

Labour Recruitment and turnover in the Textile Industry
OF
BOMBAY PRESIDENCY.

By
MANEKLAL MAGANLAL SHAH.

LABOUR RECRUITMENT AND TURNOVER IN THE TEXTILE INDUSTRY OF BOMBAY
PRESIDENCY

THESIS

SUBMITTED BY

MANEKLAL MAGANLAL SHAH

TO

THE UNIVERSITY OF BOMBAY

FOR

Ph. D. DEGREE

WRITTEN UNDER THE GUIDANCE

OF

PRINCIPAL D. R. GADGIL

DIRECTOR

GOKHALE INSTITUTE OF POLITICS AND ECONOMICS
POONA 4

TABLE OF CONTENTS.

1				
Synopsis	.	.	I	- VI
I. Introductory	.	.	I	- 9
II. Method of Study	.	.	10	- 16
III. A Textile Mill	.	.	17	- 45
IV. Problem of Labour Turnover	.	.	46	- 53
V. Extent of Labour Turnover	.	.	54	- 114
VI. Cost of Labour Turnover	.	.	115	- 131
VII. Absenteeism	.	.	132	- 171
VIII. Causes of Labour Turnover	.	.	172	- 224
IX. Remedial Measures	.	.	225	- 297
X. Labour Welfare in Relation to Labour Turnover.....			298	- 317
XI. Supervisory and Clerxical Staff.			318	- 325
XII. An Enlightened Labour Department			326	- 339
General Appendix	.	.	340	- 356
Bibliography	.	.	357	- 359

Bibliography.

- | | |
|---------------------------------------|--|
| Abbet A and Wood S. H. | Report on Vocational Education in India. |
| Benjamin B. S. | Practical Cotton Mill Management in India 1934. |
| Beveridge W. H. | Unemployment, 1930. |
| Blackett O. W. | Factory Labour Turnover in Michigan, 1928. |
| Brissenden F and Frankel E. | Labour Turnover in Industry A statistical Analysis, 1922. |
| Broughten G. M. | Labour in Indian Industries. |
| Bloomfield D. | Employment Management, 1921. |
| Broughten G. M. | Labour in Indian Industries 1924. |
| Butler Heread | Problem of Industry in the East, 1938. |
| Carlton | Labour Problems. |
| Chegwidden T. S. and Evans G. Myrddin | The Employment Exchange service of Great Britain, 1934. |
| Das R. K. | Factory Labour in India 1923 |
| Employers Federation of India. | Industrial Disputes in India 1928-1937. |
| | Indian Cotton Mill Industry. 1937-38. |
| | Labour Officers for Industrial Establishments. |
| Encyclopadia. | Of Social Sciences. |
| Fergusson R. W. | Training in Industry 1935. |
| Florence P. S. | Economics of Fatigue and unrest and the Efficiency of Labour in English and American Industries. |
| | Use of Factory Statistics in the Investigation of - Industrial Fatigue, 1918. |
| Government Labour Office, Bombay. | Wages and unemployment, 1934. |
| | Perennial Factories, Third Report, May 1934. |
| | General Wage Census Part I. |

- Full J. H. The aim and Purposes of a Labour Department.
- Hackett J. D. Labour Management 1928.
- Hammond J. R. and Barbara Hammand The Rise of Modern Industry. 1926.
- Hurst B. Labour of Housing in Bombay.
- Industrial Welfare Society London. Labour turnover and How to reduce it.
- International Labour Office. Problem of Vocational Guidance 1935.
Employment Exchange 1933.
- Kanji Dwarkadas The Emanicipation of Indian Labour 1938.
- Kelman J. H. Labour in India 1923.
- Lee F. S. The Human Machine and Industrial Efficiency 1919.
- Manshardt C. Some Social Services of the - Government of Bombay, A. Symposium.
- Margret Read. The Indian Peasant Upreoted.
- Millewners' Association Bombay. Welfare of the Cotten Mill Workers 1937.
Recommendations on Labour Matters 1938.
- Myers Charles S. Industrial Psychology, 1928.
- Panandikar S. G. Labour in India, 1934.
- Pearse Arni S. The Cotten Industry of India, Being the Report of ~~January~~ Journy to India 1930.
- Slitcher Summer H. The Turnover of Factory Labour 1921.
Annual Reports.
History of Wage Adjustments in Ahmedabad Industry 1938.
- Testile Labour Association Ahmedabad
- United States ^Department of Labôur Labour Turnover and Industrial Training Bulletin No. 19. 1919.
- Watkins Gerdon S. Labour Problem 1929.
Labour Management, 1928.

Watkins Gordon S and Paul A. David.	The Management of Labour rela- -tion 1938.
Webb	The Public Organization of Labour Market.
Whitehead.	Leadership in Industry.
Industrial Fatigue Research Board.	A statistical study of Labour Turnover in Minition and other Factories. General Series 4.
Yoder Bale	Personal and Labour Relation 1938.

Reports.

Report of the Royal Commission on Labour in India 1930.

Oral and Written evidence before the Royal Commission on Labour

Final Report of the Committee on Industry and Trade, England 1927.

Report of the Bombay Strike Inquiry Committee 1928-1929.

Report of the Cawnpore Textile Labour Enquiry Committee 1938.

Report of the Textile Labour Inquiry Committee, Central ---
Province and Berar.

Labour Gazette, Bombay.

India Textile Journal.

Commerce.

Industrial Welfare and Personnel Management, London.

Labour Management, London.

Monthly Labour Review. U.S.A.

Monthly Labour Review, Canada.