casual labour, if anything, is on the decrease.

CONDITIONS OF EMPLOYMENT.

15. We enclose herewith a card showing the rules we are now adopting.

16. We have no provision for the training of apprentices. This is a hand operated Mill and the work calls more for muscle and stamina than for technical knowledge. It takes several years of hard practical work for a man to become efficient in his own particular job.

17. No.

18. Security of service depends entirely on orders received.

19. Leave is granted according to the following rules :—

(1) Every man is entitled to a total of 15 days leave with pay after the completion of each year of continuous service unbroken by resignation, dismissal, absence without leave or strike.

(2) Every man is entitled to a total of 15 days' leave without pay during each year, including the days on which the works are closed on account of festivals.

(3) Further casual leave without pay will be granted when necessary and possible.

(4) If a man is granted leave he must obtain a leave *chit*-signed by the Shop Manager and hand it to the head Time-keeper before he goes on leave.

(5) If a man is absent on account of sickness he must on his return produce a medical certificate signed by a qualified Doctor.

(6) If a man is absent on account of any injury received in the works he must produce a medical certificate signed by the Firm's Doctor, when he returns.

(7) If a man fails to produce a medical certificate or a leave *chit* he will be marked as absent without leave, which will disqualify him for leave with pay. It is, therefore, in the man's own interests that he should produce these certificates.

20. Leave without pay is granted in case of sickness which is not vocational or due to injury received at work.

21. Women of one year's service are granted maternity leave on full pay for four weeks before and four weeks after confinement.

22. Monthly paid men earning Rs. 25 a month or over are eligible for Provident Fund.

23. 52 Sundays, 11 festival holidays, 15 days holiday with pay, and casual leave without pay when necessary and possible.

24. The Company has no rules in regard to the conduct of employees. All employees are expected to conduct themselves in a reasonable and responsible manner. In this connection, however, reference may be made to the rules laid down by the Government in accordance with the Payment of Wages Act, which rules in conformity with that Act are displayed at the Works.

25. Standing Works Rules are now being framed.

26. The offender is questioned by the departmental Manager, and is allowed to call on any witness or interpreter he may choose. All men have the right of appeal to the Works Manager and General Manager.

27. The offender is questioned by the Departmental Manager, and is allowed to call on any witness or interpreter he may choose. All men have the right of appeal to the Works Manager and General Manager.

28. The Company has no special code of offences and punishments, but normal offences are slackness of work, insubordination, theft, damage to property or tools, drunkenness, etc.

29. Fining is not resorted to as a punishment in this Works. Occasionally, in the past men have been suspended, but the

practice now is to warn negligent workmen if necessary 2 or 3 times before drastic action is taken and the man dismissed.

30. No records were kept. But steps are being taken to keep proper service records of the workers.

31. If a man is absent from his work without leave it disqualifies him for leave with pay for the period during which he is absent without leave.

32. All men are on an hourly rate of pay and men who are late are paid for the time actually worked.

33. Fines are no longer imposed.

HOURS OF WORK.

34. We work 48 hours a week.

35. In Rolling and Furnace Departments the following hours are worked :—

1st shift—6 A.M. to 2 P.M.

2nd shift—2 P.M. to 10 P.M.

Odd shift—10 P.M. to 6 P.M. for keeping heat in furnace and boilers.

In General shift where many men have to work in the open for loading, handling, and fitting, the following hours are worked :—

6-30 A.M. to 11-30 A.M.

1-30 P.M. to 4-30 P.M.

Rolling is in 8 hours shift and operatives are resting by the assistance of 8 relief hands.

The office hours for clerical staff are :—

7-30 A.M. to 11-30 A.M.

1-30 P.M. to 5-30 P.M.

36. The Mill is normally a continuous process but frequently only two shifts a day are worked and then a skeleton third shift is worked on the furnaces.

37. The present hours of shift are suitable for all seasons.

38. No overtime is worked except in the case of urgent repair work where the conditions of the Factories Act are adhered to.

39. Any men may be called upon to work overtime according to the nature of the work called for by the repair which is being carried out.

40. No.

41. Number of days worked in each of last five years:—
1933—247 days.

1934—293 „

1935—295 „

1936—272 „

1937—272 „

The Mill has not been closed on account of breakdowns. The boiler repairs which necessitate closing the Mill are arranged to coincide with festivals.

CONDITION IN FACTORIES.

42. Every precaution is taken to see that all lathes and cutting machines are properly guarded and the chief operators in the furnace are provided with goggles and men working in hot jobs are provided with protective aprons, shoes, etc. In the case of an accident, reports from the Medical Officer and the Departmental Manager are immediately sent to the Works Manager who investigates personally when necessary.

43. Every precaution is taken to see that all lathes and cutting machines are properly guarded and the chief operators in the furnace are provided with goggles and men working in hot jobs are provided with protective aprons, shoes, etc. In the case of an accident, reports from the Medical Officer and the Departmental Manager are immediately sent to the Works Manager who investigates personally when necessary.

44—46. No.

47. None.

48. No.

WAGES.

49. See statement attached.

50. See answer to question 49 Statement attached.

51. A man's rate is fixed entirely on the nature of work he does.

52. No.

53. Joint answer is given below for question 53 and 54.

54. All our workmen are paid amounts calculated on an hourly rate and their wages are paid weekly; Head Mistries in furnace and in Maintenance Departments are monthly rated but paid weekly. Clerical staff is monthly paid.

55. Men are rated according to their post. Generally, there has been very little change. 31 per cent of Wages to total cost of production.

56 Only deductions for payment to the Co-operative Society.

57. Monthly production bonus for workmen of rolling and furnace departments.

The following are the rates of bonus on the production of good bars :—

801 to 900 tons 80 per cent of bonus of their wages on actual working days of the month.

901 to 1,000 tons 90 per cent of bonus of their wages on actual working days of the month.

1,001 to 1,100 tons 100 per cent of bonus of their wages on actual working days of the month.

For every additional 100 tons of production 10 per cent bonus will be added.

66 workmen are earning bonus.

58. It is not considered that the automatic adjustment of wages to the cost of living indices is either desirable or practicable. Even in the United Kingdom where this system is in force, its application is limited, and it is by no means certain that it is the best means of adjusting wages to changes in the cost of living. The position in India is, in our opinion, unsuited to the workers in the Engineering Industry.

There is no necessary relationship between the cost of living and the capacity of Industry to pay wages. In fact, it may be that the cost of living is high at a time when Industry is either suffering losses or is only barely able to make a profit. As already stated, the position in India is rendered doubly difficult due to the big fluctuations in raw material values upon which the cost of living indices would at least to some extent be based, e.g., the effect of the failure or partial failure of the monsoon which might have the effect of considerably altering the cost of living in some areas but not in others and which

would almost certainly make the cost of living indices of little value in assessing wage rates.

In general, we are opposed to the so-called Automatic Adjustments.

59. The Company is not in favour of the establishment of a minimum Wage in the Engineering Industry for the same reason that the Whitley Commission and the Government of India have been opposed to it.

On the other hand, it is recognised that some standardisation of wage rates is desirable in respect of similar grade of workers in the same industry where similar conditions prevail. Standardisation on these lines is, therefore, to be encouraged and this can best be done by negotiation among the employers concerned.

60—63. Do not arise.

64. It is impossible on the statistical information available to estimate with reasonable accuracy the effect of fixing a minimum wage on:—

(a) Total employment;

(b) Employment in particular occupations in the industry. However, so far as we are able to assist the probable results are known to be as follows:—

Presumably, it would not be the intention to fix a minimum wage at a lower level than the customary wages now paid. If, however, having regard to the low wages paid to agricultural labour, the minimum wage was so fixed at a lower level the effect on total employment or on employment in particular occupations in the industry would be nil since employers now paying more than the statutory minimum would not be able to reduce wages. On the other hand, if the fixation of a minimum wage had the effect—as it almost certainly would have—of increasing wage rates in some districts it seems to us that the effect would almost certainly be either:—

(a) re-distribution of industrial development (since industries now established in areas where wages are low but production costs high, would tend to leave these areas in favour of others where materials, stores, machinery, etc., would be less costly);

(b) a tendency adversely to affect industries now competing in the export market.

It is emphasized that while the above would in this Company's view properly be the tendency caused by the fixation of minimum wage rates, these tendencies might be completely upset by developments elsewhere, e.g., rising costs of production in other countries would naturally tend to counteract the effect of rising production costs in India.

65. As suggested in answer to question 59, the Company is not in favour of the establishment of minimum Wage Rates. It is presumed that industries enjoying protection were given the benefit of protection for some specific purpose and therefore no exception should be made in their case. All industries should be treated alike.

RATIONALISATION.

66. No.

67—68. Do not arise.

69. Normally, a prosperous industry is efficiently run and therefore already rationalised and does not need to do more than a minimum of day to day rationalisation to maintain its efficiency, and it may therefore be accepted that where rationalisation on a large scale is undertaken it is to save the units of an industry from extinction. Usually, therefore, the alternatives are (a) rationalisation, or (b) extinction with its resulting loss of employment and of capital. Rationalisation usually involves sacrifices by the owners and frequently labour is not required to sacrifice anything. In certain cases, however, rationalisation may involve a reduction in the number of employees or a reduction in benefits to employees or both. Rationalisation does not always bring prosperity but if it keeps a unit of industry in being then it is of direct benefit to the labour which otherwise would be unemployed. It can, therefore, fairly be claimed that successful rationalisation sometimes results in benefits both to the owners and to the labour but generally results in benefits to the majority of the labour in that there is a greater security of employment and by retaining a healthy unit of industry the maximum amount of labour that can be efficiently used by the industry is in employment. We therefore claim that the benefits of rationalisation are automatically shared either directly or indirectly by all concerned including the Government in that it receives increased revenue from taxation, etc. It is impossible to generalise as to the proportionate benefit each should receive as each individual case has its own particular problems and few cases are alike. It must not be overlooked that rationalisation invariably requires higher efficiency

both from the employer and the employees, and the most economical method of achieving an increase in wage levels is by labour acquiring increased efficiency. But this too must inevitably result in a reduction of the numbers employed. It may be taken for granted that no employer dismisses labour if it can be avoided but in these days of increased competition and high taxation it is not always possible to retain unnecessary employees.

Rationalisation is a vague word used in slightly different senses by different people but we have endeavoured to reply to this question taking the phrase in the general sense in which it is usually used.

WELFARE WORK.

70. Yes.

(b) There are three Upper Primary Schools each enjoying a grant-in-aid of Rs. 25 per month from the Local Board, Dhanbad, and a contribution of Rs. 30 from this firm to no. 1.

(1) Bengali and Tamil combined with English teaching

Total Strength—80

(2) Hindi per cent „ 50

(3) Mohammedan (madrasa) „ 50

School fees are charged—

from class I to III at Re. 0-8-0 per boy

„ „ IV to V at Rs. 1-0-0 per boy.

All girls and *harijan* students are allowed free.

71. An Indian Institute was provided by the Firm and a grant was given at the time of opening. Library is open to the members for reading books.

72. (a) Nil.

(b) The Company shares with Kumardhubi Fireclay and Silica Works, Limited and Kumardhubi Engineering Works, Limited, the cost of upkeep of a hospital with a fully qualified staff, dispensary and room for in-patients.

(c) Nil.

73. Employees and their families are treated free of charge.

74. No.

75. Malaria, Filaria, Typhoid, Influenza, Mumps, Rheumatism, Pneumonia, Asthma, Bronchitis, Phthisis, Dysentery, Diarrhoea, Dyspepsia, Skin and Eye diseases.

Causes of Mortality :—Phthisis percentage is very low.

76. Inoculations and vaccination are carried out by the Jharia Mines Board of Health against cholera and small-pox ; otherwise none.

77. No.

78. Latrines are provided in the works, and some of the worker's quarters to the better class mistries have separate latrines. An extension of latrine accommodation in the lines is under consideration.

79. Water taps are provided in all departments in the Works with a continuous supply. Water is available in or near all quarters supplied by the Company for three hours each morning, two hours at midday and three hours each evening.

80. Free medical attendance.

81. The Company is not in favour of insurance against sickness on a contributory basis. In their opinion, the difficulties in the way of any form of State Insurance of this kind in India at the present time are very great and a scheme such that which exists in the United Kingdom, for example, would not be practical. In any event, such a measure would require to be on an All-India basis if undue burdens are not to be placed on the Industries in some Provinces as against the Industries in other Provinces.

82. The Company would willingly consider legislation for compulsory maternity benefits on the lines of the Bombay and the Central Provinces Maternity Benefit Acts.

83. Quarters for the staff and men are rented from Messrs. Kumardhubi Engineering Works, Limited, and are as follows :—

5 Babus' quarters—3 our own property and 2 hired.

26 Mistry quarters with 2 rooms, verandah, compound kitchen and latrine.

Some of the Babus are living in the above mistry quarters.

134 Workmen's quarters with one room and verandah.

84. No, Company provide quarters for 57 per cent of employees.

85. Houses provided by the Company are free.

86. None.

87. No.

88. The Company provide buildings for Institute.

89. No.

90. No.

INDEBTEDNESS.

91. Most local shopkeepers give credit up to about one month, and there is a difference of about 10 per cent between cash and credit prices.

92. The Company is not in favour of the establishment of Co-operative Stores by the Employers or by Government. On occasions in the past, experiments have been made with the establishment of a Co-operative Stores run by the Employer. The scheme proved a complete failure and had to be abandoned. Nevertheless, the Company is in sympathy with the idea of Co-operative Stores, provided these can be run by the workmen themselves or by Trade Unions.

93. The Company agrees with the Whitley Commission in thinking that unduly-long wage periods tend to increase the indebtedness of the workers. At the same time, in certain skilled jobs carrying higher rates of pay, monthly-wage-payments have been customary in the trade for many years. No attempt should be made to reduce the period of payment in such cases unless the workers concerned show a definite desire for the change in practice.

94. Advances are very occasionally made to monthly paid staff but only amounts recoverable from current month's salary.

95. No.

96. No cases have been reported to us.

97. The Company agrees with the Whitley Commission in thinking that the best way in which to protect workers against money-lenders is to make the workers less easy prey, and generally to make it as difficult as possible for him to borrow. The recent law prohibiting the attachment of salaries below

a certain limit should steadily lead to improvement and it is doubtful whether further amendment of the law will, in the long run, do good.

98. Already a Co-operative Society exists at this Works. So far, membership of it has been restricted to the better paid classes of mistries, the possibility of extending the scope of the Society's activities or of finding a new Society for the benefit of a more permanently settled labour is under consideration.

