



ROYAL COMMISSION
ON
INDIAN LABOUR

MEMORANDUM

FROM THE

GOVERNMENT OF BOMBAY

[For official use only]

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BOMBAY

PRINTED AT THE GOVERNMENT CENTRAL PRESS

1929



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APPENDICES

APPENDIX I

Nature of accommodation provided by employers

Locality	Firm	Nature of housing	Rents	Remarks
Bombay	Municipality	Line system and semi-detached houses.	....	....
Do.	Colaba Land and Mill Company.	134 rooms, average 10' x 11' chawl system. 226 rooms, 13' 10" x 12' 8" in lines of 26.	Rs. 4-Rs. 6. Rs. 6.	Verandahs, latrine accommodation line chawls built about 6 years ago. No difficulty in letting the accommodation to the mill hands. Mill is isolated in Colaba.
Do.	Romanji Petit Mill	157 rooms, 12' x 10' with kitchen, 4' x 10'.	Rs. 2-3-0- Rs. 3.	Flush latrines water supply on each floor. No difficulty in letting to employees—waiting list. Chawl system.
Do.	Manockji Petit Mill	150, 12' x 10' with kitchen, 4' x 10'. 217, 10' x 10'.	Old Rs. 2- Rs. 3. New Rs. 4- Rs. 4-8-0.	150 new chawls flush latrines. 97 old—flush latrines. 120 old—basket system. All occupied.
Do.	Victoria Mill	30, 10' x 10'	Rs. 7-8-0	Flush latrines three stored chawl.
Do.	Assur Veerjee Mill	148, 10' x 11'	Rs. 6	Basket system few rooms vacant and some let to outsiders. (Chawl near Railway line.)
Do.	Tata Mill	6 blocks, two storied buildings 161 single rooms, 10' x 12'. 1 block, two storied, 20 double rooms.	Rs. 3-3-0 Rs. 10-Rs. 13.	Flush latrines and washing accommodation. Flush latrines and washing accommodation. All occupied.
Do.	Kobincor Mill	10, 3 storied blocks, 618 single rooms, 10' x 12', 183 double 12' x 14'.	Single, Rs. 6-8-0— Double, Rs. 12.	Built in 1921 at a cost of 13½ lakhs. About 250 rooms normally vacant. Attributed to Bombay Development chawls. Irrecoverable rent per year Rs. 9,000. Bathing places and flush latrines.
Do.	Morarji Goualdas Mill	4 storied block verandah, 23 rooms, 10' x 10'. 2 storied block, 32 rooms, 12' 9" x 11' 6". Single line 22 rooms, 12' x 12'.	Rs. 5-8-0 single. Rs. 10-8-0 double.	Seven rooms let to outsiders. Flush latrines and bathing arrangements, workers apparently not very appreciative and further building abandoned.
Do.	Dinshaw Petit Mill	3 storied block, 98 rooms. 56 rooms in lines back to back.	Rs. 2 Rs. 5.	Rooms in demand. Flush latrines and washing accommodation.
Do.	Century Mill	19 lines, ground floor, back to back of 24 rooms in each—456, 10' x 11' verandah.	Rs. 5	A good housing scheme, flush latrines, washing accommodation, shops, school, in good demand.

APPENDIX I—contd.

Locality	Firm	Nature of housing	Rents	Remarks
Bombay	Bombay Dyeing and Manufacturing Co. (Textile Mill.)	216 rooms—94 single line system, 9½' x 11½', 26 back to back, 9½' x 10', 98—2 flooded chawl, 10½' x 9½'.	Rs. 2-8-0	Utilised to fullest extent.
Do.	Bombay Dyeing and Manufacturing Co. (Spring Mill.)	504 rooms—8, three storied chawls, Development and Improvement Trust principle, 12' x 10'. 144 line quarters in sixlines, 10' x 12'.	Rs. 5	New housing scheme
Do.	Bombay Dyeing and Manufacturing Co. (Dye Works.)	96 rooms, line system back to back.	Rs. 2.	
Do.	E. D. Sassoon & Co. (David Mill.)	255, 16½' x 14' .. 9, 12' x 12' ..	Rs. 7 .. Rs. 5 ..	Fully occupied.
Do.	Jacob Sassoon Mill ..	190, 16' x 10' ..	Rs. 4-8-0. ..	
Do.	Meyer Sassoon Mill ..	16, 10' 7" x 10' 1½" 26, C. I. rooms, varying sizes.	Rs. 3-13-0. Rs. 4-12-0. Rs. 9-6-0.	
Kurla	Swadeshi Mill ..	693—164, 10' x 10' verandah, 4' x 10' 90, 12' x 10' verandah, 4' x 10'. 164, 12' x 10' verandah, 4' x 10'. 165, 14' x 12' passage, 8' x 10'. 110, double rooms, 10' x 10' and 10' x 8' with 4' verandah.	Rs. 3 .. Rs. 3-12-0. Double. Rs. 5-8-0	Basket system. Practically all occupied.
Ahmedabad	....	About 3,800 rooms have been erected for the workers in the textile industry.	....	Generally built on line system.
Bhopalpur	Bhopalpur Spinning and Weaving Company.	727 rooms in 8 blocks, line system.	2 per cent. on capital.	Single and double rooms.
Do.	Narsinggirji Mill ..	240 single and double rooms, 14' x 10' 9".	Rs. 4 per double room.	Designed by Consulting Surveyor to Government.
Do.	Laxmi and Vishnoo Mills.	400 rooms, lines, 12½' x 9½' (12 double rooms).	Rs. 1-8-0. Rs. 4.	
Do.	Jam Mill ..	159 rooms, 12½' x 9½', 12½' x 7½' Lines.	Rs. 1-8-0- Rs. 3.	
Barai	Barai Spinning and Weaving Mill.	Line system, 133 rooms, 12' x 10' brick buildings.	Rs. 1 to Rs. 1-8-0.	
Do.	Lokamanya Mill ..	28 C. I. rooms, 10' x 8½'.	Rs. 2	New Mill.
Do.	Jaysahankar Mill ..	20 C. I. rooms, 10' x 9'.	Rs. 2	New Mill.
Dhulla	New Pratap Mills ..	Line system, in blocks of six or seven.	....	Designed by Surveyor to Government.
Amalner, Chalisgaon, Jalgaon, Broach, Gokak.	All mills	Generally on line system.	....	....

APPENDIX I—*concl.*

Locality	Firm	Nature of housing	Rents	Remarks
Nasik	Government Security Press.	An excellent housing scheme. Details in Chief Inspector of Factories' Report, 1927.	....	....
Do.	Government Central Distillery.	A good housing scheme for all employees.	....	Stone quarters line system.
Mulund	Braithwaite & Company.	215, single line, 12' x 10' with 4' wide verandah.	Rs. 4	2-3 persons per room. Basket system. 150 occupied.
Ambernath	Factories	Provide housing on line system.	....	....
Thana	Messrs. E. D. Sassoon & Co. (Raymond Woollen Mill).	128 rooms, 11' x 10', line system.	Rs. 3	Fully occupied.

APPENDIX

Deaths by causes and occupations

Nature of Occupation	Causes of								
	All causes	Pulmonary Tuberculosis	Cancer	Rheumatic Fever	Gout	Diabetes	Alcoholism	Plumbism (Lead poisoning)	Disease of the Nervous system
<i>Production of Raw Materials— Class A (I and II)</i>									
Mines, Metallic minerals, coal, etc., and Petroleum wells.	..	..	..	..	..	..	..	..	..
Quarries of hard rocks	4	..	..	..	..	..	..	..	..
Salt works, extraction of saltpetre, alum, etc.	3	..	..	..	..	..	..	..	..
<i>III.—Industry</i>									
Textiles, cotton mills, workers in cotton.	70	4	..	..	..	1	..	..	..
Jute spinning, weaving, etc. ..	59	1	..	..	..	..	..	..	..
Rope, twine, and string making, workers in other fibres.	..	..	..	..	..	..	..	..	..
Woolen mills, blankets, carpets, etc. ..	4	..	..	..	..	..	..	..	..
Workers in silk and hair (camel, horse, etc.).	6	1	..	..	..	..	..	..	..
Dyeing, bleaching, calico printing, etc.	13	1	..	..	..	..	..	..	..
Other textiles and millhands, weavers, etc., insufficiently described.	1,314	66	2	..	..	1	..	..	8
Furriers, workers in leather, bone, etc.	23	4	..	..	..	..	..	..	1
Sawyers, carpenters, basket makers, etc.	189	24	1	..	..	..	..	..	1
Workers in iron, makers of guns, etc.	52	2	1	..	..	..	..	..	1
Workers in brass, copper and bell metal.	19	5	..	..	..	..	..	..	2
Workers in lead, quicksilver and other metals.	56	4	..	..	..	..	..	..	..
Workers in mints, die-sinkers, etc. ..	..	..	..	..	..	..	..	..	..
Workers in ceramics, glass, pottery, porcelain, bricks, etc.	21	4	..	..	..	..	..	..	..
Making of matches and explosives ..	..	..	..	..	..	..	..	..	..
Making of aerated waters and ice ..	2	..	..	..	..	..	..	..	..
Making of dyes, paints and ink ..	1	..	..	..	..	..	..	..	..
Making, refining vegetable and mineral oils.	..	..	..	..	..	..	..	..	..
Making of paper, papier mache, etc. ..	1	..	..	..	..	..	..	..	..
Making of soap, candles, perfumes, drugs.	4	1	..	..	..	..	..	..	..
Bakers, butchers, fish curers, flour-grinders, makers of other food.	49	10	..	..	..	..	..	..	1