99. In the past three years there have been :—

1 accident involving permanent partial disablement,

4 serious accidents,

60 minor accidents.

100. In all cases compensation was paid at the statutory rates and four cases were referred to the Commissioner.

101 and 102. No.

TRADE UNION.

103. So far as we know there is no trade union among our workers. The Company is prepared to recognise a properly constituted and duly registered trade union of its workers as soon as it is satisfied that such a trade union does in fact represent its workers and is being conducted for the benefit of the workers in accordance with the Trade Unions Act, 1926. We understand that some of our workers are reported to be members of the trade union having its headquarters at Jamshedpur.

104. As far as we know, there is no trade union among our workers. We believe, however, that the trade union referred to in our answer to question 103 has been registered.

105. As no trade union for our workers has yet been formed, the answer to this question does not arise. We have not recognised the above-mentioned union that has its headquarters at Jamshedpur.

106. Does not arise.

107. No.

108—109. Do not arise.

110. Yes. In our opinion, it is desirable in the best interests of the workmen themselves that there should be a single trade union comprising our own workers. Such a union, if properly managed, is, in our opinion, most likely to devote

itself to the best interests of our work-people.

111. Not known.

112. As already stated, a trade union has not yet been formed. In regard to the Jamshedpur Union, of which, so it is reported, some of our workers are members, we have no information.

113. The answer to the first part of this question does not arise. In regard to the welfare activities that a trade union might undertake we suggest *inter alia* the following :—

Any welfare work for the benefit of the workmen that is not already done by the State or the Employer.

114. We have no Works Committee in this Company. The Managing Agents, however, are experimenting with committees of workmen in certain Mills under their management in another Province and when more information is available regarding the success of these experiments the establishment of similar committee will receive this Company's consideration.

115. Does not arise.

116. The Company recognize that, with the growth of modern industrialism and the increase in a "settled" Factory population, the most effective method by which the workers can bargain with the employers is through trade unions. At the same time, it must be recognised that for a variety of reasons any rapid natural growth in the trade union movement in India is not to be expected. The Management would welcome and encourage the efforts of any properly constituted trade union fully representative of the workers and their interests.

117. No.

INDUSTRIAL PEACE.

118. Two strikes since 1918 but this Mill has been operating in this Province only since 1924.

119. 1927—One day by unskilled workmen.

1938—9th February to 2nd May 1938, i.e.,

2 full months and 17 working days.

120. 1927—General increment.

121. 1927.—Strike broke down.

1938.—Ended by arbitration.

122. 1927.—None.

123. 1927 Strike.—Supported from workers' own resources but the strike lasted for one day only.

1938 Strike.—It is reported that those people who did not return to their distant homes were supported by the Labour Federation, Headquarters, Jamshedpur.

124. Worker's loss about Rs. 21,687.

Company's loss about Rs. 66,593.

125. All workmen may present grievances to the General Manager or Works Manager at any time.

126. No special Labour Officers are employed; all Assistants employed in the Works in positions of responsibility are expected to keep close touch with the workers employed. WE HAVE SINCE TAKEN ON TWO LABOUR OFFICERS.

Jobbers are not used for this purpose.

127. There is no permanent machinery, differences are settled as indicated above.

128. Where both parties to a dispute are willing to submit to arbitration and abide unquestionably by any award given by the arbitrator, arbitration is useful. On the other hand, it becomes useless the moment any method of compulsion enters into it. In the circumstances, we are not in favour of provision for compulsory arbitration.

129. Please see joint answer given below to questions 129 and 130.

129 and 130. In our opinion, the provisions of the Trade Disputes Act as recently amended are fully adequate to deal with industrial disputes provided they are properly applied. We think it probable, however, that the provision in the amended Act giving Government power to appoint Conciliation Officers is liable to be misunderstood. In our views such officers would normally be appointed to deal with some particular dispute and the time for their appointment is during the early stages when

their main function would be to endeavour to bring the two parties together with a view to promoting an amicable settlement. We do not consider that the appointment of whole-time Conciliation-Officers is either necessary or desirable and we suggest that the recent appointment of Conciliation Officers on certain Railways is a false analogy. So far as we are aware, the recently appointed Conciliation Officers—on these railways might more accurately be described as Labour Officers—their main function being to keep the Management in touch with the Labour and to study the requirements and needs of Labour.

131. We do not quite understand the meaning of this question. Once the strike is broken out, the industry and the workers must suffer financial loss. In our view, safeguards, if any, for the industry and the workers must be brought into effect before and not after the outbreak of a Strike. In this connection please see our answer to question 135.

132 and 133. No.

134. We do not consider that any measure, financial technical or otherwise, for the reconstruction of industry is likely to help to raise the level of wages; as in all other countries the tendency has been, and will continue to be, for wage in industry to rise as the industrial and agricultural wealth of the country increases.

135. So far as this Company's experience goes the machinery provided by the provincial Government for the administration of the various Acts and for dealing with various matters affecting industry, the employer and the worker, is working satisfactorily and we make no suggestions for alteration at present. We recognise, however, that some recent legislation has hardly been long enough in existence to enable either ourselves or other employers to judge whether the existing machinery is incapable of improvement and we, therefore, suggest that we may be in a better position to judge at some future date. We would call attention, too, to our remarks in reply to questions 129 and 130.

WAGES

The Eagle Rolling

Category of work.	January 1929.					January		
	July 1929.					July		
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly Maximum.
Maximum.			Minimum.	Average.				
1	2	3	4	5	6	7	8	9
Rolling, furnace fittings, loading and handling.	Men .. January 575	Rs. a. p. Maximum. 1 10 0 per day.	Rs. a. p. W. 40 10 0	Rs. a. p. W 9 6 0	Rs. a. p. 32 10 0	351	Rs. a. p. Maximum 1 10 0 per day.	Rs. a. p. W. 27 10 0
		Minimum 0 6 0 per day.	B. 27 0 0	B 13 7 0	..	..	Minimum 0 8 0 per day.	B 27 10 0
		67 10 0	22 13 9				55 4 0	
	Ditto ..	July 532	Maximum 1 10 0 per day. Minimum 0 6 0 per day..	W. 43 14 0	W. 10 2 0	29 7 0	381	Maximum 1 10 0 per day. Minimum 0 8 0 per day.	W. 42 4 0 B 63 6 0
Miscellaneous work.	Women January 75	0 6 6 per day.	W. 10 2 6	..	10 6 0	48	Maximum 0 6 0 per day. Minimum 0 5 0 per day.	W. 6 6 0
Ditto ..	July 70	0 6 6 per day.	W. 10 15 6	..	7 10 0	46	Maximum 0 6 0 per day. Minimum 0 5 0 per day.	W. 9 12 0
	Boys— nil.	..	..	..	..	..	..	..
	Girls— nil.	..	..	..	..	..	..	..

W—
B.—

FORMS.
Mills, Limited.

1933.		January 1938.						Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		Number of workers	Wage-rate P. or T.	Monthly earnings.						
Minimum.	Average.			Maximum.	Minimum.	Average.	17	18	19	
10	11	12	13	14	15	16	17	18	19	
Es. a. p.				Es. a. p.	Es. a. p.					
W. 8 8 0	24 3 0	January 1938. 370	Maximum 1 10 0 per day. Minimum 0 8 0 per day.	W. 27 10 0 B. 38 10 9 <u>66 4 9</u>	W. 8 8 0	19 9 0	..	..	Mill worked 25 days during January 1929. Mill worked 27 days during July 1929.
W. 13 0 0	31 15 0	July 1937 406	Maximum 1 10 0 per day. Minimum 0 8 0 per day.	W. 43 14 0 B. 109 11 0 <u>153 0 0</u>	W. 13 8 0	32 5 0	..	..	Mill worked only 17 days during January 1933 due to restriction of output on account of trade depression.
W. 5 5 0	6 0 0	January 1938. 30	Maximum 0 6 0 per day.	W. 6 6 0	..	5 0 0	..	..	Mill worked 26 days during July 1933.
W. 8 2 0	6 9 0	July 1937 30	Maximum 0 6 0 per day.	W. 10 2 0	..	6 0 0	..	..	Mill worked only 17 days during January 1938 due to restriction of output on account of trade depression. Mill worked 27 days during July 1937.
..		
..		

Wages.

Replies to the General Questionnaire.
KUMARDHOBI ENGINEERING WORKS, LTD.
Nature and recruitment of labour.

1. Officers	20
Clerks	89
Workshop-men	1,582
Women	129
2. (a) Permanently Settled—	
Workshopmen	1,239
Women	10
Officers	20
Clerks	88
(b) Migratory—	
Workshop-men	343
Women	119
Clerk	1

3. Approximately 25 per cent live in their village homes.

4. Bengal, Bihar, the United Provinces, the Punjab, Madras, Nepal and the Central Provinces.

5. 25 per cent. We regret we can suggest no immediate remedy to change the migratory character of some classes of Indian labour.

6. 1936 :—(a) None, (b) 20, (c) None, (d) 212, (e) 55.—Total 287.

1937 :—(a) None, (b) 15, (c) None, (d) 241, (e) 40—Total 296.

7. Our labour is only recruited on the authority of the Management.

8. We prefer direct recruitment as it is less liable to abuse.

9. We maintain a record of all men who have previously been in our employment, and we have a register of all men on our pay roll. We do not maintain a list of men waiting for employment.

10. No, according to qualification.

11. There have been one or two minor accusations made against mistries and any which are substantiated are severely dealt with.

12. The Company does not consider that it would be feasible to establish a Labour Exchange in the area where this Works is situated. The possibility of establishing a Works Labour Bureau to deal with recruitment is now under examination by the Managing Agents. Experiments are being made by them at another Concern under their Agency in another province and if this experiment proves successful, a Works Labour Bureau will be established at this Works. Such a Works Labour Bureau would be under the Company's own management. The Company does not consider that a Labour Bureau or a Labour Exchange should be controlled by trade unions, and it is of the opinion [that in the area in which it is situated, conditions are not favourable to the establishment of a Labour Exchange controlled by Government.

13—14. Casual labour is only employed in the coolie class and semi-skilled men such as fettlers. But so far as is practicable we try to encourage our men to become permanent. Varying volume of work makes some of all classes of labour casual under the six months definition. We think the percentage of casual labour is, if anything, on the decrease.

CONDITIONS OF EMPLOYMENT.

15. We enclose herewith a card showing the rules we are now adopting. (*Not printed.*)

16. We employ and train a certain limited number of apprentices on practical lines only. After a first month unpaid during which they are subjected chiefly to a test of stamina, they are confirmed for a year at 6 annas a day and started through the shops. After a year if they are thought to be promising they are advanced to 8 annas a day. We have no general apprenticeship course with technical classes, and we only train boys for our own shops. Our usual practice is to place the apprentices in the jobs for which they show the greatest aptitude as they pass through the shops.

17. No.

18. In an industrial undertaking security of service must in the last resort depend on the state of trade and the orders the factory receives.

19. Fifteen days' leave with pay is granted for one year's continuous service and in addition, 15 days' leave without pay which includes Pujah and other religious holidays when the works are closed. There are also 52 days—Sundays in each year when the works are closed.

Standard Leave Rules have recently been prepared and will shortly be in effective operation. A copy of these rules is attached. (*Not printed*).

20. Leave without pay is granted in case of sickness which is not vocational or due to injury received at work.

21. Women of one year's service are granted maternity leave on full pay for four weeks before and four weeks after confinement.

22. Monthly paid men earning Rs. 25 a month or over are eligible for provident fund.

23. 52 Sundays, 15 festival holidays. 15 days holiday with pay, and casual leave without pay when necessary and possible.

24. The Company has no rules in regard to the conduct of employees. All employees are expected to conduct themselves in a reasonable and responsible manner. In this connection, however, reference may be made to the rules laid down by Government in accordance with the Payment of Wages Act, which rules in conformity with that Act are displayed at the Works.

25. Standing Rules are now being framed.

26—27. The offender is questioned by the Departmental Manager, and is allowed to call on any witness or interpreter he may choose. All men have the right of appeal to the Works Manager and General Manager.

28. The Company has no special code of offences and punishments, but normal offences are slackness of work, insubordination, theft, damage to property or tools, drunkenness, etc.

29. Fining is not resorted to as a punishment in this Works. Occasionally in the past, men have been suspended, but the practice now is to warn negligent workmen if necessary 2 or 3 times before drastic action is taken and the man dismissed.

30. No records were kept. But steps are being taken to keep proper service records of the workers.

31. If a man is absent from his work without leave it disqualifies him for leave with pay for the period during which he is absent without leave.

32. All men are on an hourly rate of pay and men who are late are paid for the time actually worked.

33. Fines are no longer imposed.

HOURS OF WORK.

34. We usually work 54 hours a week, 4 hours on Saturdays and 10 hours on the other working days. Any reduction in working hours always meets with great opposition from the workmen. Even when their rates of pay are raised to enable them to earn as much as in an 8 hour day as in a 10 hour day on their old rates, the workmen grumble, and do not work so hard, or so willingly. The result is a considerable reduction in output and increase in cost.

35. In the Foundry, Fetting shop and Machine shop the following hours are worked :—

Day shift.—) A. M. to 11-30 A. M., 12-30 P. M. to 5-30 P. M.

Night shift.—5-30 P. M. to 10-30 P. M. 11-30 P. M. to 4-30 A. M.

Saturday.—6-30 A. M. to 10-30 A. M. ; 10-30 A. M. to 2-30 A. M.

36. In the continuous processes the Saturday night C shift continues until 2 P. M. on Sunday and becomes A. shift. The other two shifts each have a break of 24 hours. During the week ends the work is light.

37. Except in the Structural shop where much of the work is in the open, this is not necessary. In the cold weather the office hours are—

7 A. M. to 12 Midday, 1-30 P. M. to 4-30 P. M.

38. No overtime is worked except in the case of urgent repair work where the conditions of the Factories Act are adhered to.

39. Any men may be called upon to work over time according to the nature of the work called for by the repair which is being carried out.

40. No.

41. Number of days worked in each of last 5 years—

1933—291 days, 1934—294 days, 1935—291 days, 1936—290 days, 1937—291 days.

The Factory has not been closed on account of breakdown.

CONDITIONS IN FACTORIES.

42. Every precaution is taken to see that all machines are properly guarded. Grinders are provided with goggles, though it

is very difficult to make them use them, and men working in hot jobs are provided with protective aprons, shoes, etc. In the case of an accident, reports from the Medical Officer and the Departmental Manager are immediately sent to the Works Manager who investigates personally where necessary.

44—48. No.

49. See statement attached.

50. We regret that it is impossible to give the figures required as we do not retain our old pay sheets after three years. Some of our men are paid on hourly rates and some on piece-work; the same man may be working piece-work for part of a day and on hourly rates for the remainder. It is our practice to put as much repetition work as possible on piece-work, particularly in the machine shop where the output of the shop is limited by the output of individual machines. We set rates which enable men to earn up to twice their normal pay, while sometimes in special cases when we wish to encourage high outputs, we set rates on a sliding scale, so that as the output increases, the rates increase. On these terms men sometimes earn up to four or five times their usual rate. For this reason piece-work is popular with the men and undoubtedly increases the efficiency.

51. The nature of the work in all departments determines the rate of wage both for ordinary and overtime work.

52. No.

53.—54. The majority of our men are paid amounts calculated on an hourly rate, and their wages are paid weekly. Clerical staff, Head Mistries and maintenance men are monthly paid. It is doubtful if the conversion of the daily and weekly rated workers to monthly rated ones would affect the efficiency and stability of the labour force. Such a change would make no difference to the rate of wage in any grade of work or to the Company's wages bill. Our prices depend on job costing and monthly pay would involve many difficulties. While our experience which we believe is common to all engineering works, is that monthly salaries usually lead to slackness and inefficiency when paid to unskilled and uneducated labour.

55. Generally very little change.

Men are paid according to ability. The percentage of labour costs varies greatly with different products.

27 per cent of wages to total cost of production.

56. Only deductions for payment to the Co-operative Society.

57. No.

58. It is not considered that the automatic adjustment of wages to the cost of living indices is either desirable or practicable. Even in the United Kingdom where this system is in force, its application is limited, and it is by no means certain that it is the best means of adjusting wages to changes in the cost of living. The position in India is, in our opinion, unsuited to the workers in the Engineering Industry.

There is no necessary relationship between the cost of living and the capacity of industry to pay wages. In fact, it may be that the cost of living is high at a time when industry is either suffering losses or is only barely able to make a profit. As already stated, the position in India is rendered doubly difficult due to the big fluctuations in raw material values upon which the cost of living indices would, at least, to some extent be based, e.g., the effect of the failure or partial failure of the Monsoon which might have the effect of considerably altering the cost of living in some areas but not in others and which would almost certainly make the cost of living indices of little value in assessing wage rates.

In general, we are opposed to the so-called Automatic Adjustment.

59. The Company is not in favour of the establishment of a minimum wage in the engineering industry for the same reason that the Whitley Commission and the Government of India have been opposed to it.

On the other hand, it is recognised that some standardization of wage rates is desirable in respect of similar grade of workers in the same industry where similar conditions prevail. Standardization on these lines is, therefore, to be encouraged and this can best be done by negotiation among the employers concerned.

60—63. Do not arise.

64. It is impossible on the statistical information available to estimate with reasonable accuracy the effect of fixing a minimum wage on—

(a) Total employment.

(b) Employment in particular occupations in the industry. However, so far as we are able to assist the probable results are known to be as follows :—

Presumably, it would not be the intention to fix a minimum wage at a lower level than the customary wages now paid. If,

however, having regard to the low wages paid to agricultural labour the minimum wage was so fixed at a lower level the effect on total employment or on employment in particular occupations in the industry would be nil, since employers now paying more than the statutory minimum would not be able to reduce wages. On the other hand, if the fixation of a minimum wage had the effect—as it almost certainly would have of increasing wage rates in some districts it seems to us that the effect would almost certainly be either—

(a) Re-distribution of industrial development (since industries now established in areas where wages are low but production costs high, would tend to leave these areas in favour of others where materials, stores, machinery, etc., would be less costly);

(b) A tendency adversely to effect industries now competing in the export markets.

It is emphasized that while the above would in this Company's view probably be the tendency caused by the fixation of minimum wage rates, these tendencies might be completely upset by developments elsewhere, e.g., rising costs of production in other countries would naturally tend to counteract the effect of rising production costs in India.

65. As suggested in answer to question 59, the Company is not in favour of the establishment of Minimum Wage Rates. It is presumed that industries enjoying protection were given the benefit of protection for some specific purpose and therefore no exception should be made in their case. All industries should be treated alike.

RATIONALISATION.

66. No.

67-68. Do not arise.

69. Normally, a prosperous industry is efficiently run and therefore already rationalised and does not need to do more than a minimum of day to day rationalisation to maintain its efficiency, and it may therefore be accepted that where rationalisation on a large scale is undertaken it is to save the units of an industry from extinction. Usually, therefore, the alternatives are (a) rationalisation, or (b) extinction with its resulting loss of employment and of capital. Rationalisation usually involves sacrifices by the owners and frequently labour is not required to sacrifice anything. In certain cases, however, rationalisation may involve a reduction in the number of employees or a reduction in benefits to employees or both.

Rationalisation does not always, bring prosperity but if it keeps a unit of industry in being then it is of direct benefit to the labour which otherwise would be unemployed. It can, therefore, fairly be claimed that successful rationalisation sometimes results in benefits both to the owners and to the labour but generally results in benefits to the majority of the labour in that there is a greater security of employment and by retaining a healthy unit of industry the maximum amount of labour that can be efficiently used by the industry is in employment. We therefore claim that the benefits of rationalisation are automatically shared either directly or indirectly by all concerned including the Government in that it receives increased revenue from taxation, etc. It is impossible to generalise as to the proportionate benefit each should receive as each individual case has its own particular problems and few cases are alike. It must not be overlooked that rationalisation invariably requires higher efficiency both from the employer and employees, and the most economical method of achieving an increase in wage level is by labour acquiring increased efficiency. But this too must inevitably result in a reduction of the numbers employed. It may be taken for granted that no employer dismisses labour if it can be avoided but in these days of increased competition and high taxation it is not always possible to retain unnecessary employees.

Rationalisation is a vague word used in slightly different senses by different people but we have endeavoured to reply to this question taking the phrase in the general sense in which it is usually used.

WELFARE WORK.

70. Yes.

(b) There are three upper primary schools each enjoying a grant-in-aid of Rs. 25 per month from the local board, Dhanbad, and Rs. 10 each from the Firm :—

(1) Bengali and Tamil combined with English teaching—(total strength)	..	..	80
(2) Hindi—(total strength)	..	..	50
(3) Muhammadan (Madrassa)—total strength	..	..	50

School fees are charged from classes I to III at 8 annas per boy.

Ditto ditto IV to V at Re. 1 per boy.

All girls and *Harijan* students are allowed free.

71. An Indian Institute was provided by the Firm and a grant was given at the time of opening. Library is open to the members for reading books.

72. (a) Nil.

(b) The Company shares with Kumardhubi Fireclay and Silica Works, Limited, and the Eagle Rolling Mills, Limited, the cost of upkeep of a hospital with a fully qualified staff, dispensary and room for in-patients.

The Company have arranged to overhaul the present medical establishment and if necessary, will improve the arrangements now made including that of nurses.

73. Employees and their families are treated free of charge.

74. No.

75. Malaria, Filaria, Typhoid, Influenza, Mumps, Rheumatism, Pneumonia, Asthma, Bronchitis, Phthisis, Dysentery, Diarrhoea, Dyspepsia, skin and eye diseases.

Causes of mortality.—Phthisis percentage very low.

76. Inoculations and vaccinations are carried out by the Jnaria Mines Board of Health against cholera and small-pox; otherwise none.

77. No.

78. Latrines are provided in the Works, and some of the workers' quarters to the better class *mistries* have separate latrines. An extension of latrine accommodation in the line is under consideration.

79. Water taps are provided in all departments in the Works with a continuous supply. Water is available in or near all quarters supplied by the Company for three hours each morning, two hours at midday and three hours each evening.

80. Free medical attendance.

81. The Company is not in favour of insurance against sickness on a contributory basis. In their opinion, the difficulties in the way of any form of State Insurance of this kind in India at the present time are very great and a scheme such as that which exists in the United Kingdom, for example, would not be practical. In any event, such a measure would require to be on an All-India basis if undue burdens are not to be placed on the industries in some provinces as against the industries in other provinces.

82. The Company would willingly consider legislation for compulsory maternity benefits on the lines of the Bombay the Central Provinces Maternity Benefit Acts.

83. The Company provides—

65 *Babu* quarters, 103 *Mistry* quarters with two rooms, *verandah*, compound, kitchen and latrine. 76 Workmen's quarters with one room, *verandah* and compound, 336 workmen's quarters with one room and *verandah*.

84. No. Company provides quarters for 45 per cent of employees.

85. Houses provided by the Company are free.

86. None.

87. No.

88. The Company provide buildings for institute and a football field.

89—90. No.

INDEBTEDNESS.

91. Most of the local shopkeepers give credit up to about one month, and there is a difference of about 10 per cent between cash and credit prices.

92. The Company is not in favour of the establishment of co-operative stores by the employer or by Government. On occasions in the past, experiments have been made with the establishment of a co-operative stores run by the employer. The scheme proved a complete failure and had to be abandoned. Nevertheless, the Company is in sympathy with the idea of co-operative stores, provided these can be run by the workmen themselves or by trade unions.

93. The Company agrees with the Whitley Commission in thinking that unduly-long-wage-periods tend to increase the indebtedness of the workers. At the same time, in certain skilled jobs carrying higher rates of pay, monthly wage payments have been customary in the trade for many years. No attempt should be made to reduce the period of payment in such cases unless the workers concerned show a definite desire for the change in practice.

94. Advances are very occasionally made to monthly paid staff but only amounts recoverable from current month's salary.

95. No.

96. No cases have been reported to us.

97. The Company agrees with the Whitley Commission in thinking that the best way in which to protect workers against money-lenders is to make the worker less easy prey and generally to make it as difficult as possible for him to borrow. The recent law prohibiting the attachment of salaries below a certain limit should steadily lead to improvement and it is doubtful whether further amendment of the law will, in the long run, do good.

98. Already a co-operative society exists at this Works. So far membership of it has been restricted to the better paid classes of mistries, the possibility of extending the scope of the society's activities or of finding a new society for the benefit of a more permanently settled labour is under consideration.

99. In the past three years there have been :—

One fatal accident.

One accident involving permanent partial disablement.

89 minor accidents.

11 serious accidents.

102

100. In all cases compensation was paid at the statutory rates and in no case was the matter referred to the Commissioner.

101. No.

102. No.

Trade Union.

103. So far as we know there is no trade union among our workers. The Company is prepared to recognise a properly constituted and duly registered trade union of its workers as soon as it is satisfied that such a Trade Union does in fact represent its workers and is being conducted for the benefit of the workers in accordance with the Trade Unions Act, 1926. We understand that some of our workers are reported to be members of the trade union having its headquarters at Jamshedpur.

104. As far as we know, there is no trade union among our workers. We believe, however, that the trade union referred to in our answer to question 103 has been registered.

105. As no trade union for our workers has yet been formed, the answer to this question does not arise. We have not recognized the above-mentioned union that has its headquarters at Jamshedpur.

106. Does not arise.

107. No.

108-109. Do not arise.

110. Yes. In our opinion, it is desirable in the best interests of the workmen themselves that there should be a single trade union comprising our own workers. Such a union, if properly managed, is, in our opinion, most likely to devote itself to the best interests of our workpeople.

111. Not known.

112. As already stated, a trade union has not yet been formed. In regard to the Jamshedpur Union of which, so it is reported, some of our workers are members, we have no information.

113. The answer to the first part of this question does not arise. In regard to the welfare activities that a trade union might undertake we suggest *inter alia* the following :—

Any welfare work for the benefit of the workmen that is not already done by the state or the employer.

114. We have no Works Committee in this Company. The Managing Agents, however, are experimenting with Committees of workmen in certain Mills under their management in another Province and when more information is available regarding the success of these experiments the establishment of similar committees will receive this Company's consideration.

115. Does not arise.

116. The Company recognise that, with the growth of modern industrialism and the increase in a "settled" Factory population, the most effective method by which the workers can bargain with the employers is through Trade Unions. At the same time, it must be recognised that for a variety of reasons

any rapid natural growth in the trade union movement in India is not to be expected. The Management would welcome and encourage the efforts of any properly constituted trade union fully representative of the workers and their interests.

117. No.

Industrial Peace.

118. There have been two strikes since 1918.

119. 1921—18 working days.

1938—Two months.

120. 1921—General increment.

121. 1921—Strike broke down.

122. 1921—None.

123. 1921—Strike supported from workers' own resources.

1938 Strike.—It is reported that those people who did not return to their distant homes were supported by the Labour Federation, Headquarters, Jamshedpur.

124. Worker's loss about Rs. 74,000.

Company's loss Rs. 1 lakh.

125. All workmen may present grievances to the General Manager or Works Manager at any time.

126. No special Labour Officers are employed; all Assistants employed in the Works in positions of responsibility are expected to keep close touch with the workers employed. We have since taken on two Labour Officers.

Jobbers are not used for this purpose.

127. There is no permanent machinery, differences are settled as indicated above.

128. Where both parties to a dispute are willing to submit to arbitration and abide unquestionably by any award given by the arbitrator, arbitration is useful. On the other hand, it becomes useless the moment any method of compulsion enters into it. In the circumstances, we are not in favour of provision for compulsory arbitration.

129-130. In our opinion the provisions of the Trade Disputes Act as recently amended are fully adequate to deal with industrial disputes provided they are properly applied. We think it probable, however, that the provision in the amended Act giving Government power to appoint Conciliation Officers is liable to be misunderstood. In our view such officers would normally be appointed to deal with some particular disputes and the time for their appointment is during the early stages when their main function would be to endeavour to bring the two parties together with a view to promoting an amicable settlement. We do not consider that the appointment of whole-time Conciliation Officers is either necessary or desirable and we suggest that the recent appointment of Conciliation Officers on certain Railways is a false analogy. So far as we are aware the recently appointed Conciliation Officers on these railways might more accurately be described as Labour Officers—their main function being to keep the Management in touch with the Labour and to study the requirements and needs of Labour.

131. We do not quite understand the meaning of this question. Once the strike is broken out, the industry and the workers must suffer financial loss. In our view, safeguards, if any, for the industry and the workers must be brought into effect before and not after the outbreak of a strike. In this connection please see our answer to question 135.