* Excluding intervening numbers

II

in 1927—Bombay City

Death											Death-rate per 1,000 of actual workers by the Census of 1921	Population by the Census of 1921		
Valvular Disease of the Heart	Aneurism	Other Diseases of the Circulatory system*	Disease of the Respiratory system	Hernia	Disease of the Liver	Other Diseases of the Digestive System*	Bright's Disease	Other Diseases of the Urinary System	Suicide	Accidents		All other Causes	Actual workers	Dependants
..	92	185	
..	2	..	..	1	..	..	..	..	1	90.9	44	46
..	1	..	..	..	..	..	..	..	2	7.8	410	172
..	32	..	..	2	..	..	..	2	20	125,663	48,999	
..	23	..	..	1	1	..	1	1	26			
..	277	144	
..	8	..	..	..	..	..	..	1	..	10.9	149	64
..	8	..	..	1	..	..	..	..	1	135	507	
..	8	..	..	..	..	..	..	..	4	1,749	1,489	
..	1	7	650	1	7	39	2	3	1	26	501	5,865	3,458	
..	11	..	..	1	..	..	..	..	11	9.1	3,062	2,104
1	..	1	75	..	3	9	1	2	1	4	66	3.8	21,384	19,113
1	25	..	..	1	..	..	..	..	21	6.5	7,935	6,128
..	5	..	1	..	..	..	..	..	6	927	940	
..	29	..	2	2	..	..	1	1	17	26.1	1,800	1,388
..	145	160	
..	7	..	1	..	..	..	..	1	8	14.0	1,495	1,004
..	356	90	
..	1	..	..	..	..	..	..	..	1	23.8	84	35
..	1	..	..	..	..	..	10.4	96	42
..	139	69	
..	1	..	..	..	..	..	..	..	..	58.8	17	..
..	1	..	..	..	..	2	38.0	105	91
..	..	1	15	..	..	..	..	1	..	3	18	22.4	2,188	1,587

in preceding columns.

Nature of Occupation	Causes of								
	All causes	Pulmonary Tuberculosis	Cancer	Rheumatic Fever	Gout	Diabetes	Alcoholism	Poisoning (Lead poisoning)	Disease of the Nervous system
<i>Production of Raw Materials— Class III— Industry—contd.</i>									
Brewers, distillers, toddy drawers ..	14	..	..	..	..	..	..	..	..
Making of tobacco, opium and ganja ..	110	17	2	..	..	..	..	..	..
Tailors, etc., makers of umbrellas, boots, hats and other articles of dress.	202	21	2	..	..	..	..	..	3
Washing, cleaning and dyeing clothes ..	112	16	..	..	..	..	..	..	1
Barbers and other industries connected with the toilet.	47	3	..	1	..	..	..	..	..
Furniture, cabinet, tent makers, carriage painters, upholsterers, etc.	10	3	..	..	..	..	..	..	..
Building industries, lime burners, excavators, stone cutters, etc.	58	6	..	..	..	..	..	..	1
House decorators, builders, painters, plumbers, tilers, etc.	49	7	..	..	..	..	..	..	1
Makers of vehicles, ships, aeroplanes, etc.	..	..	..	..	..	..	..	..	..
Gas works and electric light ..	21	4	..	..	..	..	..	..	..
Printers, lithographers, engravers, etc.	62	5	..	..	..	..	..	..	3
Book-binders, makers of musical instruments, clocks, etc.	29	10	..	..	..	..	..	..	..
Workers in jewellery, necklaces, toys, etc.	36	2	..	..	..	..	..	..	1
Employees (not actors) in theatres, race-courses, contractors, etc.	15	..	..	..	..	..	..	..	2
Sweepers, scavengers, etc. ..	168	17	1	..	..	..	..	..	1
<i>IV.—Transport</i>									
Persons (not makers) concerned with aerodromes and aeroplanes.	..	..	..	..	..	..	..	..	..
Persons employed in transport by water.	145	11	..	..	..	..	..	..	2
Persons employed on construction, etc., of roads and bridges.	18	..	..	..	..	1	..	..	1
Managers and employers connected with vehicles.	27	..	1	..	..	..	..	..	1
Bullocks, ass, etc., owners and drivers.	184	10	1	..	..	..	..	..	4
Porters and messengers ..	12	2	..	..	..	..	..	..	..
Railway employees (other than labourers).	117	5	2	..	..	1	1	..	11
Labourers and coolies on railways ..	133	8	1	..	..	..	..	..	1
Post, Telegraph and Telephone services	35	2	..	..	..	2	..	..	..

* Excluding intervening

II—contd.

Death											Death-rate per 1,000 of actual workers by the Census of 1921	Population by the Census of 1921		
Valvular Disease of the Heart	Aneurism	Other diseases of the Circulatory system	Disease of the Respiratory system	Hernia	Disease of the Liver	Other Diseases of the Digestive System	Bright's Disease	Other Diseases of the Urinary System	Suicide	Accidents		All other Causes	Actual workers	Dependants
..	6	..	..	..	..	..	..	2	6	16.8	831	708
..	..	1	42	..	..	2	2	..	..	2	42	26.6	4,143	1,276
1	..	1	89	..	1	10	2	2	1	4	65	12.2	16,602	11,919
..	43	1	..	7	..	1	..	4	39	20.1	5,575	2,572
..	..	1	19	..	1	1	..	..	..	2	19	10.2	4,626	2,865
..	5	..	..	..	..	..	..	..	2	34.8	287	241
..	21	..	..	1	1	..	..	1	27	8.4	6,891	3,230
1	20	..	1	3	..	..	..	..	16	25.7	1,906	1,738
..	854	237
..	..	1	8	..	1	..	..	..	..	3	4	20.9	1,001	948
..	..	3	24	..	1	3	1	..	..	2	20	21.6	2,875	2,473
..	..	1	5	..	1	..	..	..	..	2	10	23.5	1,018	964
..	..	2	16	..	2	1	..	..	..	..	12	7.6	4,775	4,197
..	..	1	6	..	..	2	..	..	..	..	4	44.0	341	652
1	71	..	2	7	2	..	..	3	58	26.8	6,081	3,628
..	11	2
..	1	1	74	1	1	8	1	..	1	11	33	4.7	31,048	8,482
..	..	1	8	..	..	..	..	1	2	1	3	29.5	611	246
..	10	..	1	1	..	..	1	3	9	3.9	6,900	5,626
..	..	4	85	..	1	7	1	..	..	4	67	34.6	5,310	5,331
..	5	..	..	..	..	..	..	1	4	20.3	591	138
..	..	2	47	..	4	7	..	2	1	2	32	9.1	12,887	12,577
..	..	1	52	..	1	6	..	..	..	7	56	20.1	6,704	4,641
..	14	..	2	2	..	..	..	..	13	10.6	3,297	3,005

numbers in preceding columns.

APPENDIX III
GENERAL DEPARTMENT

Bombay Castle, 19th March 1927

No. 4824-D.—In exercise of the powers conferred by clause (g) of sub-section (2) of section 37 of the Indian Factories Act, 1911 (XII of 1911), the Governor in Council is pleased to amend the Factories (Amended) Rules, Bombay, 1923, published in Government notification, General Department, No. 2343-B.,* dated the 1st July 1923, as follows, namely :—

(1) To rule 2 of the said rules the following clauses shall be added, namely :—

(f) Artificial humidification means humidification of the air of a room by any artificial means whatsoever except the use of gas or oil for lighting purposes, or the unavoidable escape of steam or water vapour into the atmosphere directly due to the treatment of fibre by water or steam in its passage through a machine.

Provided that the introduction of air directly from outside through moistened mats or screens placed in ventilation openings at times when the temperature of the room is 80 degrees or more, shall not be deemed to be artificial humidification.

(g) Hygrometer means an accurate wet and dry bulb hygrometer conforming to the prescribed conditions as regards construction and maintenance.

(h) Degrees (of temperature) mean degrees of the Fahrenheit scale.

(2) After rule 20 of the said rules the following rules shall be inserted, namely :—

20A. There shall be no artificial humidification in any room of a cotton spinning or weaving factory

(a) at any time when the wet bulb reading of the hygrometer is higher than that specified in the following schedule in relation to the dry bulb reading of the hygrometer at that time; or, as regards a dry bulb reading intermediate between any two dry bulb readings indicated consecutively in the Schedule when the dry bulb reading does not exceed the wet bulb reading to the extent indicated in relation to the lower of those two dry bulb readings :—

Schedule.

Dry bulb	Wet bulb	Dry bulb	Wet bulb
60·0	58·0	90·0	84·5
61·0	59·0	91·0	85·0
62·0	60·0	92·0	85·5
63·0	61·0	93·0	86·0
64·0	62·0	94·0	86·5
65·0	63·0	95·0	87·0
66·0	64·0	96·0	87·5
67·0	65·0	97·0	88·0
68·0	66·0	98·0	88·5
69·0	67·0	99·0	89·0
70·0	68·0	100·0	89·5
71·0	69·0	101·0	90·0
72·0	70·0	102·0	90·0
73·0	71·0	103·0	90·5
74·0	72·0	104·0	90·5
75·0	73·0	105·0	91·0
76·0	74·0	106·0	91·0
77·0	75·0	107·0	91·5
78·0	76·0	108·0	91·5
79·0	77·0	109·0	92·0
80·0	78·0	110·0	92·0
81·0	79·0	111·0	92·5
82·0	80·0	112·0	92·5
83·0	80·5	113·0	93·0
84·0	81·0	114·0	93·0
85·0	82·0	115·0	93·5
86·0	82·5	116·0	93·5
87·0	83·0	117·0	94·0
88·0	83·5	118·0	94·0
89·0	84·0	119·0	94·5
		120·0	95·0

* Printed at pages 1484-1527 of Part I of the *Bombay Government Gazette* dated 12th July 1923.

Provided, however, that this Rule shall not apply when the difference between the wet bulb temperature as indicated by the hygrometer in the department concerned, and the wet bulb temperature taken with a hygrometer outside in the shade is less than 3.5 degrees.

20B. In all departments of cotton spinning and weaving mills wherein artificial humidification is adopted, hygrometers shall be provided and maintained in such positions as are approved by the Inspector. The number of hygrometers shall be regulated according to the following scale:—

(a) *Weaving Department.*—One hygrometer for departments with less than 500 looms, and one additional hygrometer for every 500 or part of 500 looms in excess of 500.

(b) *Other Departments.*—One hygrometer for each room of less than 300,000 cubic feet capacity, and one extra hygrometer for each 200,000 cubic feet, or part thereof, in excess of this.

Provided also that one hygrometer shall be provided and maintained outside each cotton spinning and weaving factory wherein artificial humidification is adopted, and in a position approved by the Inspector, for taking hygrometer shade readings.

20C. When satisfied that the limits of humidity allowed by the Schedule to Rule 20A are never exceeded, the Inspector may, for any department other than the weaving department, grant exemption from the maintenance of the hygrometer. The Inspector shall record such exemption in form J.

20D. A legible copy of the Schedule to Rule 20A shall be affixed near each hygrometer.

20E. At each hygrometer maintained in accordance with Rule 20B correct wet and dry bulb temperatures shall be recorded thrice daily during each working day by competent persons nominated by the Manager and approved by the Inspector. The temperatures shall be taken between 7 a.m. and 9 a.m., between 11 a.m. and 2 p.m. (but not in the rest interval), and between 4 p.m. and 5-30 p.m. In exceptional circumstances, such additional readings and between such hours as the Inspector may specify, shall be taken. The temperatures shall be entered in a Humidity Register in Form G-1 maintained in the factory. At the end of each month the persons who have taken the readings shall sign the register and certify the correctness of the entries. The register shall always be available for inspection by the Inspector.

20F. (a) Each hygrometer shall comprise two mercurial thermometers respectively wet bulb and dry bulb of similar construction, and equal in dimensions, scale and divisions of scale. They shall be mounted on a frame with a suitable reservoir containing water.

(b) The wet bulb shall be closely covered with a single layer of muslin, kept wet by means of wick attached to it and dipping into the water in the reservoir. The muslin covering and the wick shall be suitable for the purpose, clean and free from size or grease.

(c) No part of the wet bulb shall be within 3 inches from the dry bulb or less than 1 inch from the surface of the water in the reservoir and the water reservoir shall be below it, on the side of it away from the dry bulb.

(d) The bulbs shall be spherical and of suitable dimensions and shall be freely exposed on all sides to the air of the room.

(e) The bores of the stems shall be such that the position of the top of the mercury column shall be readily distinguishable at a distance of 2 feet.

(f) Each thermometer shall be graduated so that accurate readings may be taken between 50 and 120 degrees.

(g) Every degree from 50 degrees up to 120 degrees shall be clearly marked by horizontal lines on the stem; each fifth and tenth degree shall be marked by longer marks than the intermediate degrees, and the temperature marked opposite each tenth degree, i.e., 50, 60, 70, 80, 90, 100, 110 and 120.

(h) The markings as above shall be accurate, that is to say at no temperature between 50 and 120 degrees shall the indicated reading be in error by more than two-tenths of a degree.

(i) A distinctive number shall be indelibly marked upon the thermometer.

(j) The accuracy of each thermometer shall be certified by the National Physical Laboratory, London, or some competent authority appointed by the Chief Inspector of Factories and such certificate shall be attached to the Humidity Register.

20G. Each thermometer shall be maintained at all times during the period of employment in efficient working order, so as to give accurate indications and in particular—

(a) The wick and the muslin covering of the wet bulb shall be renewed once a week.

(b) The reservoir shall be filled with water which shall be completely renewed once a day. The Chief Inspector of Factories may prescribe the use of distilled water or pure rain water in any particular mill or mills in certain localities.

(c) No water shall be applied directly to the wick or covering during the period of employment.

20H. If an Inspector gives notice in writing that a thermometer is not accurate, it shall not, after one month from the date of such notice, be deemed to be accurate unless and until it has been re-examined as above, and a fresh certificate obtained which certificate shall be kept attached to the Humidity Register.

20I. No hygrometer shall be affixed to a wall, pillar or other surface unless protected therefrom by wood or other non-conducting material at least half an inch in thickness and distant at least one inch from the bulb of each thermometer.

20J. No readings shall be taken for record on any hygrometer within 15 minutes of the renewal of water in the reservoir.

(3) After form R appended to the said rules the following form shall be inserted namely :—

FORM G-1

HUMIDITY REGISTER

Department :—

Hygrometer { distinctive mark or number.
position in department.

Date	Readings of Hygrometer						If no humidity insert none	Remarks
	Between 7 and 9 a.m.		Between 11 a.m and 2 p.m. (but not in the rest period)		Between 4 and 5-30 p.m.			
	Dry bulb	Wet bulb	Dry bulb	Wet bulb	Dry bulb	Wet bulb		
	Year	Month	Day					
1st						
2nd						
3rd						
4th						
5th						
6th						
7th						
8th						
9th						
10th						
11th						
12th						
13th						
14th						
15th						
16th						
17th						

FORM G-I—(contd.)

Date Year Month Day	Readings of Hygrometer						If no humidity insert none	Re- marks.
	Between 7 and 9 a.m.		Between 11 a.m. and 2 p.m. (but not in the rest period)		Between 4 and 5-30 p.m.			
	Dry bulb	Wet bulb	Dry bulb	Wet bulb	Dry bulb	Wet bulb		
18th								
19th								
20th								
21st								
22nd								
23rd								
24th								
25th								
26th								
27th								
28th								
29th								
30th								
31st								

At the beginning of the month the Sundays, whole holidays, and in the shorter months the 31st or other excess days should be erased.