132. Balance sheets, Profit and Loss Accounts, 1929-1937 are attached. The amounts set aside for depreciation and reserves as well as the rate and amount of dividend paid are shown in these accounts. (*Not printed—Vidyabhushan Shukla*).

134. We do not consider that any measure, financial, technical or otherwise, for the reconstruction of Industry is likely to help to raise the level of wages; as in all other countries the tendency has been, and will continue to be for wages in industry to rise as the industrial and agricultural wealth of the country increases.

135. So far as this Company's experience goes, the machinery provided by the Provincial Government for the administration of the various Acts and for dealing with various matters affecting industry the employer and the worker, is working satisfactorily and we make no suggestions for alteration at present. We recognise, however, that some recent legislation has hardly been long enough in existence to enable either ourselves or other employers to judge whether the existing machinery is incapable of improvement and we, therefore, suggest that we may be in better position to judge at some future date. We

would call attention, too, to our remarks in reply to questions 129 and 130.

KUMARDHUBI ENGINEERING WORKS, LIMITED,

WAGES FORM OF WORK PEOPLE.

—	No. of workers.	Wages rate.	Monthly earnings:		
			Maximum.	Minimum.	Average.
1	2	3	4	5	6

July 1937.

			Rs. a p.	Rs. a p.	Rs. a p.
Men ..	1,068	T ..	150 0 0	9 12 0	22 12 0
Women	70	T ..	14 10 0	6 8 0	9 12 0

January 1938.

Men ..	1,582	T ..	150 0 0	9 12 0	20 7 0
Women	129	T ..	14 10 0	9 12 0	10 0 0

STATEMENT.

KUMARDHUBI ENGINEERING WORKS, LIMITED.

Wages form including Officers and Clerks.

Category of work.	July 1937.					January 1938.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.
1	2	3	4	5	6	7	8	9	10	11
Pattern makers	26	T	Rs. a. p. 75 0 0	Rs. a. p. 15 0 0	Rs. a. p. 30 4 0	35	T	75 0 0	15 0 0	28 0 0
Foundry moulders, core makers and others.	421	T	100 0 0	12 0 0	19 6 0	590	T	100 0 0	12 0 0	19 12 0
Fettlers and grinders	167	T	65 0 0	15 0 0	17 9 0	234	T	65 0 0	15 0 0	15 1 0
Machine men, fitters, helpers and other.	182	T	75 0 0	15 0 0	28 4 0	224	T	75 0 0	15 0 0	28 0 0
Structural fitters, markers and smiths.	107	T	75 0 0	15 0 0	24 8 0	233	T	75 0 0	15 0 0	17 2 0
Power House men and electric fitters.	36	T	80 0 0	13 0 0	22 5 0	43	T	80 0 0	13 0 0	21 4 0
Crane drivers	18	T	45 0 0	30 0 0	32 2 0	19	T	45 0 0	30 0 0	27 10 0
Masons and coolie, etc.	73	T	32 0 0	12 0 0	11 2 0	175	T	32 0 0	12 0 0	12 10 0
Sweepers	42	T	25 0 0	13 0 0	14 14 0	39	T	25 0 0	13 0 0	13 14 0
Monthly paid mistries Inspectors and Drivers.	40	T	240 0 0	25 0 0	55 9 0	42	T	250 0 0	25 0 0	57 6 0
Office servants and Gurkha Guards	26	T	25 0 0	15 0 0	15 13 0	27	T	40 0 0	15 0 0	17 10 0
Apprentices, Shop clerks and Time-keepers.	15	T	100 0 0	25 0 0	35 5 0	15	T	100 0 0	25 0 0	37 9 0
Officers	21	T	1,320 0 0	205 0 0	536 0 0	20	T	1,350 0 0	215 0 0	532 11 0
Office Clerks	63	T	99 0 0	25 0 0	65 0 0	74	T	110 0 0	25 0 0	64 12 0
Draftsman								185 0 0	15 0 0	...
WORK PEOPLE.										
Men	1,068	...	150 0 0	9 12 0	22 12 0	129	...	150 0 0	9 12 0	20 7 0
Women	70	...	14 10 0	6 8 0	9 12 0	1,582	...	14 10 0	9 12 0	10 0 0

Replies to the general questionnaire, Kumardhubi Fireclay and Silica Works, Limited.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	...	7
Clerks	...	...	...	41
<i>Workpeople—</i>				
Men	...	...	...	1,487
Women	...	...	...	377
Children	...	...	...	16
2. (a) Permanently settled	...	...	...	702
(b) Migratory	„	...	...	1,178

(We have treated all people from villages around as permanently settled and those living in our quarters who have come from distant towns or villages as migratory.)

3. Approximate 40 per cent live in their village homes.

4. Maabhum, Bankura, Burdwan, Gaya, Hazaribagh, Darbhanga, Muza farpur and Patna.

5. Varies from 10 per cent to 20 per cent usually according to the amount of work in hand. We regret we can suggest no immediate remedy to change the migratory character of some classes of Indian Labour.

6. 1938	...	...	...	306
1937	...	...	...	424

We regret we cannot supply accurate information regarding the proportion of the above that should be allocated under the different heads mentioned in the questionnaire. As we have mentioned in our answers to questions 2 and 3, 40 per cent of our work people live in their village homes while the remainder are not permanently settled and in many cases only come down for relatively short periods for factory work. For this reason it has not been our custom in the past to keep very close records regarding reasons for workers leaving our establishment.

7. Management engage workers as when required.

8. We prefer direct recruitment by the management as it is less liable to abuse.

9. (1) Factory Act Register provides this information.

(2) No.

(3) As for (1).

10. No, according to qualification.

11. No, we have had unconfirmed report of a few cases of corruption previous to 1938 when recruitment was carried out by foremen, hence engagement by management.

12. The Company does not consider that it would be feasible to establish a labour exchange in the area where this Works is situated. The possibility of establishing a Works Labour Bureau to deal with recruitment is now under examination by the Managing Agents. Experiments are being made by them at another Concern under their Agency in another Province and if this experiment proves successful a Works Labour Bureau will be established at this Works. Such a Works Labour Bureau would be under the Company's own management. The Company does not consider that a Labour Bureau or a Labour Exchange should be controlled by Trade Unions, and it is of the opinion that in the area in which it is situated conditions are not favourable to the establishment of a Labour Exchange controlled by Government.

13. Occasionally 20 or 25 men are engaged as casual labour for outside repair jobs to furnaces.

14. The 20 to 25 men referred to above in no. 13 are skilled masons, we specially engage once or twice a year.

CONDITIONS OF EMPLOYMENT.

15. Previously we had no service rules but we enclose here-with a card showing the rules we are adopting from this month.

(Not printed.)

16. We have no general manufacturing apprentices.

17. No.

18. Security of service depends entirely upon the amount of orders on hand.

19. Fifteen days' leave with pay is granted for one year's continuous service and in addition, 15 days' leave without pay which includes Pujah and other religious holidays when the Works are closed. There are also 52 days—Sundays—in each year when the Works are closed.

20. Leave without pay is granted during sickness depending upon the case but continuity of service is considered unbroken—under the leave rules referred to in our answer to question 19.

21. Yes, four weeks before and four weeks after confinement they receive full pay.

22. *Gratuity*—No. *Provident Fund*—Yes, to all monthly paid permanent employees whose salary is Rs. 25 per month or over.

Old Age Pensions have been granted to a few employees who have worked 22 to 23 years in the Company, if unable to carry on their duty.

23. 52 Sundays, 15 Festival holidays, 15 days holidays with pay, and casual leave without pay when necessary and possible.

24. The Company has no rules in regard to the conduct of employees. All employees are expected to conduct themselves in a reasonable and responsible manner. In this connection, however, reference may be made to the rules laid down by Government in accordance with the Payment of Wages Act, which rules in conformity with that Act, are displayed at the Works.

25. The terms of service are posted on Notice Boards in conspicuous places and in three languages. The payment of Wages Act is, of course, observed in the factory.

26. All cases of indiscipline or any other offence are reported to the Manager who deals with the cases according to their seriousness.

27. No man is punished without having been given an opportunity of stating his case.

28. The Company has no special code of offences and punishments but normal offences are slackness of work, insubordination, theft, damage to property or tools, drunkenness, etc.

29. Fining is not resorted to as a punishment in this Works. Occasionally in the past men have been suspended, but the practice now is to warn negligent workmen if necessary two or three times before drastic action is taken and the man dismissed.

30. No statistics, very few cases.

31. If unauthorised absence exceeds seven days and his place has been filled, we do not re-engage him. If less than seven days, the man is re-engaged.

32. All men are on an hourly rate of pay and a worker receives wages for the hours during which he worked only.

33. No fines have been realised since the introduction of the Payment of Wages Act.

Hours of Work.

34. General working hours of the Factory are as follows:—

January to February 7-0 A.M. to 11-30 A.M., 1 P.M. to 4-30 P.M.; March to April 6-30 A.M. to 11-30 A.M., 2 P.M. to 5 P.M.; May to July 6 A.M. to 11-30 A.M., 2 P.M. to 5 P.M.; August to October 6-30 A.M. to 11-30 A.M., 1-30 P.M. to 4-30 P.M.; November to December 7 A.M. to 11-30 A.M., 1 P.M. to 4-30 P.M.

The hours given above appear satisfactory to the workers and Management.

The shifts in the Fireclay and Silica works are of three kinds:—

- (1) The skilled workers such as carpenters, fitters mould-makers, brick-moulders, work the usual Factory Act time, work commencing at six in the morning and finishing, with the usual rest interval.
- (2) The second shift system is for the grinding Mills which work two shifts of eight hours each, this is necessary to obtain required output.
- (3) The other shift system is continuous working system for kiln firing which is a continuous process, some of the kiln being fired as long as one month without stoppage, with these kilns we have three shifts each of eight hours.

Provisions for meals.—The eight hours shift comprises about 20 per cent more men than is actually necessary as the work must not be stopped the arrangements are that the men themselves make their own arrangements for meals; we stipulate that not more than 25 per cent of these men are away from work at any time, this was discussed thoroughly with the Factory Inspector and received his sanction.

35. Three shifts: we have two kinds of shift system, continual process and general shift work.

(1) In general shifts only men are employed for grinding clay (Grinding Mill Coolie), those who are working in general shift are allowed to take an hour's rest in batches.

The hours of work of these shifts are as follows :—

- (1) 6 A.M. to 2 P.M.; 2 P.M. to 10 P.M.; 10 P.M. to 6 A.M.
- (2) 6-30 A.M. to 2-30 P.M.; 2-30 P.M. to 10-30 P.M.; 10-30 P.M. to 6-30 A.M.
- (3) 7 A.M. to 3 P.M.; 3 P.M. to 11 P.M.; 11 P.M. to 7 A.M.

Continual Process-workers.—These men have their rest intervals as per shift cycle.

The working hours of these men are as follows :—

(1) 8 A.M. to 4 P.M., (2) 4 P.M. to 12 P.M., (3) 12 P.M. to 8 A.M. Women are generally working in one shift, working hours of which are as follows :—

- (1) 6-0 A.M. to 11-0 A.M. and 2-0 P.M. to 5-0 P.M.
6-30 A.M. to 11-30 A.M. and 2-0 P.M. to 5-0 P.M.
6-30 A.M. to 11-30 A.M. and 1-30 P.M. to 4-30 P.M.
7-0 A.M. to 11-30 A.M. and 1-0 P.M. to 4-30 P.M.
- (2) 6 A.M. to 2 P.M.; 6-30 A.M. to 2-30 P.M.; 7 A.M. to 0-30 P.M.

Clerical Establishment.—These men are generally working on 8 hours only and have a rest interval from 1½ to 3 hours.

We have no other separate working hours for the Mechanical Deptment.

Saturday.—With the exception of three shift system general workers are working 4 hours only on Saturdays, the working hours of which are as follows :—

- (1) 6 A.M. to 10 A.M., 6-30 A.M. to 10-30 A.M.; 7 A.M. to 11 A.M.

36. For the continuous process-workers rest days are allowed to them as per shift cycle sanctioned by the Chief Inspector of Factories, Bihar, in accordance with which they get a holiday fortnightly.

37. No.

38. No work in excess of 54 hours per week is permitted and no one is allowed to work for more than 10 hours a day therefore no overtime rates are in force as overtime is paid only after 60 hours work in the week or 10 hours a day.

39. See answer to question 38.

40. No.

41. 1933—290; 1934—225½, 1935—270½, 1936—264½, 1937—267½.

No breakdown necessitating stoppage.

CONDITIONS IN FACTORIES:

42. Free supply of shoes to those working on hot floors. Every effort is used to diminish risks to bodily injury or health such as fencing machinery, guards on Brick Machines, etc., as instructed by the Factory Inspector.

43. Measures as called for by the Factory Act.

44. Not necessary at present.

45. See answer to question 44.

46. No.

47. Not aware of any.

48. No.

WAGES.

50. The only change we have made from piece to time or *vice versa* is the change just made from 1st May 1933, i.e., women workers have been changed from piece-work to time-work; this change from piece to time was made at the request of the women workers themselves.

It has not been in force long enough to give a definite reply to this question but at present it seems that about 25 per cent of the women workers will receive a little less than they did on piece while about 75 per cent of the women will receive a little more than they previously did but this yet remains to be definitely established as we have been working only three weeks since the change was made. Efficiency of the women, so far as the work is concerned, is not so good under time as it was on piece, it is now taking 25 per cent longer to do the same work.

51. Nature of the work governs the wage in all departments, e.g., totally unskilled labour is paid annas 8 per day for men and annas 6 per day for women, whereas silica moulders are paid annas 9 per day and firemen annas 10 and pies 6 per day.

52. Different rates are not paid for night work and no work is done on holidays except by continual process-workers to whom the normal rates are paid.

53. All workers except a few *mistries* and *sardars* are getting weekly wages and their wages are calculated on daily basis and some *sardars* and *mistries'* wages are calculated on monthly basis.

As regards this Factory it is not practicable to convert daily to monthly rates, question of conversion does not therefore arise.

54. At the request of the majority of the labour after the strike it was decided to pay all daily labour, approximately 1,800 workpeople, twice monthly (1st to 15th, 16th to end of month). Payment is made before the expiry of the tenth day after the last day of the wage period (Payment of Wages Act). The new system appears satisfactory at the moment.

55. From 1929 to 1937 very little change was made in the rates but during this year increases have been under consideration for sweepers, moulders, firemen, Punjabis and unskilled labour, and in certain cases rates have been increased by half-anna to four annas per day over previous rates—approximately 26 per cent of wages to total cost of production.