(Signed)

Certified that the above entries are correct.

(Signed)

By order of the Governor in Council,

C. W. A. TURNER,
Secretary to Government.

APPENDIX IV

BOMBAY ACT NO. VII OF 1929.

An Act to regulate the employment of women in factories some time before and some time after confinement and to provide for the payment of maternity benefit to them.

WHEREAS it is expedient to regulate the employment of women in factories some time before and some time after confinement and to provide for the payment of maternity benefit to them in the manner hereinafter provided; And Whereas the previous sanction of the Governor General required by sub-section (3) of section 80-A of the Government of India Act and the previous sanction of the Governor required by section 80-C of the said Act have been obtained for the passing of this Act; It is hereby enacted as follows:—

5 & 6
Geo. V,
c. 61.

1. *Short title.*—This Act may be called the Bombay Maternity Benefit Act, 1929.

2. *Extent and operation.*—(1) This Act shall apply in the first instance to the Bombay Suburban District and the cities of Bombay, Ahmedabad, Viramgam, Surat, Broach, Jalgaon, Sholapur, Belgaum, Amalner and Karachi. The Government may, from time to time, by notification in the "Bombay Government Gazette" extend this Act to such other places as it thinks fit.

(2) It shall come into operation on the first day of July 1929.

3. *Definitions.*—In this Act, unless there is anything repugnant in the subject or context,—

XII of
1911.

(a) "Employer" includes an occupier of a factory as defined in the Indian Factories Act, 1911, and the manager of a factory;

XII of
1911.

(b) the expressions "employ", "employed", "factory", and "inspector of factories" shall have the same meanings as are respectively assigned to them under the Indian Factories Act, 1911;

(c) "maternity benefit" means the amount of money payable under the provisions of this Act to a woman employed in a factory.

4. *After this Act comes into operation,—*

Employment of or work by women in factories prohibited during certain period.—(1) no employer shall knowingly employ a woman in any factory during the four weeks immediately following the day of her delivery; and

(2) no woman shall work in any factory during the four weeks immediately following the day of her delivery.

5. *Right to payment of maternity benefit.*—(1) Subject to the provisions of this Act, every woman employed in a factory shall be entitled to the payment of maternity benefit at the rate of eight annas a day for the actual days of her absence for the period immediately preceding her confinement and for the four weeks immediately following her confinement as mentioned in sub-section (2):

Provided that a woman shall not be entitled to maternity benefit unless she has been employed in the factory of the employer from whom she claims maternity benefit for a period of not less than six months immediately preceding the date on which she notifies her intention under sub-section (1) of section 6.

(2) The maximum period for which any woman shall be entitled to the payment of maternity benefit shall be seven weeks, that is to say, three weeks up to and including the day of her delivery and four weeks immediately following that day. If a woman dies during this period the maternity benefit shall be payable only for the days up to and including the day of her death.

6. *Procedure regarding payment of maternity benefit.*—(1) Any woman employed in a factory and entitled to maternity benefit under the provisions of this Act, who is pregnant may, on any day, give notice in writing to her employer stating that she expects to be confined within one month next following, that her maternity benefit may be paid to her, and that she will not work in any employment during the period for which she receives maternity benefit.

(2) The employer shall thereupon permit such woman to absent herself from the factory from the following day until four weeks after the day of her delivery.

(3) The amount of maternity benefit for the period up to and including the day of delivery shall be paid by the employer to the woman within forty-eight hours of the production of a certified extract from a birth register stating that the woman has given

birth to a child. The amount due for the subsequent period shall be paid punctually each fortnight in arrear.

7. *Payment of maternity benefit in case of a woman's death.*—If a woman entitled to maternity benefit under this Act dies during the period for which she is entitled to maternity benefit the employer shall pay the amount of maternity benefit due, if the newly born child survives her, to the person who undertakes the care of the child; and if the child does not survive her to her legal representative.

8. *No notice of dismissal to be given to a woman during period of maternity benefit.*—When a woman absents herself from work in accordance with the provisions of this Act it shall not be lawful for her employer to give her notice of dismissal during such absence or on such a day that the notice will expire during such absence.

9. *Forfeiture of maternity benefit.*—If a woman works in any factory after she has been permitted by her employer to absent herself under the provisions of section 6 she shall forfeit her claim to the payment of the maternity benefit to which she is entitled.

10. *Penalty for contravention of the Act by an employer.*—If any employer contravenes the provisions of this Act he shall, on conviction, be liable to a fine which may extend to five hundred rupees.

11. *Penalty for contravention of the Act by a woman.*—If any woman works in any factory within four weeks of the date of her delivery she shall be liable, on conviction, to a fine not exceeding ten rupees.

12. *Cognisance of offences.*—(1) No prosecution under this Act shall be instituted except by or with the previous sanction of the Inspector of factories.

(2) No Court inferior to that of a Presidency Magistrate or of a Magistrate of the First Class shall try any offence against this Act or any rules thereunder.

13. *Limitation of prosecutions.*—No Court shall take cognisance of any offence against this Act or any rule thereunder unless complaint thereof is made within six months of the date on which the offence is alleged to have been committed.

14. *Rules.*—(1) The Governor in Council may make rules for the purpose of carrying into effect the provisions of this Act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for,—

(a) the preparation and maintenance of a muster roll and the particulars to be entered in such roll;

(b) the inspection of factories for the purposes of this Act by Inspectors of factories;

(c) the exercise of powers and the performance of duties by Inspectors of factories for the purposes of this Act;

(d) the method of payment of maternity benefit in so far as provision has not been made in this Act; and

(e) any other matter for which no provision has been made in this Act and for which provision is, in the opinion of the Governor in Council, necessary.

(3) Any such rule may provide that a contravention thereof shall be punishable with fine which may extend to fifty rupees.

(4) The making of rules under this section shall be subject to the condition of previous publication. Such rules shall be laid on the table of the Bombay Legislative Council for one month previous to the next session thereof and shall be liable to be rescinded or modified. If any rule is modified the Governor in Council may accept the modification and reissue the rule accordingly or may rescind the rule.

15. *Copies of this Act and rules thereunder to be exhibited.*—A copy of the provisions of this Act and the rules thereunder in the local vernacular shall be exhibited in a conspicuous place by the employer in every factory in which women are employed.

GENERAL DEPARTMENT

Bombay Castle, 17th June 1929

No. 1066.—The following draft of a notification which it is proposed to issue under section 14 of the Bombay Maternity Benefit Act, 1929 (Bom. VII of 1929), is published as required by sub-section (4) of the said section for the information of all persons likely to be affected thereby, and notice is hereby given that the draft will be taken into consideration by the Governor in Council on or after the 25th July 1929.

2. Any objection or suggestion which may be sent to the Secretary to Government, General Department, by any person with respect to the said draft before the date aforesaid will be considered by the Governor in Council.

Draft Notification

No. .—In exercise of the powers conferred by section 14 of the Bombay Maternity Benefit Act, 1929 (Bom. VII of 1929), the Governor in Council is pleased to make the following rules, for the purpose of carrying into effect the provisions of the said Act, namely:—

1. *Short title.*—These rules may be cited as the Bombay Maternity Benefit Rules, 1929.

2. *Definitions.*—In these Rules:—

(a) "Act" means the Bombay Maternity Benefit Act, 1929.

(b) "Inspector" means an Inspector of factories appointed under sub-section (1) of section 4 of the Indian Factories Act, 1911, and includes an additional Inspector appointed under sub-section (4) of the said section.

3. *Mustor roll.*—The employer of every factory in which women are employed shall prepare and maintain a muster roll in the form of Schedule I to these rules. The names and record of employment of all women employed in the factory shall be entered therein and also the other particulars prescribed therein. All entries in the muster roll shall be maintained up-to-date and it shall always be available for inspection by the Inspector.

4. *Responsibility of Inspector.*—The Inspector shall be primarily responsible for the administration of the Act, within the area assigned to him under the Indian Factories Act, 1911; provided that in areas where there are more than one Inspector, the Collector of Bombay may allocate the factories within such areas to such Inspector as he shall deem proper.