56. The wages are subjected to no compulsory deductions but voluntary deductions are made when a worker takes a loan from the local registered Co-operative Credit Society.

57. Firemen and kiln setters are given bonus depending on good outturn of the kiln.

Approximately 300 or 11 per cent of the workers profit by this benefit under this scheme.

58. It is not considered that the automatic adjustment of wages to the cost of living indices is either desirable or practicable. Even in the United Kingdom where this system is in force, its application is limited, and it is by no means certain that it is the best means of adjusting wages to changes in the cost of living. The position in India is even less favourable and in any event, the system is, in our opinion, unsuited to the workers in the engineering industry.

There is no necessary relationship between the cost of living and the capacity of industry to pay wages. In fact, it may be that the cost of living is high at a time when industry is either suffering losses or is only barely able to make a profit.

As already stated, the position in India is rendered doubly difficult due to the big fluctuations in raw material values upon which the cost of living indices would at least to some extent be based, e.g., the effect of the failure or partial failure of the monsoon which might have the effect of considerably altering the cost of living in some areas but not in others and which would almost certainly make the cost of living indices of little value in assessing wage rates.

In general we are opposed to the so-called automatic adjustments.

59. The Company is not in favour of the establishment of a minimum wage in the engineering industry for the same reason that the Whitley Commission and the Government of India have been opposed to it.

On the other hand, it is recognised that some standardization of wage rates is desirable in respect of similar grade of workers in the same industry where similar conditions prevail. Standardization on these lines is, therefore, to be encouraged and this can best be done by negotiation among the employers concerned.

60. Does not arise.

61. Ditto.

62. Ditto.

63. Ditto.

64. It is impossible on the statistical information available to estimate with reasonable accuracy the effect of fixing a minimum wage on—

(a) Total employment ;

(b) Employment in particular occupations in the industry. However, so far as we are able to assist the probable results are known to be as follows :—

Presumably, it would not be the intention to fix a minimum wage at a lower level than the customary wages now paid. If however, having regard to the low wages paid to agricultural labour, the minimum wage was so fixed at a lower level the effect on total employment or on employment in particular occupations in the industry would be nil since employers now paying more than the statutory minimum would not be able to reduce wages. On the other hand, if the fixation of a minimum

wage had the effect—as it almost certainly would have of increasing wage rates in some district—it seems to us that the effect would almost certainly be either :—

- (a) re-distribution of industrial development (since industries now established in areas where wages are low but production costs high, would tend to leave these areas in favour of others where materials, stores, machinery, etc., would be less costly.) :—
- (b) a tendency adversely to effect industries now competing in the export markets.

It is emphasized that while the above would in this Company's view probably be the tendency caused by the fixation of minimum wage rates, these tendencies might be completely upset by developments elsewhere, e. g., rising costs of production in other countries would naturally tend to counteract the effect of rising production costs in India.

65. As suggested in answer to question 59, the Company is not in favour of the establishment of Minimum Wage Rates. It is presumed that industries enjoying protection were given the benefit of protection for some specific purpose and therefore no exception should be made in their case. All industries should be treated alike.

RATIONALIZATION.

66. No.

67. Does not arise.

68. Ditto.

69. Normally, a prosperous industry is efficiently run and therefore already rationalised and does not need to do more than a minimum of day to day rationalization to maintain its efficiency, and it may, therefore, be accepted that where rationalisation on a large scale is undertaken it is to save the units of an industry from extinction. Usually, therefore, the alternatives are (a) rationalisation, or (b) extinction with its resulting loss of employment and of capital. Rationalisation usually involves sacrifices by the owners and frequently labour is not required to sacrifice anything. In certain cases, however, rationalisation may involve a reduction in the number of employees or a reduction in benefits to employees or both. Rationalisation does not always bring prosperity but if it keeps a unit of industry in being then it is of direct benefit to the labour which otherwise would

be unemployed. It can, therefore, fairly be claimed that successful rationalisation sometimes results in benefits both to the owners and to the labour but generally results in benefits to the majority of the labour in that there is a greater security of employment and by retaining a healthy unit of industry the maximum amount of labour that can be efficiently used by the industry is in employment. We, therefore, claim that the benefits of rationalisation are automatically shared either directly or indirectly by all concerned including the Government in that it receives increased revenue from taxation, etc. It is impossible to generalise as to the proportionate benefit each should receive as each individual case has its own particular problems and few cases are alike. It must not be overlooked that rationalisation invariably requires higher efficiency both from the employer and the employees, and the most economical method of achieving an increase in wage levels is by labour acquiring increased efficiency. But this too must inevitably result in a reduction of the numbers employed. It may be taken for granted that no employer dismisses labour if it can be avoided but in these days of increased competition and high taxation it is not always possible to retain unnecessary employees.

Rationalisation is a vague word used in slightly different senses by different people but we have endeavoured to reply to this question taking the phrase in the general sense in which it is usually used.

WELFARE WORK.

70. (a) Yes, about 20, no fees but pupils provide their own books.

(b) Yes, about 20, no fees but pupils provide their own books.

(c) No.

In addition to the above the Company pay a monthly subscription of Rs. 25 per month each to the N. L. H. E. school, Chirkunda and Hindi L. P. school, Bhagakuri.

No scholarships are given.

71. An institute is provided for the Babu staff.

72. (a) Nil.

(b) The Company shares with Kumardhobi Engineering Works and the Eagle Rolling Mills, Ltd., the cost of upkeep of

a hospital with a fully qualified staff, dispensary and room for in-patients.

(c) Nil.

The Company have arranged to overhaul the present medical establishment and if necessary, will improve the arrangements, now made including that of Nurses.

73. Free treatment and medicine.

74. Only as required by the Factory Act, namely, for examination of children.

75. Usual diseases prevalent in the Manbhum district. Percentage of mortality is very low.

Occupational diseases.—None of which we know.

76. Inoculations and vaccination are carried out by the Jharia Mines Board of Health against cholera and small-pox. Otherwise none.

77. No.

78. Latrine and urinal accommodation for both men and women with privacy is provided in the Works in accordance with the provisions of the Factories Act.

Water taps for washing and bathing are provided in the Works and also in the *Dhowrahs* but no special washing or bathing *ghats* have been built.

79. All Babu quarters are provided with taps for drinking water and sufficient communal taps are provided for use of the employees in the lines.

80. Free medical attendance: i. e., apart from free access to the hospital, free medicine, etc., no special sickness relief is given to workers but indoor-patients receive free fooding.

81. The Company is not in favour of insurance against sickness on a contributory basis. In their opinion, the difficulties in the way of any form of State Insurance of this kind in India at the present time are very great and a scheme such as that which exists in the United Kingdom, for example, would not be practical. In any event, such a measure would require to be on an all India basis if undue burden are not to be placed on the industries in some Provinces as against the industries in other Provinces.

82. The Company would willingly consider legislation for compulsory maternity benefits on the lines of the Bombay and the C. P. Maternity Benefit Acts.

83. (a) -Twenty-two Blocks containing 300 rooms are provided for the workers by the Company.

(b) Nil, on our property.

(c) Nil, on our property.

(d) Nil, on our property.

The houses are built in lines with brick built walls and red tile roofs, the Mistries' quarters having a small verandah and a compound wall. The average room space is 92½ sq. feet.

The average number of workers, male and female, per house is 3.

84. There is sufficient accommodation for all migratory labour, the others live by choice in their own villages. Approximately, 50 per cent of workers live in houses provided by the employers.

85. No rent is charged.

86. We have not been approached by the labour in this matter.

87. No.

88. (a) Football ground is provided.

(b) Nil.

(c) Nil.

(d) Nil, local Bazar is near at hand.

89. Yes, for women and children only.

90. No, except item 89.

INDEBTEDNESS.

91. We understand about 80 per cent of the workers buy at 7 days' credit.

92. The Company is not in favour of the establishment of Co-operative Stores by the employer or by Government. On occasions in the past, experiments had been made with the establishment of a Co-operative Stores run by the employer.

The scheme proved a complete failure and had to be abandoned. Nevertheless, the Company is in sympathy with the idea of Co-operative Stores, provided these can be run by the workmen themselves or by Trade Unions.

93. The Company agrees with the Whitley Commission in thinking that unduly long-wage-periods tend to increase the indebtedness of the workers. At the same time, in certain skilled jobs carrying higher rates of pay, monthly-wage-payments have been customary in the trade for many years. No attempt should be made to reduce the period of payment in such cases unless the workers concerned show a definite desire for the change in practice.

94. No advances are made.

95. As we only recruit labour direct through the Manager at the Works we make no recruiting advances.

96. No cases have been brought to our notice.

97. The Company agrees with the Whitley Commission in thinking that the best way in which to protect workers against money-lenders is to make the worker less easy prey, and generally to make it as difficult as possible for him to borrow. The recent law prohibiting the attachment of salaries below a certain limit should steadily lead to improvement and it is doubtful whether further amendment of the law will, in the long run, do good.

98. Already a Co-operative Society exists at this Works. So far, membership of it has been restricted to the better paid classes of Mistries; the possibility of extending the scope of the Society's activities or of finding a new Society for the benefit of a more-permanently settled labour is under consideration.

99. Fifty-nine accidents occurred.

Fatal accidents	...	...	Nil
Serious accidents	...	...	31
Minor accidents	...	...	26
Permanent total disablement	...	...	2
			<hr/>
			59
			<hr/>

100. Compensation awarded in 49 cases, 2 cases referred to the Commissioner for a ruling.

101. No.

102. No.

TRADE UNION.

103. So far as we know there is no trade union among our workers. The Company is prepared to recognise a properly constituted and duly registered trade union of its workers as soon as it is satisfied that such a trade union does in fact represent its workers and is being conducted for the benefit of the workers in accordance with the Trade Unions Act, 1926. We understand that some of our workers are reported to be members of the trade union having its headquarters at Jamshedpur.

104. As far as we know, there is no trade union among our workers. We believe, however, that the trade union referred to in our answer to question 103 has been registered.

105. As no trade union for our workers has yet been formed, the answer to this question does not arise. We have not recognised the above-mentioned Union that has its headquarters at Jamshedpur.

106. Does not arise.

107. No.

108. Does not arise.

109. Ditto.

110. Yes. In our opinion, it is desirable in the best interests of the workmen themselves that there should be a single trade union comprising our own workers. Such a union, if properly managed, is, in our opinion, most likely to devote itself to the best interest of our work-people.

111. Not known.

112. As already stated, a trade union has not yet been formed. In regard to Jamshedpur union, of which, so it is reported, some of our workers are members, we have no information.

113. The answer to the first part of this question does not arise. In regard to the welfare activities that a trade union might undertake we suggest *inter alia* the following :—

Any welfare work for the benefit of the workmen that is not already done by the state or the employer.

114. We have no works committee in this Company. The Managing Agents, however, are experimenting with committees of workmen in certain mills under their management in another Province and when more information is available regarding the success of these experiments the establishment of similar committees will receive this Company's consideration.

115. Does not arise.

116. The Company recognize that, with the growth of modern industrialism and the increase in a "settled" factory population, the most effective method by which the workers can bargain with the employers is through trade unions. At the same time, it must be recognised that for a variety of reasons any rapid natural growth in the trade union movement in India is not to be expected. The management would welcome and encourage the efforts of any properly constituted trade union fully representative of the workers and their interests.

117. No.

INDUSTRIAL PEACE.

118. Two.

119. In 1921 strike lasted 13 days; all work-people who returned to work did so at previous rates of pay.

In 1938 strike lasted two months, a copy of the settlement is attached. (*Not printed.*)

120. In 1921 no demands were made.

In 1938 the men also downed tools without notice and without making any definite demands, after five weeks on strike a list of demands was sent in and handed over to Government by us.

121. For 1921 strike see answer no. 119.

122. Terms of settlement attached for 1938. (*Not printed.*)

123. 1921 strike supported from workers' own resources.

1938 strike.—It is reported that those people who did not return to their distant homes were supported by the Labour Federation, Headquarters, Jamshedpur.

		Rs.
124.	1921. Approximate loss to workers	—20,000
	1938. " " "	50,000
	1921. " " employers	50,000
	1938. " " "	40,000

125. The workpeople are always given an opportunity of representing their grievances to the management.

126. No special labour officers are employed : all assistants employed in the Works in positions of responsibility are expected to keep close touch with the workers employed. **We have since taken on two Labour Officers.** Jobbers are not used for this purpose.

127. There is no permanent machinery, differences are settled as indicated above.

128. Where both parties to a dispute are willing to submit to arbitration and abide unquestionably by any award given by the arbitrator, arbitration is useful. On the other hand, it becomes useless the moment any method of compulsion enters into it. In the circumstances, we are not in favour of provision for compulsory arbitration.

129 and 130. In our opinion, the provisions of the Trade Disputes Act as recently amended are fully adequate to deal with industrial disputes provided they are properly applied. We think it probable, however, that the provision in the amended Act giving Government power to appoint conciliation officers is liable to be misunderstood. In our view such officer would normally be appointed to deal with some particular dispute and the time for their appointment is during the early stage when their main function would be to endeavour to bring the two parties together with a view to promoting an amicable settlement. We do not consider that the appointment of whole-time conciliation officers is either necessary or desirable and we suggest that the recent appointment of conciliation officers on certain railways is a false analogy. So far as we are aware the recently appointed conciliation officers on these railways might more accurately be described as Labour Officers—their main function being to keep the management in touch with the labour and to study the requirements and needs of labour.

131. We do not quite understand the meaning of this question. Once the strike has broken out the industry and the workers must suffer financial loss. In our view, safeguards, if any, for the industry and the workers must be brought into effect before and not after the outbreak of a strike. In this connection please see our answer to question 135.

132. Balance sheet, profit and loss accounts, 1929—1937 are attached. The amounts set aside for depreciation and reserves

as well as the rate and amount of dividend paid are shown in these accounts. (*Not printed—Vidyabhusan Shukla.*)

134. We do not consider that any measure, financial, technical or otherwise, for the reconstruction of industry is likely to help to raise the level of wages; as in all other countries the tendency has been, and will continue to be, for wages in industry to rise as the industrial and agricultural wealth of the country increases.

135. So far as this Company's experience goes the machinery provided by the Provincial Government, for the administration of the various Acts and for dealing with various matters affecting industry, the employer and the worker, is working satisfactorily and we make no suggestions for alteration at present. We recognise, however, that some recent legislation has hardly been long enough in existence to enable either ourselves or other employers to judge whether the existing machinery is incapable of improvement and we therefore suggest that we may be in a better position to judge at some future date. We could call attention, too, to our remarks in reply to questions 129 and 130.