5. *Powers of Inspector.*—(1) The Inspector may, within the area for which he is appointed, examine the muster roll maintained under rule 3 and shall have power to make such enquiries and to require the production of such papers or documents as he considers necessary for the purpose of ascertaining whether the provisions of the Act and of these rules are properly carried out in any factory or not; provided that he shall not require any employer to answer any question or to give any evidence tending to criminate himself.

(2) Every notice given under sub-section (1) of section 6 of the Act and every receipt for maternity benefit paid to any person under the provisions of the Act or of these rules shall, on demand, be produced before the Inspector.

6. *Penalty.*—If any employer contravenes the provisions of rule 3 he shall be liable, on conviction, to a fine not exceeding fifty rupees.

7. *Penalty.*—Any person who wilfully obstructs an Inspector in the exercise of his powers or the performance of his duties or fails to produce on demand the muster roll, or notices given under section 6 (1) of the Act or receipts for maternity benefits paid or other papers or documents necessary to enable the Inspector to ascertain that the provisions of the Act and these rules have been complied with, shall be liable, on conviction, to a fine not exceeding fifty rupees.

8. *Return.*—Every employer of women in a factory shall furnish to the Chief Inspector of Factories by the 1st of August in each year a return in the form of Schedule II to these rules.

9. *Records.*—Records relating to the payment of maternity benefit under the provisions of the Act or these rules shall be preserved for a period of two years from the date of their preparation.

SCHEDULE 1

(See Rule 3)

Form of muster roll

Name of Factory.....

(Muster Roll to be maintained up-to-date under the Bombay Maternity Benefit Act, 1929)

Month of 19

1 Name	
2 Department	
3 Ticket or departmental Number	
4 Date	1
	2
	3
	..
	31
5 Total days	
6 Date on which notice of pregnancy was given. [Section 6 (1)].	
7 Date of birth of child.	
8 Date of production of certified extract from birth register.	
9 Date of first payment and amount of same [Section 6 (3)].	
10 Date (s) of subsequent payment (s) and amounts thereof, [Section 6 (3)].	
11 If the woman dies, date and amount of maternity benefit paid, and the names of persons to whom paid.	
12 Remarks	

SCHEDULE II

(See Rule 8)

Return to be submitted to the Chief Inspector of Factories on or before the 1st August each year

- Name of factory**
- Name of Occupier**
- Name of Manager**
- Year ending 30th June 19**
- Average number of women employed daily**
- Number of women who claimed maternity benefit under section 6 (1) of the Act**
- Number of women who were paid maternity benefit for actual births**
- Number of other persons who were paid maternity benefit (section 7)**
- Total amount of maternity benefit paid**

(Signature).....
Employer.

By order of the Governor in Council,

R. B. EWBAŃK,
Secretary to Government.

APPENDIX V
CREDIT SOCIETIES

(a) Credit Societies in Mills

Name of Society	Date of Registration	Number of members	Loans due by Individuals	Share Capital paid	Loans and Deposits held at the end of the year from		Reserve Fund	Working Capital
					Members	Non-members		
1	2	3	4	5	6	7	8	9
			Rs.	Rs.			Rs.	Rs.
1. Alexandra & B. D. Sassoon Mills Co-operative Credit Society.	12th December 1921.	147	5,874	4,828	3,718	..	975	9,516
2. Apollo Mills Co-operative Credit Society.	14th October 1922.	122	4,077	3,306	290	..	670	4,356
3. Bombay Tardeo Mill-hands' Co-operative Credit Society.	2nd May 1913.	69	1,469	748	974	..	1,101	2,816
4. Bombay Woollen Mills Co-operative Credit Society.	25th September 1924.	79	1,350	784	..	..	186	920
5. Crescent Mills Co-operative Credit Society.	9th August 1918.	21	520	221	..	25	258	504
6. Crescent Mills Carding and Blowing Co-operative Credit Society.*	19th December 1919.	..	..	..	..	..	..	..
7. Crescent Mills Engine and Machine Department Co-operative Credit Society.	4th February 1919.	37	1,091	381	65	477	128	1,046
8. Crescent Mills Folding Department Co-operative Credit Society.	7th June 1919.	24	..	232	17	280	110	639
9. Crescent Mills Frame Department Co-operative Credit Society.	4th February 1919.	46	974	453	23	74	448	998
10. Crescent Mills Mule and Building Co-operative Credit Society.	19th December 1919.	22	474	220	10	313	52	595
11. Crescent Mills Ring Co-operative Credit Society.	22nd August 1919.	75	1,780	781	78	750	336	1,800
12. Crescent Mills Warping, Sizing and Drawing Co-operative Credit Society.	19th December 1919.	38	759	376	44	400	232	1,059
13. Crescent Mills Weaving Department Co-operative Credit Society.	7th June 1919.	59	1,096	580	23	325	271	1,199
14. Currimbhoy Mills Folding Department Co-operative Credit Society.	23rd May 1918.	40	805	480	51	..	237	718
15. Currimbhoy Mills Ring Department Co-operative Credit Society.	27th January 1920.	68	1,451	675	65	307	117	1,664

*Non-working.

APPENDIX V—contd.

Name of Society	Date of Registration	Number of members	Loans due by Individuals	Share Capital paid	Loans and Deposits held at the end of the year from		Reserve Fund	Working Capital
					Members	Non-members		
1	2	3	4	5	6	7	8	9
			Rs.	Rs.			Rs.	Rs.
16. Currumbhoy Mills Warping and Sizing Co-operative Credit Society.*	22nd August 1919.	..	..	..	..	..	..	..
17. David Mills Gadf (Mule) Department Co-operative Credit Society.	3rd March 1919.	67	8,011	1,085	..	..	1,064	2,149
18. David Mills Mechanic Building Department Co-operative Credit Society.	3rd March 1919.	37	812	550	..	..	427	977
19. David Mills New Blowing, Carding Department Co-operative Credit Society.	3rd March 1919.	20	426	341	..	..	529	870
20. David Mills New Framing Co-operative Credit Society.	3rd March 1919.	16	531	253	..	120	234	607
21. David Mills New Ring Co-operative Credit Society.	30th April 1919.	62	1,919	808	..	374	762	1,344
22. David Mills Old Framing Department Co-operative Credit Society.	3rd March 1919.	9	331	140	..	75	178	303
23. David Mills Old Ring Department Co-operative Credit Society.	30th April 1919.	50	2,016	860	..	..	669	1,529
24. Edward David Sassoon Turkey Red Dye Works Co-operative Credit Society.	19th March 1926.	147	5,638	6,563	1,578	..	462	8,603
25. Edward Sassoon Mills Co-operative Credit Society.	23rd May 1919.	110	1,766	1,408	623	..	639	2,670
26. E. Pabaney Mill-hands' Co-operative Credit Society.	3rd March 1919.	72	1,429	530	53	200	472	1,304
27. E. Pabaney Mills Weaving and Folding Co-operative Credit Society.	1st March 1919.	39	795	409	78	300	191	978
28. Farrubhoy Mill-hands' Co-operative Credit Society.	21st June 1918	73	2,276	611	7	463	684	1,948
29. Farrubhoy Mills Weaving and Folding Co-operative Credit Society.	3rd March 1919.	37	1,085	348	53	450	211	1,062

* Non-working.

APPENDIX V—contd.

Name of Society 1	Date of Registration 2	Number of members 3	Loans due by Individuals 4	Share Capital paid 5	Loans and Deposits held at the end of the year from		Reserve Fund 8	Working Capital 9
					Members 6	Non-members 7		
30. Indian Bleaching Dyeing and Printing Works Co-operative Credit Society.	4th February 1919.	85	Rs. 1,542	Rs. 852	44	200	Rs. 502	Rs. 1,598
31. Jacob Sassoon Mills Carding Department Co-operative Credit Society.	26th April 1921.	114	5,843	3,740	100	..	1,140	4,980
32. Jacob Sassoon Mills Engineering Department Co-operative Credit Society.	26th April 1921.	41	2,483	1,701	5	..	682	2,478
33. Jacob Sassoon Mills Folding Department Co-operative Credit Society.	26th April 1921.	57	2,478	1,555	250	..	418	2,223
34. Jacob Sassoon Mills Reeling Department Co-operative Credit Society.	23rd March 1926.	22	75	187	..	..	20	213
35. Jacob Sassoon Mills Spinning Department Co-operative Credit Society.	26th April 1921.	45	1,498	890	..	..	680	1,570
36. Jacob Sassoon Mills Weaving Department Co-operative Credit Society.	26th April 1921.	62	3,715	2,855	21	..	640	3,516
37. Jacob Sassoon Mills Warping and Sizing Department Co-operative Credit Society.*	..	..	..	..	..	..	..	..
38. Jacob Sassoon Mills Mill chawl Tenants' Co-operative Credit Society.*	..	..	..	..	..	..	..	..
39. Currimbhoy Mills Co-operative Credit Society.	20th March 1919.	48	1,190	473	74	200	264	1,011
40. Kastoorchand Mills Co-operative Credit Society.*	13th December 1921.	..	..	..	..	..	..	..
41. Mahomedbhoy Mills Ring Department Co-operative Credit Society.	25th May 1918.	90	1,835	906	134	387	558	1,985
42. Mahomedbhoy Mule Department Co-operative Credit Society.*	19th December 1919.	..	..	..	..	..	..	..
43. Mahomedbhoy Roving Department Co-operative Credit Society.	12th December 1919.	22	470	220	38	10	151	419

*Non-working.

APPENDIX V—contd.

Name of Society	Date of Registration	Number of members	Loans due by Individuals	Share Capital paid	Loans and Deposits held at the end of the year from		Reserve Fund	Working Capital
					Members	Non-me		
1	2	3	4	5	6	7	8	9
			Rs.	Rs.			Rs.	Rs.
44. Morarji Gokuldas Mill-hands' Co-operative Credit Society.	18th March 1916.	476	16,005	6,700	4,265	2,264	6,683	19,952
45. Meyer Sassoon Mills Co-operative Credit Society.	2nd November 1921.	835	6,719	7,894	164	..	1,001	9,659
46. Pearl Mill-hands' Co-operative Credit Society.	2nd July 1918.	34	765	370	..	..	361	781
47. Pearl Mill Folding Department Co-operative Credit Society.	7th June 1919.	25	410	227	5	..	193	425
48. Pearl Mill Ring Department Co-operative Credit Society.	7th June 1919.	70	1,752	307	144	500	342	1,693
49. Pearl Mill Warping and Sizing Co-operative Credit Society.	7th June 1919.	23	690	232	15	170	159	576
50. Pearl Mill Women Servants' Co-operative Credit Society.	16th May 1921.	47	840	427	88	425	127	1,017
51. Premier Mill Weaving Side Co-operative Credit Society.	13th March 1922.	33	829	371	18	593	186	1,167
52. Premier Mill Spinning Co-operative Credit Society.	13th March 1922.	39	985	390	270	515	93	1,030
53. Rachel Sassoon Mills Co-operative Credit Society.	14th October 1922.	108	4,518	4,012	205	..	697	4,914
54. Standard Mills Blowing and Carding Department Co-operative Credit Society.	4th February 1919.	41	652	313	204	200	186	903
55. Standard Mills Dying and Bleaching Department Co-operative Credit Society.	4th February 1919.	41	890	400	306	..	324	1,030
56. Standard Mills Electric and Mechanic Co-operative Credit Society.	4th February 1919.	56	1,596	651	325	500	305	1,681
57. Standard Mills Folding and Finishing Co-operative Credit Society.	4th February 1919.	33	840	319	98	200	295	912
58. Standard Mills Framing Co-operative Credit Society.	3rd March 1919.	67	1,304	653	336	..	413	1,403
59. Standard Mills Spinning Co-operative Credit Society.	28th July 1919.	71	1,249	547	109	300	360	1,316

APPENDIX V—contd.

Name of Society	Date of Registration	Number of members	Loans due by Individuals	Share Capital paid	Loans and Deposits held at the end of the year from		Reserve Fund	Working Capital
					Members	Non-members		
1	2	3	4	5	6	7	8	9
			Rs.	Rs.			Rs.	Rs.
60. Standard Mills Warping, Sizing, etc., Department Co-operative Credit Society.	4th February 1919.	39	957	366	162	200	282	1,010
61. Standard Mills Weaving Co-operative Credit Society.	4th February 1919.	86	1,625	733	282	300	389	1,704
62. Tata Mills Bleaching, Dyeing Department Co-operative Credit Society.	2nd June 1919.	37	320	270	..	1,433	212	1,915
63. Tata Mills Co-operative Credit Society.	4th February 1919.	66	1,495	682	162	1,500	530	2,874
64. Tata Mills Spinning Department Co-operative Credit Society.	4th February 1919.	43	380	341	..	1,950	345	2,636
65. Kuria Swadeshi Mills Weaving Department Co-operative Credit Society.	2nd December 1919.	106	1,920	1,279	34	..	613	1,926
66. Kuria Swadeshi Mills Ring and Throstle Co-operative Credit Society.	2nd December 1919.	88	1,318	1,031	159	100	391	1,681
67. Kuria Swadeshi Mills Folding and Sizing Co-operative Credit Society.	22nd December 1919.	46	955	567	29	100	226	922
68. Kuria Swadeshi Mills Carding Co-operative Credit Society.	22nd December 1919.	70	1,495	977	342	250	384	1,953
69. Kuria Swadeshi Mills Mechanical Co-operative Credit Society.	30th January 1920.	34	526	374	16	101	182	623
70. Kuria Swadeshi Mills Dyeing and Bleaching Co-operative Credit Society.	30th January 1920.	39	580	334	8	200	102	644
71. Kuria Swadeshi Mills Reeling and Winding Co-operative Credit Society.	4th August 1921.	50	390	270	141	100	79	590
72. Kuria Swadeshi Mills Clerks Department Co-operative Credit Society.	5th January 1922.	30	345	438	10	450	63	960
Grand Total ..		4,406	117,484	73,135	16,257	18,481	32,683	1,40,718

APPENDIX V—contd.

(b) Credit Societies of Labouring Classes working in Mills, Municipalities and other places

Name of Society	Date of Registration	Number of Members	Loans due by Individuals	Share Capital paid	Loans and Deposits held at the end of the year from		Reserve Fund	Working Capital
					Members	Non-members		
1	2	3	4	5	6	7	8	9
			Rs.	Rs.			Rs.	Rs.
1. Abu Building Co-operative Credit Society.	7th June 1919.	54	2,035	820	251	..	458	1,849
2. Bhiwandikar Maratha Co-operative Credit Society.	18th November 1920.	71	2,247	1,750	183	..	300	2,183
3. Bombay Soravadikar Co-operative Credit Society.	26th January 1924.	33	1,140	390	230	..	46	866
4. Dadabhoy Chawl Co-operative Credit Society.	25th May 1920.	44	969	502	69	..	205	776
5. Dadar Stable Co-operative Credit Society.	22nd October 1928.	121	5,093	2,458	5	811	..	3,749
6. Gas Workers' Co-operative Credit Society.	5th January 1922.	263	8,764	4,720	1,926	50	767	7,468
7. Goa Kamagar Co-operative Credit Society.	23rd September 1924.	66	1,747	1,155	47	..	87	1,709
8. Haji Kasam Chawl Co-operative Credit Society.	6th April 1923.	36	805	360	5	..	194	559
9. Kamathipura Stables Co-operative Credit Society.	24th May 1928.	33	1,286	935	10	..	..	1,445
10. Kowly Compound Co-operative Credit Society.	10th August 1918.	33	907	565	81	..	529	1,176
11. Kumbhkar Co-operative Credit Society.	22nd August 1919.	41	1,140	568	65	3	354	990
12. Natal Co-operative Credit Society.	3rd January 1924.	100	4,802	2,397	774	..	800	4,896
13. Parei Kahatriya Kulotpanna Maratha Co-operative Credit Society.	25th January 1919.	113	1,948	1,166	189	..	724	2,079
14. Tardeo Petal Compound Co-operative Credit Society.	4th May 1917.	53	1,053	530	160	..	452	1,142
15. Textile Mill Compound Co-operative Credit Society.	May 1921	40	684	440	20	5	213	678
16. Kahatriya Kulotpanna Maratha Vidya-prasarak Co-operative Credit Society.	29th September 1919.	60	995	484	29	200	214	927
17. Kahatriya Gadakari Maratha Co-operative Credit Society.	7th August 1920.	147	3,501	2,980	421	..	568	3,919

APPENDIX V—contd.