**Replies to the general questionnaire by the Jamshedpur
Engineering and Machine Manufacturing Company,
Limited.**

Tatanagar.

NATURE AND RECRUITMENT OF LABOUR.

1. Total number of workers employed—

Officers	..	..	..	..	2
Clerks	..	..	..	..	3

Work people—

Men	..	..	..	..	128
Women	..	..	..	..	12
Children	..	..	..	..	None.

2. Those permanently-settled 8

Those migratory 129

3. Persons living in their village home 8

4. We never go for recruiting workmen outside. People who offer for employment stand at the Works Gate and we select men for suitable jobs without any distinction of caste, creed or religion.

5. The proportion of those who leave the factory within a year to the total number of those employed is about 5 per cent.

6. Persons left the establishment in 1936 and 1937 :—

Accident—One in 1936.

Of own accord--19 average annually.

7. Directly by management.

8. We prefer recruiting direct by management. By this we can select best type of men suitable for our job.

9—12. No.

13. Casual workers are employed generally for construction work and repairs of urgent nature. About 15 persons were taken temporarily in the last year for construction of a shed.

14. Yes, 2 per cent.

CONDITIONS OF EMPLOYMENT.

15. We have printed service rules. We follow the standing practice, improving the same from time to time for betterment of works people as well as for supervision staff.

16 and 17. No.

18. We are prepared to consider any measure for security of service.

19. We have no leave system with pay for those workers who work on daily rates. Those who are paid on monthly basis are given one month's leave with pay in a year. We have no printed rules for such.

20. No sick leave money is paid to workmen.

21. We have no maternity leave.

22. We introduced provident fund scheme last year. The rules have not yet been printed. 1/12th of wages paid is deducted from Company's employees. At the end of each year Company contribute to provident fund a sum equal to the amount contributed by the employees during the year. Interest is calculated at 3 per cent per annum on monthly balance.

23. All Sundays are observed as holidays for all. One festival holiday is given in a year that is for the Viswa Karma Puja day.

24. We have no printed conduct rules.

25. All standing orders or rules when introduced are announced by notices in different shops and are pasted on notice boards.

26. When an employee is found guilty of indiscipline or slackness of work he is warned. In case of repetition he is suspended.

27. By all means his case is thoroughly investigated by the management before any punishment is inflicted upon a person.

28. We are not in favour of any sort of punishment except suspending a man for short period to the best interest of discipline.

29. The practice of fines, reduction in pay, etc., are not followed except suspending a person of indifferent nature for short time and in rare cases.

30. Three persons were suspended in year ending 31st March 1938.

31. Unauthorised absence when repeated the person is warned and at times suspended.

32. In case of late attendance workmen are paid for exact hours they work. Saturday is partial holiday for us, all present on Saturdays get full day's wages.

33. We have no fine system.

HOURS OF WORK.

34. Hours of work all the year round :—

Monday to Friday—7 A.M. to 12 A.M. and 1 P.M. to 4-30 P.M.

Saturday—7 A.M. to 12 A.M. and 1 P.M. to 3-30 P.M.

35. We have got one shift. Hours of work and intervals are same as given above. Nature of works carried on in the Works is as follows :—

Casting of all kinds.

Machining of every description and mechanical fitting of different types.

Pattern-making, etc., etc.

36. We have got one shift. Other questions do not arise.

37. The present timings are thought to be convenient for all seasons to suit the workmen.

38. We have no overtime system.

39 and 40. Do not arise.

41. Number of days the factory worked in :—

Year.	Working days.	Breakdown.
1934	134	Nil.
1935	313	"
1936	313½	½ day.
1937	308½	4½ days.

There were casual breakdowns in electric power when certain machines were stopped. We do not pay for those days when there are breakdowns.

D.—CONDITIONS IN FACTORY.

42. Whenever necessity for such equipment is felt, the supply is made at once and it is continued. Such as aprons, boots, goggles, hand gloves, etc.

43. Every care is being taken to minimise the number of accidents following full instructions of Factory Rules. Besides we are guided by the instructions of the Factory Inspector.

44. No.

45. Does not arise.

46 and 47. No.

48. We have nothing to suggest as in our factory those engaged are not doing strenuous and hazardous jobs.

E.—WAGES.

49. Required form is filled in. (*Not printed.*)

50. We have no piece-work system.

51. We do not allow overtime.

52. No night work in the factory for the present.

53.—

Categories.	No.	Basis of rate.	How paid.
Coolies (males and females)..	23	Daily	Weekly.
Other workmen ..	111	Do.	Monthly.
Staff and watchmen ..	25	Monthly	Do.

54. *Explained in item no. 53.*—Weekly payment is made on every Saturday, the rest daily rated persons by the first week of every month. Monthly-rated persons are paid on first of every month.

55. Only time basis. No piece-work.

56. We have no other deductions in wages except (1) house rent, (2) provident fund and (3) revenue stamps.

57—59. No.

60. If minimum wages are to be fixed then minimum work should also be fixed.

61. The nature of the work should be taken into consideration for fixing or revising the minimum wage.

62. The level of minimum wages should differ from centre to centre.

63. As we have not got any experience in this line we regret we cannot offer any suggestions.

64. Does not arise.

65. We are not enjoying protection.

F.—RATIONALISATION.

66. No.

67—69. Do not arise.

G.—WELFARE WORK.

70. (a) We do not employ children.

(b) and (c) We get advantage of such schools controlled and supervised by Messrs. Tata Iron and Steel Co., Ltd., as per agreement between us and Messrs. Tatas.

71. No.

72. We get these benefits by agreement with Messrs. Tata Iron and Steel Co., Ltd.

73 and 74. No.

75. None in particular.

76. If any step is taken by Messrs. Tata Iron and Steel Co., Ltd., we assist them.

77. No.

78. Yes.

79. Filtered drinking water is supplied at works as well as in quarters. In hot season there is arrangement for cold water in works.

80. No.

81. Yes.

82. We recommend legislation for compulsory maternity benefits.

83. The following types of quarters have been provided for workers by the employer :—

(1) <i>H-6</i> .—Three bed rooms, one store, one kitchen, one latrine and one bath room. Average seven men, with electric lights	4 quarters.
(2) <i>L-type</i> .—Two bed rooms, one kitchen, latrine and bath. Average five men	12 ..
(3) <i>Mistry line</i> .—Two bed rooms, verandah for kitchen. Average four men with common latrine and water taps	40 ..
(4) <i>Cooly line</i> .—One bed room, verandah for kitchen, common latrine and water taps. Average three men	20 ..

84. We have enough quarters for our purpose.

85. Rates for above quarters are calculated on basis of 3 per cent per annum over total cost of building expense. No increase in rent since 1929.

86. Company do not advance money to workers for building houses.

87. We think a scheme of hire purchase or co-operative housing is feasible provided it is properly conducted on sound basis.

88. Company have got spacious field of their own and also foot-ball teams. We have no indoor games. (c) No. (d) No.

89. No special shed for rest time has been felt. The quarters of major number of workers being very near to Works.

90. No.

H.—INDEBTEDNESS.

91. We have no correct information but it is a matter between customers and the shop-keepers.

92. We suggest establishment of co-operative stores by the Government.

93. We do not think.

94. No.

95. Does not arise.

96. It has proved good to the interests of workers.

97. While we approve of the idea we have no suggestions to offer.

98. We suggest the establishment of co-operative societies if they are properly conducted.

I.—WORKMEN'S COMPENSATION.

99. 1936—4. 1937—9.
 100. One and paid through Commissioner of Compensation.
 101-102. No.

J.—TRADE UNION.

103. No.
 104—109. Do not arise.
 110. It is for the workmen to decide.
 111—113. Do not arise.
 114 and 115. No.
 116. Our attitude towards the trade union movement is exactly like the attitude of the Government.
 117—124. No.
 125. Workers' grievances are considered on representation to management direct.
 126. Supervisors keep in touch with the workers. No jobbers are used.
 127 and 128. No.
 129 and 130. Yes.
 131. We have nothing to suggest.
 132.—

Year.	Depreciation.	Loss.		Profits.	
		Rs.	a. p.	Rs.	a. p.
1st April 1934 to 31st March 1935.	...	18,398	14 9	...	...
1st April 1935 to 31st March 1936.	...	13,682	7 8	...	...
1st April 1936 to 31st March 1937.	...	...	...	2,326	3 10
1st April 1937 to 31st March 1938.	Audited reports not yet received.				

No reserves or no bonus or dividend declared.

133. Does not arise.

134. We suggest that permanent technical men should be employed by the Government who can occasionally go to foreign countries and learn the improved methods and can suggest to the factories those methods. This will help the industry as well as enable the workmen to earn more.

135. Yes.

Replies to the general questionnaire of the Saran Engineering Company, Limited, Marhowrah.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers—3, being one works manager and two assistants. Clerks, etc—27. Work-people (male)—225.
2. (a) 255.
(b) Nil.
3. 62 per cent.
4. Districts—Patna, Muzaffarpur and local.
5. Highest number of men employed in 1937—317. Left during the year 1937—27. Percentage 8·4.
The same labour returns more or less each year.
6. 1936—55. 1937—27.
Mainly due to shortage of work (detailed record not kept).
7. Workers are engaged direct by the management, as this prevents corrupt practice.
8. Direct engagement by the management, as then there is no fear of corrupt practices
9. The wages register is our list for employment and we engage, as far as possible, people who served us previously. We also maintain service cards for all permanent employees.
10. Already answered in question no. 9.
11. & 12. No.
13. Casual workers are employed, when required, for all sorts of work both productive and non-productive, i.e., turners, fitters, moulders, khalasis, coolies, etc.—Total number of workers—317 in 1937. Casual workers employed—36 in 1937. Proportion not increasing.
14. Yes. Productive labour permanent in 1937—131. Casual in 1937—31.

CONDITIONS OF EMPLOYMENT.

15. No service rules are issued to employees but engagement is subject to the conditions of the rules under the Payment of Wages Act sanctioned by the Chief Inspector of Factories.
16. Apprentices are trained.

Conditions—1st year—Nil, 2nd year—Rs. 5, 3rd year—Rs. 10, 4th year—Rs. 15, 5th year—Rs. 20.

17. There is no system of promotion other than that of apprentices showing ability who are given increments and more responsible duties and that increments in salary and changes in duties are according to ability.

18. Owing to partial, seasonal nature of work and the consequent volume of business necessitating recurring re-engagement and suspension of labour, we can suggest no feasible measure for security of service other than that in use, namely, they may be employed according to the volume of work orders received.

19. Owing to intermittent nature of the work, the system of partial piece-work and the procedure of paying off workers, there is, therefore, no system of granting of leave to workers for the reasons mentioned above. Clerks and supervising staff get leave of 21 days in a year.

20. The clerks and supervising staff get leave with full pay up to 21 days in a year. Workmen are not allowed any leave as already explained in paragraph 19.

21. No women employed.

22. The Company have a provident fund and permanent employees drawing over Rs. 25 a month are permitted to join. The provident fund has recently been recognised under the Indian Income-tax Act, section 58(a) and the revised rules have not yet been printed but as soon as we receive a supply, we will send you a copy. As the works have been in existence for less than 20 years this question does not arise.

23. 52 Sundays and 12 other holidays.

24. The ordinary rules regarding conduct are those published on the Factory's Notice Board relating to the rules under the Payment of Wages Act and Factories Act, etc.

25. Notices regarding rules according to Factories Act and Payment of Wages Act are exhibited at the gate for information of all employees.

26. Generally, warning given for petty offence, but if repeated, services are dispensed with.

27. Workers can lay any grievances before the management.

28. See answer to question no. 26.

29. No. Fines are permitted under the Payment of Wages Act but so far have not been imposed.

30. Nil.

31. The workers do not get pay for the period they are absent.

32. Workers get pay for the actual hours they work in a day. Our system being 9 hours a day, workers get proportionate wages for the hours they have worked.

33. Does not arise, as we impose no fines.

HOURS OF WORK.

34. Nine hours daily, both for day and night shifts.

We see no reason for further cutting down of the number of hours per day and night shifts.

35. Generally, all workers work one shift, but when there is pressure of work two shifts as follows :—

Day shift—6 to 12 noon and 2 to 5 afternoon. Rest 12 to 2 P.M.=2 hours.

Night shift—5 to 10 P.M. and 12 to 4 A.M. Rest 10 to 12 midnight=2 hours.

On Saturdays the closing hours are 3-30 P.M. for day shift and 1 A.M. for night shift as follows :—

6 A.M. to 12 noon and 1 P.M. to 3-30 P.M.—Day.

3-30 P.M. to 8-30 P.M. and 9-30 P.M. to 1 A.M.—Night.

There is slight variation during winter.

Clerks' attendance throughout the year—

7 A.M. to 11 A.M. and 1 P.M. to 5 P.M. except on Saturdays up to 3-30 P.M. Rest period 11 A.M. to 1 P.M.

36. We are not a continuous process factory.

37. We change the day shifts during winter as follows :—

6-30 A.M. to 12 noon and 1-30 P.M. to 5 P.M.

7 A.M. to 12 noon and 1 P.M. to 5 P.M.

38. As we generally work full hours as prescribed by the Act, we do not work overtime. In case of urgency as in a breakdown or repair work, we work on Sundays, the workmen get

leave on next Wednesday as shown in the monthly notice of periods for work submitted to the Inspector of Factories. We do not pay extra wages for Sunday work if necessary.

Should there be breakdown of machinery and we work overtime, we pay overtime as laid down in Bihar Factory Rules.

39. As explained above, we do not regularly work overtime.

40. As explained in paragraph 33, if workmen are required to work on a Sunday they get a holiday on Wednesday next.

Years.				Days.
41. 1933	..	..	..	.. 306
1934	..	..	..	.. 303
1935	..	..	..	.. 301
1936	..	..	..	.. 301
1937	..	..	..	.. 299

There was no stoppage of work for breakdown. No allowance is paid for enforced absence, our system being no work no pay.

CONDITIONS IN FACTORIES.

42. Yes.

43. The machinery in this factory is properly fenced and guarded to avoid accidents.

Accidents are reported as laid down in the Factory Rules. Notices are displayed instructing the workers how to avoid accidents. The Safety Committee at our factory has maintained a good influence.

44. No.

46. No.

WAGES.

49. Statement enclosed excepting 1929 records of which are not available.

50. No change in wage calculation, which is on daily rate basis.

51. Wages are fixed with some relationship to the cost of living and according to the amount of skill required in carrying out the respective duties. Some regard is also paid to the local rates ruling for labour of the same categories. Overtime is governed by the Factory Act. To illustrate we have turners on Re. 0-13-0 to Rs. 2-11 1 per daily wages.

52. No extra pay for night shift or work on holidays.

53. All wages for workmen are rated on daily basis—

Daily pay	..	..	..	207
Monthly pay for peons, watch and ward and clerks, supervising staff.				48

54. Monthly paid according to Wages Payment Act. We prefer monthly payment periods and from our experience the workers also prefer this.

55. Increments have been given at times to the deserving employees.

The proportion of wages of labour against total cost exclusive of depreciation and excise duty is 12.49 per cent.

56. Provident fund deductions.

57. A bonus to workers has been paid for the years 1933, 1934, 1935, 1936 and 1937 who have served six months in a year. This bonus is dependent on the financial results for the period but there is no definite scheme.

Amount paid during—

				Rs.	a.	p.
1933	..	..	..	2,948	13	6
1934	..	..	..	3,479	11	0
1935	..	..	..	3,873	5	0
1936	..	..	..	3,801	0	0

58. No. We think the labours prefer a steady wage rather than a fluctuating one.

59. On principle we are in favour of a minimum wage, if it is applied to all industries and local bodies and varies according to local circumstances.

60. Please see reply to paragraph 59.

62. Please see reply to paragraph 59.

64. The effect on employment may mean more rationalisation, i.e., labour saving devices and therefore cutting down of work for the labour available.

65. We do not enjoy any protection.

RATIONALISATION.

66. There are no schemes for rationalisation in force at present but if the cost of labour increases, all Industries will be compelled to adopt labour saving devices.

67 and 68. Since there is no scheme under consideration, the question does not, therefore, arise.

69. It is impossible to reply to this question in a general manner and each scheme of rationalisation will have to be considered with some regard to capital outlay, depreciation, increased production and labour saved.

WELFARE WORK.

70. No school provided but there is a Middle English School in the locality.

71. There is an Indian Staff Institute for superior Indian employees having reading room and library, etc. Membership voluntary. Maintained partly by donation from employers and subscription by employees ranging from Re. 0-3-0 to Re. 0-12-0 per month according to salary. No record of attendance is maintained.

72. *First aid equipment kept in factory.* A district board hospital and dispensary is situated adjacent to the factory area and qualified doctor, midwife, compounders, dressers, etc., are in attendance. Allowances paid to the hospital staff for attending employees free of charges. Medical treatment given to our workmen free at the hospital.

73. Free medical attention is given to our workmen in the hospital, please refer to question no. 72.

74. No.

75. There is no occupational diseases prevalent and the general health of our workmen is good.

76. Precautionary inoculations are made when necessary to prevent epidemic spreading and any further special measures taken when necessary.

77. No.

78. There is an adequate number of latrines in the factory and workmen quarters.

The arrangements for general sanitation and sewage disposal are good.

79. Clear drinking water from tube-wells are tapped at various points near the workmen quarters. In addition there are country wells adjacent to quarters. Adequately cool drinking water is always available at the works. Wells are periodically examined and if necessary are sterilized with electrolytic chlorine and allowed to stand until fit for domestic use.

80. Please see reply to question no. 72.

81. Yes, if Government control and is made applicable to all perennial trades and occupations and that the Government, the employer and the workers contribute.

82. Further to our reply to paragraph 81, we consider, industries not employing women should not be called upon to contribute towards Maternity Benefit Scheme.

83. Hundred brick built *pucca* houses mainly for skilled workers as well as unskilled labourers and 20 for clerical staff.— For workers one room having 100 square feet floor area. Forty of these quarters have enclosed yards. For superior staff—single quarters having one bed room, one kitchen, latrine, yard and verandahs both front and back of room. Double quarters having two bed rooms, front and back verandahs, kitchen, store room, latrine and yard.—

Workmen quarters—generally one man.

Single quarters—average two men.

Double quarters—average five men.

84. Most of the employees live in their village homes and approximately 40 per cent are provided with quarters.

85. No rent is charged.

86. Nil.

87. No.

88. (a) A football ground is provided.

(b) Also an Indian staff Institute for superior staff with a library, indoor games, viz., piugpong, carom che-s, cards, etc.

(c) There is a Kodak Cinema projection and radio and dramatic section at the Institute.

(d) Nil.

89. No women are employed.

90. No women are employed and, therefore, there are no children on the factory premises.

INDEBTEDNESS.

91. We have no accurate information on the subject but we are making investigations.

92. We consider that workers might establish their own co-operative societies.

93. No, workers prefer to be paid monthly and to receive their wages in one lump sum rather than in doles.

94. No.

95. No recruiting advances are necessary.

96. We have no information.

97. Yes, we suggest that the application of the 'Usurer's Loans Act' be strictly enforced.

98. Please see our reply to no. 92.

99.

ACCIDENTS.

Year.	Cases of—			Compensation paid during the year for—		
	Death.	Permanent disablement.	Temporary disablement.	Death.	Permanent disablement.	Temporary disablement.
1	2	3	4	5	6	7
					Rs. a. p.	Rs. a. p.
1935	1	12	...	210 0 0	111 13 0
1936	2	11	...	170 13 0	44 0 6
1937	1	5	...	73 8 0	10 6 0

100. Please see above. In all cases compensation was awarded as we generally pay full wages for the waiting period and allowance as laid in rules.

One in 1935, 2 in 1936 and 1 in 1937—referred to the Commissioner.

101 and 102. No.

TRADE UNION.

103. There is no trade union.

106. Does not apply.

110. The point of this question is not understood, as we do not know whether it is a single trade union for all the workers at one factory only, or a single trade union for all the workers for all the factories in the province. If it is a trade union of all the workers of one factory, we are not averse to such a single trade union, as the object of the trade union is to promote better understanding between the workers and the employers and to provide one body for negotiations between the two parties in the event of any dispute or grievance.

116. As stated in question no. 110. We are not opposed to the Trade Union Movement provided Trade Unions are composed of the workmen and the executives are workmen and there is no outside political influence dictating the policy to be pursued. We have no means of knowing this as we have hitherto seldom had anything but harmony in our relations with labour. See reply under question 110.

117. Does not arise.

INDUSTRIAL PEACE.

118. No strike since the works started operation.

119 to 124. Do not arise.

125. All workmen have free access to the Factory Manager to place before him their grievances for investigation.

126. The Factory Manager and the heads of departments are in direct contact with the workmen. No jobbers are employed.

127. There is no permanent joint machinery for the settlement of differences or disputes. No necessity for this has been found in the past.

128. We are in favour of disputes, not mutually settled by the parties, being referred to such arbitration as is provided in the Trade Disputes Act, 1929, with amendments. The composition of the arbitral authority should be :—

(a) A sitting High Court Judge to be permanent Chairman.

(b) A technical adviser to be drawn from a panel of experts. This panel of experts to consist of experts from each important trade and industry in the province.

- (c) A responsible public man of independent views whose interests were neither for nor against labour or employer.

The procedure should be a fair and unbiassed investigation of the disputes on the lines of the Board of Conciliation as provided for in the Act.

We cannot suggest any sanction. Compulsion used against either party might have undesirable repercussions. The findings of a Board making a fair and unbiassed enquiry should itself commend acceptance to the parties concerned.

129. Yes, subject to the views we have expressed in 128.

130. Yes, as set out in the Act.

131. The safeguards as are provided for in the Trade Disputes Act.

132. Copies of Company's Balance Sheets and profit and loss Account for the years 1929-37 are enclosed wherein the amount allotted to depreciation and reserve and the position of these accounts have been shewn, also the rate and the amount of dividends paid. (*Not printed. Vidhya Bhushan Shukla.*)

As regards the amount of bonus paid between 1927-37 please refer to question no. 57.

133. Does not arise.

134. The only measure likely to help in raising the level of wages is rationalization involving reduction in the units of labour employed, secondly, increase of efficiency in labour with the same object.

135. We presume that by reference to the machinery administrating the various Acts and rules and matters affecting—

- (1) the industry,
- (2) the employers, and
- (3) the workers,

You are referring to—

- (a) The Indian Factories Act and rules.
- (b) The Indian Electricity Act and rules.
- (c) The Workmen's Compensation Act and rules.
- (d) Payment of wages Act and rules.

All of which affect the Industry, the employers and the workmen.

We have no further suggestions to offer.

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STATEMENT.

WAGES

Category of work.	January 1933.						
	Number of workers.	Wage rate P. or T.	July 1933.				
			—	Maximum.	Minimum.	Average.	
1	7	8	—	9	10	11	
				Rs. a. p.	Rs. a. p.	Rs. a. p.	
Pattern makers ..	Men	6 7	Time rate 9 hours a day.	January 1933	1 5 0	0 11 1	1 2 4
				July 1933.	1 5 6	0 11 1	1 3 6
Moulders	28 36	Ditto ..	January 1933	2 3 5	1 0 0	1 5 7
				July 1933.	2 3 5	0 9 3	1 4 8
Core makers	4 6	Ditto ..	January 1933	1 13 6	0 14 9	1 15 11
				July 1933.	1 8 7	1 2 6	1 6 6
Turners	17 31	Ditto ..	January 1933	2 11 1	0 9 3	1 9 10
				July 1933.	2 11 1	0 12 11	1 0 2
Fitters	19 44	Ditto ..	January 1933	2 9 6	0 9 3	1 5 3
				July 1933.	2 9 6	0 11 1	1 2 7
Welders	1	Ditto ..	July 1933 ..	1 8 7	1 8 7	1 8 7
Khalasis	19 31	Ditto ..	January 1933	1 2 0	0 6 9	0 10 10
				July 1933.	0 12 4	0 5 6	0 7 5
Coolies	39 73	Ditto ..	January 1933	0 9 10	0 3 1	0 6 6
				July 1933.	0 12 4	0 5 6	0 4 9
Chippermen	4 8	Ditto ..	January 1933	0 12 4	0 11 1	0 11 5
				July 1933.	0 12 4	0 11 1	0 11 3

No change in the nature

FORM.

Number of workers.	Wage rate P. or T.	January 1938.				Ratio of column 16 to 11.	Remarks.
		July 1937.					
			Maximum.	Minimum.	Average.		
12	13		14	15	16	18	19
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
6	Time rate 9 hours a day.	January 1938	1 8 0	1 0 0	1 5 2	1:1-01	
8		July 1937.	1 8 0	1 0 0	1 4 2		
80	Ditto ..	January 1938	2 5 0	0 6 2	1 1 8	1:1-21	
81		July 1937.	2 5 0	0 6 2	1 1 8		
8	Ditto ..	January 1938	1 13 6	0 9 3	1 3 4	1:1-49	
4		July 1937.	1 13 6	0 9 3	1 1 2		
80	Ditto ...	January 1938	2 11 1	0 10 6	1 7 6	1: -9	
88		July 1937.	2 11 1	0 9 3	1 6 9		
26	Ditto ..	January 1938	2 0 0	0 9 3	1 1 6	1:1-13	
22		July 1937.	2 0 0	0 9 3	1 1 6		
2	Ditto ..	January 1938	1 11 8	1 6 6	1 9 1	..	
2		July 1937.	1 11 8	1 6 6	1 9 1		
16	Ditto ...	January 1938	1 4 11	0 9 3	0 12 8	1: -72	
17		July 1937.	1 4 11	0 9 3	0 12 7		
19	Ditto ..	January 1938	0 8 0	0 5 6	0 6 8	1: -89	
3		July 1937.	0 8 0	0 5 6	0 6 4		
6	Ditto ..	January 1938	0 11 1	0 8 0	0 10 9	1:1-05	
7		July 1937.	0 12 4	0 8 0	0 10 10		

of function or process.

Replies to the general questionnaire of the Arthur Butler and Co., Muzaffarpur.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers—8. Clerks and peons—71. Workpeople (men) 170.

2. (a) 95 per cent permanently settled.

(b) 5 per cent migratory.

3. 95 per cent.

4. Muzaffarpur district.

5. During the slack season in the sugar mills (June to October) the Company engages labour which is thrown out of employment. This represents approximately 20 per cent of the labour force who return to the mills for the crushing season. This process mitigates the hardships attendant on seasonal employment and is of mutual advantage to the Company and to the labourers concerned as a considerable volume of the business transacted is the overhaul of sugar mill machinery which can only be carried out when the mills are not working.

6. 1936—(a to c) Nil. 1937—(a to c) Nil.

(d) Approximate—30. Approx.—45. See reply to question 5.

(e) Approximate—3. Approx. 5. See reply to question 5.

7. Workers are recruited by contractors and directly. The relationship between the contractors and their labour is briefly as follows :—

The contractors engage their own labour, they fix the rate of wages to be paid, and they are responsible to their men to pay their wages. The men have access to the Manager to air any grievance they may have against the contractor.

8. The Company has no fault to find with either system.

9. No lists are maintained.

10. See answer to no. 9 above.

11. No abuses in connection with recruitment have been brought to the notice of the management in recent years.

12. In the opinion of this Company the industrial development of the area immediately adjacent to the Works is not such as to make the establishment of a labour exchange desirable.

Speaking more generally, this Company ventures to doubt the value of labour exchanges even in more highly developed areas, though should such be instituted they should certainly be under State control.

13. Casual labour is employed on unskilled manual work such as the transport of steel sections from place to place and the loading and unloading of wagons. The proportion of casual to permanent workers is approximately 33·1-3 per cent with a tendency to increase.

14. This Company does not engage skilled labourers as casual.

CONDITIONS OF EMPLOYMENT.

15. There are not at present any service rules though we are considering the desirability of instituting them.

16. The Company employs and trains an increasing number of apprentices, the total being at present 27. The conditions of apprenticeship are given as an annexure to these replies.

17. There is no system of graded promotion in this factory. The size of the Works is such that the supervising staff are able to keep in close touch with the labour and promotion is given according to the intelligence, industry and ability shown.

18. Security of service is at present dependent entirely on industry and conduct. In practice it has been found that dismissals are extremely rare while seasonal fluctuations are provided for by the additional labour available from the sugar mills. See question 5 above.

19. Holidays with pay are allowed for 17 days in the year. Sick leave on half pay is granted in cases where hardship would otherwise result.