1 Name of Society	2 Date of Registration	3 Number of members	4 Loans due by Individuals	5 Share Capital paid	6 Loans and Deposits held at the end of the year from		8 Reserve Fund	9 Working Capital
					6 Members	7 Non-members		
18. Karuneshwar Prasadik Co-operative Credit Society.	24th July 1914.	40	Rs. 1,021	Rs. 400	208	37	Rs. 524	Rs. 1,157
19.* Mazagaon Docks Co-operative Credit Society.	1st August 1920.	889	80,463	86,330	21,195	..	5,025	1,12,550
20. Bohidas Co-operative Credit Society.	3rd September 1920.	60	2,525	1,073	211	2	926	2,405
21. Bohidas Vidyavardhak Samaj Co-operative Credit Society.	1st March 1921.	44	1,987	788	33	..	863	1,614
22. Shree Ramprasadik Co-operative Credit Society.	Cancelled after March.	15	660	171	2	167	863	766
23. Warad * Co-operative Credit Society.	16th October 1916.	97	4,859	2,037	2,894	263	849	5,983
24. Bombay Meghaval Co-operative Credit Society, Unlimited.	19th August 1913.	98	8,250	491	..	2,200	8,722	11,413
25. Mitra Samaj Co-operative Credit Society, Unlimited.	3rd July 1914.	21	2,114	188	..	1,500	620	2,808
26. Shree Sant Prasadik Co-operative Credit Society, Unlimited.	4th May 1916.	16	1,811	226	..	1,215	368	1,809
27. Somavanshiya Co-operative Credit Society, Unlimited.	15th December 1913.	27	4,621	703	422	2,714	1,705	5,544
28. Fergusson Road Co-operative Credit Society, Limited.	27th February 1922.	50	1,043	709	3	..	117	1,039
29. Chinchpokli Road Co-operative Credit Society, Limited.	5th January 1922.	29	775	508	..	..	115	623
30. Samaj Hitachintak Mandal Co-operative Credit Society, Limited.	6th May 1920.	65	2,499	970	1,025	..	446	2,441
Grand Total ..		2,729	1,51,644	1,16,784	30,346	9,187	26,054	1,86,567

* The Society is open to all the Employees of the Dock, but the majority of the members are labourers.

CONSUMERS' SOCIETY

1. Currimbhoy Ibrahim Co-operative Stores, Ltd.	8th September 1916.	257	..	322	..	3,375	409	4,106
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PRODUCERS' SOCIETY

1. Sahakari Manoranjan Mandal, Ltd.	30th November 1925.	128	493	647	647
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APPENDIX V—contd.
MILL-HANDS' SOCIETIES IN MOFUSSIL

Name of Society	Date of Registration	Number of members	Loans due by Individuals	Share Capital paid	Loans and Deposits held at the end of the year from		Reserve Fund	Working Capital
					Members	Non-members		
1	2		4	5	6	7	8	9
1. Broach Fine Counts Mill Employees' Co-operative Credit Society.	1911	23	Rs. 2,877	Rs. 1,140	568	162	5,220	7,094
2. Broach Whittle Spinning and Manufacturing Co., Spinning Department, Co-operative Credit Society.	1920	395	3,306	2,655	56	393	709	3,312
3. Pratap Mill-hands' Co-operative Urban Bank, Amalner.	1916	621	1,42,921	18,005	1,08,799	19,502	8,910	1,67,211
4. Pratap Mill-hands' Nutan Co-operative Credit Society, Amalner.	1924	630	31,855	6,410	31,411	1,638	880	40,387
5. Dhulia New Pratap Mills Employees' Co-operative Credit Society.	1927	85	2,140	946	4,378	..	60	5,390
Grand Total ..		1,754	1,83,099	29,156	1,45,212	21,743	15,785	2,23,891
	No.							
Mill-Hands' Societies (Bombay and Suburbs).	72	4,406	1,17,434	73,135	16,257	18,481	32,883	1,40,713
Co-operative Societies of Labouring classes working in mills, municipality, etc.	30	2,729	1,51,644	1,16,764	30,346	9,167	26,054	1,86,567
Consumers' Society for mill-hands.	1	257	..	322	..	3,375	409	4,106
Producers' Society for mill-hands.	1	128	493	647	..	..	..	647
Mill-hands' Societies (Mofussil).	5	1,754	1,83,099	29,156	1,45,212	21,743	15,785	2,23,891
Grand Total ..	109	9,274	4,52,670	2,20,024	1,91,815	52,766	74,931	5,55,924

APPENDIX VI

Statement of accidents in the following industries and Compensation paid for them from 1924 (six months) to 31st December 1928.

Year.	Reference to clauses of s.chl. II	Accidents resulting in			Compensation paid for			No. of cases where employers were insured	Remarks
		Death	Permanent disablement	Temporary disablement	Death	Permanent disablement	Temporary disablement		
					Rs. a. p.	Rs. a. p.	Rs. a. p.		
					(1) Railway	Servants			
1924 ..		2	..	..	3,250 0 0	....	....	..
1925 ..		41	7	..	29,650 0 0	3,884 10 0	....	..
1926 ..		70	23	..	55,285 0 0	12,145 13 9	....	..
1927 ..		65	49	..	40,485 0 0	17,928 10 0	....	19	
1928 ..		56	55	8	44,560 0 0	20,707 8 0	292 8 0	28	These are cases where the railway companies employed contractors but were sued as principal, the contractors being insured.
Total ..		234	134	8	1,78,180 0 0	54,666 9 9	292 8 0	47	
					(2) Tram ways				
1924 .. (1)		
1925 .. "		..	1	..	....	1,008 0 0	....	..
1926 .. "		2	..	..	1,800 0 0	....	....	..
1927 .. "		3	2	..	3,900 0 0	714 0 0	....	..
1928 .. "		1	1	..	750 0 0	630 0 0	....	..
Total ..		6	4	..	6,450 0 0	2,352 0 0	....	..
					(3) Textile Mills (including	Dyeing and Bleaching)			
1924 .. (11)		88	21	8	80,380 0 0	7,782 14 2	162 1 6	60	
1925 .. "		23	109	4	12,150 0 0	22,429 14 9	545 0 0	94	
1926 .. "		18	179	3	13,160 0 0	38,646 9 0	178 4 0	170	
1927 .. "		42	183	1	85,908 0 0	37,277 8 2	19 1 0	169	
1928 .. "		17	160	4	15,090 0 0	83,973 0 0	380 0 0	110	
Total ..		186	652	20	1,06,088 0 0	1,45,109 14 1	1,233 6 6	612	

APPENDIX VI—contd.

Year	Reference to clauses of sch. II	Accidents resulting in			Compensation paid for			No. of cases where employees were insured	Remarks
		Death	Permanent disablement	Temporary disablement	Death	Permanent disablement	Temporary disablement		
		(4)	Factories	(other than Textile Mills and Railway Workshops)	Rs. a. p.	Rs. a. p.	Rs. a. p.		
1924	(ii)	1	3	..	1,050 0 0	404 4 0	....	2	Ginning and Pressing Factories are included here.
1925	"	15	27	4	15,507 8 0	10,155 4 0	141 9 4	18	
1926	"	9	34	4	12,615 0 0	9,449 2 0	212 8 0	23	
1927	"	17	50	..	15,430 0 0	13,094 4 5	....	24	
1928	"	14	64	..	16,230 0 0	20,919 7 2	....	40	
Total		56	178	8	60,862 8 0	64,022 5 7	354 1 4	107	
					(5) Railway Workshops				
1924	(ii)	..	..	..	....	....	....	..
1925	"	7	5	..	7,800 0 0	3,224 5 0	....	..
1926	"	3	16	1	1,500 0 0	8,311 6 0	252 0 0	..	
1927	"	2	30	..	1,337 8 0	9,349 1 0	....	..
1928	"	7	18	..	5,400 0 0	7,236 11 0	....	..
Total		19	69	1	16,037 8 0	28,621 7 0	252 0 0	..	
					(6) Mines and Quarries				
1924	(iii)	..	..	..	....	....	....	..
1925	"	1	..	..	1,600 0 0	....	....	..
1926	"	..	1	..	....	504 0 0	....	..
1927	"	2	..	..	1,700 0 0	....	....	..
1928	"	2	1	..	1,200 0 0	100 0 0	....	..
Total		5	2	..	4,500 0 0	604 0 0	....	..
					(7) Seamen				
1924	(iv)	..	..	..	....	....	....	..	The compensation in these cases was paid as the result of an agreement inserted in the articles. The seamen did not come under the Indian Act.
1925	"	2	..	..	3,900 0 0	....	....	..
1926	"	1	..	..	1,337 8 0	....	....	..
1927	"	9	4	..	13,450 0 0	1,956 0 0	....	..
1928	"	4	6	1	3,637 8 0	2,510 6 0	343 12 0	..	
Total		16	10	1	22,375 0 0	4,466 6 0	343 12 0	..	
					(8) Loading and unloading Ships				
1924	(v)	..	..	..	....	....	....	..
1925	"	2	4	..	1,800 0 0	935 0 0	....	..
1926	"	4	2	1	3,600 0 0	1,513 0 0	....	..
1927	"	5	6	1	3,007 8 0	2,994 4 0	100 0 0	3	
1928	"	5	10	2	3,600 0 0	4,063 0 0	50 0 0	7	
Total		16	22	4	12,007 8 0	9,504 4 0	150 0 0	10	

APPENDIX VI—contd.