20. There is no rule governing grants of sick leave.

21. No women are employed in this Factory.

22. No pension or superannuation fund at present exists.

23. Holidays are allowed for 60 days in the year including Sundays.

24. No definite conduct rules are laid down.

25. See question 24 above.

26. There is no system of punishment in the Works. If reprimand produces no improvement the worker is dismissed.

27. All workers have access to the Manager and can refer to him before punishment.

28. As stated above, there is no scale of punishment. Workers are dismissed only for repeated insubordination, refusal to work or proved incompetence.

29. As stated in no. 17 above, a worker is promoted according to the ability shown. Reprimands naturally indicate unsuitability for promotion so that although there is no fixed system stoppage of promotion may be considered to be a punishment resultant from insubordination or bad work. A man who proves himself incompetent may be dismissed and re-engaged on a lower rate wage scale.

30. It has not been found necessary to punish any worker during the year ending 31st March.

31. Unauthorised absence is punished by loss of wages for the actual time the worker is absent without leave.

32. Lateness is punished by deduction from wages at the rate of one pie per Rs. 10 monthly wage.

33. Fines if imposed are sent to the local Sadar Hospital.

HOURS OF WORK.

34. (a) 7 a.m. to 12 noon, and from 1 p.m. to 5 p.m. 9 hours per day and 6 days per week.

In the opinion of the Company such hours do not impose an undue strain on the worker.

35. Generally one shift. If exceptionally busy during June to October two shifts may be worked in our Machine Shop only. In our Machine Shop repairs to Sugar Mill Machinery are undertaken, and light structural work is manufactured in our Structural Yard.

Hours.—Day shift—7 a.m. to 12 noon, 1 p.m. to 5 p.m. night shift—7 p.m. to midnight, 1 p.m. to 5 p.m.

36. Our Factory is not a continuous process one.

37. No.

38. If any overtime is necessary, then overtime is calculated on the number of hours worked in excess of 54 hours in any one week, the excess number of hours is paid at 1/2 times the hourly rate.

39. *Fitters and Turners.*—There is no flat rate for each group, ordinarily they receive 50 per cent more for working overtime.

40. No.

41. (a) 296 days worked in each of the past 5 years excepting in 1934 when Works were closed for two extra days due to the men having gone to their homes after the earthquake.

CONDITIONS IN FACTORIES.

42. All machines are protected with guards to prevent injury; no special equipment is necessary for the workers except the usual eye protective apparatus supplied to welders.

43. Accidents are reported in accordance with the rules laid down in the Factories Act, but the Company has been exceedingly fortunate in this respect.

44. We have no suggestions to make for the extension of the scope of the Factories Act.

45. See above.

46 to 48. We have no suggestions to make in reply to any of these questions.

WAGES.

49. The forms relative to this question are attached.

50. It has occasionally been possible to introduce piece-work on particular jobs. Whenever piece-work has been introduced earnings have been increased and both efficiency and output have greatly improved.

51. The rate of wages for ordinary and overtime work is governed by the rate ruling in the district. Fitters are paid at the rate of Rs. 30 to Rs. 40 per month, Turners at the rate of Rs. 42 to Rs. 60 per month while coolies are paid Rs. 10 per month. These rates compare favourably with rates paid to similar labour in the Japaha Sugar Works and the Samastipur Railway Workshops.

52. If men work on holidays overtime is paid on the basis of time and half for each hour worked in excess of 54 hours in that week.

53. All workers are paid on a monthly basis.

54. All workers are paid within 7 days at the end of the wage period.

55. There has been no alteration in wage rates since 1929.

56. There are no deductions from wages other than fines for late attendance and absence without leave.

57. Workmen engaged prior to 1932 draw a bonus of 5 per cent on their wages if their attendance is regular during any month. The terms on which this bonus is payable are clearly defined and the percentage of workers who benefit is approximately 65 per cent of the total employed.

58. We do not consider that the adjustment of wages to cost of living indices is practicable.

59. The establishment by law of a minimum wage is, in the opinion of this Company, undesirable. All industries should pay fair wages, but we consider that the widely differing considerations of race, environment and standing of living make any attempt to fix an all-India minimum most undesirable.

60. The only basis for the fixation of a minimum is that of negotiation between employers and employed.

61. See answer to question no. 60 above.

62. The lowest wage properly payable to labour will be found to differ from centre to centre for the reasons given in our reply to 59.

63. There is always a tendency for minimum wages to become maxima.

64. The obvious effect of too high a minimum wage (and the fixing of minimum means that it could not be adapted to business conditions or cost of living) would result in mechanization by those industries which could afford the necessary plant. Those which could not would run at a loss and in either event the ultimate result would be unemployment.

65. In our view the case against the minimum wage holds good equally with protected as with other industries. All industries enjoy the common obligation to pay fair wages on humanitarian grounds. Further to this obligation protected industries have in effect pledged themselves to consolidate their position to face competition without protection at the earliest possible date. To utilise the protection given them by Tariffs to pay wages to their labour which they could not otherwise afford, would represent a breach of trust.

RATIONALISATION.

66. No schemes of rationalisation are at present contemplated.

67—69. See answer to 66 above.

WELFARE WORK.

70 to 71. Facilities for education are available locally.

72. The local Sadar Hospital gives the medical attention required.

73. Nil.

74. No.

75. The labour force suffer commonly from the diseases prevalent in the municipal area. There are no occupational diseases.

76 and 77. No.

78. Yes. Covered in latrines, one for every 50 workmen, are provided. These latrines give all the privacy required. A urinal is also provided, while there are two bathing places for the workmen and one for the *Chowkidars*.

79. Cold drinking water is available from a tap centrally situated in the Workshop. There is also a well beside the *Chowkidar's* Quarters and 10 feet from our Machine Shop where drinking water is available.

80. We have made no provision for sickness relief to workers, though as stated in our answer to question 20 above, sick leave with pay is granted in cases of special hardship.

81. A scheme for insurance against sickness on a contributory basis might be feasible though a considerable amount of organisation which does not at present exist would have to be instituted. The State and workers as well as the employers would have to contribute on equal terms.

82. Since no women are employed, this Company has no special recommendations to make. Acts on the lines of the Bombay and Central India Maternity Benefits Acts would appear to meet the case adequately.

83. The labour of this Company being local residents come to work daily from their village homes. The remainder, some 5 per cent rent rooms in the town.

84. Housing on the Company's premises is not provided.

85. See answer to 84 above.

86. We have no knowledge of any facilities being granted.

87. Any scheme of hire purchase or co-operative housing must be considered on its merits. The general introduction of a hire-purchase scheme run by the employer is not, in our opinion, desirable in the interest of the employee. Deductions from wages for such a scheme should not be recognised under the Payment of Wages Act.

88. In the case of a locally resident labour force such as ours, the employment of leisure hours, in our opinion, may be and is safely left to the individual.

89. No women are employed in this Works.

90. In view of the above no creches for children are provided.

INDEBTEDNESS.

91. The Company has no knowledge of the indebtedness of its employees to local shopkeepers.

92. In the opinion of this Company the establishment of co-operative stores by the Government is not desirable. Small enterprises of this type do not thrive under Government control. A co-operative stores run by the employers have, in a number of cases, been unsuccessful. In our view such a store run by the workers themselves given adequate supervision from the Company's Accountants might be beneficial.

93. The Company agrees with the Whitley Commission in thinking that unduly long wage periods tend to increase the indebtedness of the workers. It is proposed to examine the desirability of reducing the present monthly wage period for this reason, except in the case of skilled workmen earning higher rates of pay who will probably prefer to retain the present system.

94. No advances are at present made by the Company to the workers.

95. It has not been found necessary to make recruiting advances.

96. This Company is not in a position to state whether the recent amendments of law have been effective in reducing employee's indebtedness.

97. In our view the best and only way to protect workers from money-lenders is to make them, in the words of the Whitley Commission "less credit-worthy". The recent law prohibiting attachment of salaries below a certain limit should effect this end. In our view any further legislation of a prohibitive nature would only lead to evasion.

98. This Company though doubtful whether the industrial population in the immediate locality is sufficiently large to justify such a move, agrees in principle with the establishment of co-operative societies. These would operate, not only for the purpose of providing loan facilities to workers but might also provide a fund for building houses. See question 87 above.

WORKMEN'S COMPENSATION.

99. Apart from minor injuries such as slight cuts, etc. no accidents have taken place in the Works during the past three years. Full records are kept in support of this statement.

100. See answer to 99 above.

101. In view of the fortunate immunity from accidents enjoyed by this works, the Company's experience of the Workmen's Compensation Act is limited.

102. See answer to 101 above.

TRADE UNION.

103. There is no trade union among the Company's workers.

104-109. See 103 above.

110. This Company would regard with sympathy a single trade union comprising all workers.

111-113. See 103 above.

114. There is no Works Committee in this factory.

115. See 103 above.

116. This Company is prepared to co-operate with any properly registered trade union, provided such a union conducts its affairs on sound trade union lines, and is truly representative of the workers and their interests. This Company's works are sufficiently small for the manager and his immediate subordinate to maintain personal contact with the individual workers, and the usefulness of a union is in consequence less than in the case of a large concern.

117. See answers to 103 and 116 above.

INDUSTRIAL PEACE.

118. The Company has no record of any strikes since 1919, the date of its incorporation.

119 to 124. See answer to 118 above.

125. Any worker can have an interview with the manager at any time during working hours, and no obstacles are put in the worker's way.

126-127. See answer to 125 above.

128. In the opinion of this Company the usefulness of arbitration is extremely limited, unless both parties are anxious to settle without loss of prestige. Compulsory arbitration is useless. Awards made against the workers by the arbitral authority cannot be enforced, and where procedure instituted for effecting this, further disaffection could be the only result.

129. In the opinion of this Company the provision of the Trade Disputes Act as recently amended are fully adequate to deal with industrial disputes provided they are properly applied.

130. In the view of the Company the provision for the appointment of conciliation officers is open to misconstruction. In our view such officers should be appointed to deal with some particular dispute. The time for their appointment is during the early stages of such a dispute when their function would be to bring the parties together with a view to promoting amicable settlement without resort to more drastic measures. As the labour force of this Company is small enough for the manager and senior staff to have personal contact with all members of it, it is unlikely that such officers would serve any useful purpose at its Works.

131. This Company can propose no safeguards beyond those existing for the enforcement of law and order.

132. Balance Sheets and Profit and Loss Accounts from 1929 to 1937 are annexed. (*Not printed—Vidyathushan Shukla.*)

133. The financial position of the Company does not at present indicate any extensive scheme for improvement.

134. We do not consider that any measure financial, technical or otherwise will be effective in raising the general level of wages. Wages in industry depend upon the industrial and agricultural wealth of the country and will increase with it.

135. So far as this Company's experience goes, the present machinery provided by the provincial Government for the administration of the various Acts and for dealing with various matters affecting industry has proved satisfactory.

WAGES FORM.

WAGES

Category of work.	January 1929. July 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
		Rs.	Rs. a. p.	Rs. a. p.	Rs. a. p.		Rs.	Rs. a. p.
Ironwork skilled men ..	32	T.	65 0 0	19 0 0	} 15 0 0	26	T.	50 0 0
For January apprentices	11	T.	15 0 0	5 0 0		8	T.	20 0 0
Coolies	32	T.	14 8 0	10 0 0		31	T.	14 8 0
	75					65		
<i>For July.</i>								
Skilled men	25	T.	67 0 0	19 0 0	} 16 0 0	34	T.	100 0 0
Apprentices	12	T.	15 0 0	5 0 0		6	T.	20 0 0
Coolies	31	T.	14 8 0	10 0 0		51	T.	14 8 0
	68					91		

It should be noted that the low average wage is due

FORM.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
earnings.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.		Rs.	Rs. a. p.	Rs. a. p.	Rs. a. p.			
<i>January 1938.</i>									
19 0 0	} 13 8 0	39	T.	60 0 0	19 0 0	} 14 0 0	..	..
5 0 0		27	T.	18 0 0	5 0 0				
10 0 0		68	T.	14 0 0	10 0 0				
		134							
<i>July 1937.</i>									
19 0 0	} 13 4 0	54	T.	60 0 0	19 0 0	} 13 8 0	..	..
5 0 0		22	T.	18 0 0	5 0 0				
10 0 0		80	T.	14 0 0	10 0 0				
		156							

to the inclusion of junior apprentices in the total.

Replies to the general questionnaire, the Bihar College of Engineering, Patna.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers, 3 (Superintendent and 2 Foremen) one clerk (storekeeper). Work people (men) 45 (26 mistries and 19 coolies).

2. (a) 35 men are permanently settled in our industrial centre.

(b) 10 are migratory; 8 from different districts of this province; 1 from Nepal and 1 from Bengal.

3. They all live in the town.

4. They are drawn from within one to four miles.

5. It being a Government institution none leave it unless forced by sickness or other causes.

6. None.

7. Directly by the management.

8. Directly.

9. We maintain list of those employed by us.

10. We do not maintain any list of applicants.

11. None.

12. No.

13-14. Do not apply to us.

CONDITIONS OF EMPLOYMENT.

15. We are guarded by rules framed by Government (Bihar and Orissa Service Code).

16. There is no provision for apprenticeship.

17. No.

19. The instructors on monthly rates basis only get leave according to Bihar and Orissa Service Code and ten days Casual leave in a year.

20. During sickness the instructors engaged on monthly rate only are granted leave according to Bihar and Orissa Service Code.

21. We do not employ women.
22. Gratuities are paid under the rules of Government.
23. We have got 28½ days holidays *plus* Sundays during the whole year.
24. None.
25. When framed, these are brought to the notice of the workers.
26. Dealt with by Government Conduct Rules.
27. They are given chance to defend their cases before they are punished.
28. According to Bihar and Orissa Service Code.
29. This depends upon the nature of offence and the opinion of the authority considering the merit of the case.
30. None.
31. Dealt with under Government Rules.
33. Fine when imposed is deducted from pay and is shown in pay bill.

HOURS OF WORK.

34. Eight hours a day from 7 A.M. to 11 A.M. and 12 noon to 4 P.M., one hour interval only from 11 A.M. to 12 noon. In Summer (May and June) from 6 to 12 noon.

35. We have only one shift working from 7 A.M. to 11 A.M. and 12 noon to 4 P.M. one hour interval only from 11 A.M. to 12 noon. On Saturdays we only work for 4 hours from 7 A.M. to 11 A.M. on which day the workshop is cleaned after every week.

For Engine Drivers the shifts are from 7 to 2 P.M. and 2 P.M. to 10 P.M.

The rest of the rules applied to Factories and Mines only. Our institution is purely a Government institution.