Year	Reference to clause of Sect. II	Accidents resulting in			Compensation paid for			No. of cases where employees were injured	Remarks
		Death	Permanent disablement	Temporary disablement	Death	Permanent disablement	Temporary disablement		
					Rs. a. p.	Rs. a. p.	Rs. a. p.		
					(9) Buildings and Bridges				
1924	(vi)	1	..	..	600 0 0	....	....	..
1925	"	9	2	..	5,777 8 0	412 0 0	....	2
1926	"	6	2	..	7,850 0 0	94 8 0	....	..
1927	"	5	1	..	4,200 0 0	50 8 0	....	1
1928	"	6	..	..	4,442 8 0	....	....	2
Total		26	5	..	22,870 0 0	556 14 0	....	5
					(10) Electric (Overhead) Cables				
1924	(vii)	..	..	..	....	....	....	..
1925	"	2	3	..	2,700 0 0	688 5 0	....	4
1926	"	1	1	..	1,050 0 0	800 0 0	....	2
1927	"	3	..	..	2,310 0 0	....	....	1
1928	"	9	10	1	9,007 8 0	3,264 15 0	27 2 0	19	
Total		15	14	1	15,067 8 0	4,758 4 0	27 2 0	26	
					(11) Sewers				
1924	(viii)	..	..	..	....	....	....	..
1925	"	2	..	..	2,100 0 0	....	....	..
1926	"	2	..	..	1,050 0 0	....	....	..
1927	"	1	..	..	....	....	....	..
1928	"	..	..	..	....	....	....	..
Total		5	..	..	3,150 0 0	....	....	..
					(12) Port Trust employees				
1924	..	1	..	..	900 0 0	....	....	..
1925	..	..	..	..	....	....	....	..
1926	..	4	2	2	4,200 0 0	1,172 8 0	610 0 0	..	
1927	..	3	4	..	2,400 0 0	3,003 0 0	....	..
1928	..	6	4	..	5,800 0 0	2,804 0 0	....	..
Total		14	10	2	13,300 0 0	6,979 8 0	610 0 0	..	

These include workers on Port Trust Railway, in Workshops, and engaged in loading and unloading ships.

APPENDIX VI—*contd.*

Name of Industry	Reference to clauses of S.O. II	Accidents resulting in			Compensation paid for			No. of cases where and players were insured	Remarks
		Death	Permanent disablement	Temporary disablement	Death	Permanent disablement	Temporary disablement		
					Rs. a. p.	Rs. a. p.	Rs. a. p.		
					Total, 1924-1928				
Railway servants.	..	234	184	8	1,78,180 0 0	54,666 9 9	292 8 0	47	
Tramways	(i)	6	4	..	6,450 0 0	2,352 0 0	....	..
Textile Mills.	(ii)	138	652	20	1,06,083 0 0	1,45,109 14 1	1,233 6 6	612	
Factories (other than Textile Mills and Railway Workshops).	..	56	178	8	60,882 8 0	54,022 5 7	854 1 4	107	
Railway Workshops.	..	19	69	1	16,087 8 0	28,621 7 0	252 0 0	..	
Mines and Quarries.	(iii)	5	2	..	4,500 0 0	604 0 0	....	..
Seamen ..	(iv)	16	10	1	22,375 0 0	4,466 6 0	343 12 0	..	
Loading and unloading ships.	(v)	16	22	4	12,007 8 0	9,504 4 0	150 0 0	10	
Buildings and Bridges.	(vi)	26	5	..	22,870 0 0	556 14 6	....	6
Electric Cables (over head).	(vii)	15	14	1	15,067 8 0	4,753 4 0	27 2 0	26	
Sewers ..	(viii)	5	..	..	3,150 0 0	....	....	..
Port Trust.	..	14	10	2	13,300 0 0	6,979 8 0	610 0 0	..	
Total ..		550	1,100	40	4,55,953 0 0	3,11,636 8 11	3,262 13 10	807	

Statement of accidents dealt with by the Ex-Officio, Commissioners in the Presidency from 1926 to 31st December 1928.

Year	Accidents* resulting in			Compensation paid for			
	Death	Permanent disablement	Temporary disablement	Death	Permanent disablement	Temporary disablement	
1	2	3	4	5	6	7	
1926 ..	19	23	5	Rs. a. p. 13,721 0 0	Rs. a. p. 4,463 8 2	Rs. ..	} Amount shown in column 6 represents the amount of compensation deposited and that agreed upon under agreements registered.
1927 ..	28	36	4	15,097 8 0	13,577 10 0	..	
1928 ..	39	32	7	21,966 3 6	21,818 10 0	..	
Total ..	86	91	16	50,784 11 6	39,854 12 2	..	

*Excludes 31 accidents, dealt with in 1924-25, for which figures of compensation are not available.

APPENDIX VII

Number of persons in each wage class to whom compensation was awarded each year during the period from 1924 (six months) to 31st December 1928

	Assumed wage (see Schedule IV)	1924	1925	1926	1927	1928	Total number
Adults..	Rs. a. p.						
	8 0 0	..	2	..	4	1	7
	10 0 0	1	3	1	..	3	8
	12 0 0	..	3	2	7	3	15
	15 4 0	7	34	17	31	19	108
	20 0 0	9	57	38	45	46	195
	25 0 0	27	58	52	66	55	258
	30 0 0	8	32	23	32	33	128
	35 0 0	9	22	14	24	22	91
	40 0 0	3	18	14	17	17	69
	46 4 0	2	11	11	17	20	61
	55 0 0	2	14	6	12	9	43
	65 0 0	} 8 {	} 30 {	} 16 {	} 13 {	} 19 {	} 86 {
	75 0 0						
	83 5 4						
Total Adults ..	76	284	194	268	247	1,069	
Minors..	Rs. a. p.						
	8 0 0	1	2	1	1	1	6*
	10 0 0	..	3	..	2	..	5
	12 0 0	..	..	..	..	..	..
	15 4 0	..	..	..	1	..	1
	20 0 0	..	..	..	1	..	1
	25 0 0	..	..	1	..	..	1
	30 0 0	..	..	..	..	..	..
	35 0 0	..	..	..	..	..	..
	40 0 0	..	..	..	..	..	..
	46 4 0	} .. {	} .. {	} .. {	} .. {	} .. {	} .. {
55 0 0							
65 0 0							
75 0 0							
83 5 4							
Total Minors ..	1	5	2	5	1	14	
Grand Total ..	77	289	196	273	248	1,083	

* Of these six, five were fatal accident cases for which no wage-class could be given as compensation in case of a minor is limited to Rs. 200 only and is not based on wages.

APPENDIX
Intervals, Holidays

District	Number of								
	Total	In which intervals are			In which holidays are		In which normal		
		Granted under			Granted on		For Men		
		Section 21 (1) (c) (i)	Section 21 (1) (c) (ii)	Proviso to 21 (1) (c)	Sundays only	Weekly days and Sundays	Not above 48	Above 48 and not above 54	Above 54
Bombay	374	309	1	13	113	246	94	63	207
Ahmedabad	166	151	..	..	5	155	3	2	157
Broach	52	50	..	..	4	48	..	1	51
Kaira	19	18	..	..	8	11	..	..	10
Panch Mahals	13	9	..	..	1	11	2	1	9
Surat	52	48	..	1	7	44	4	4	43
Thana	9	9	..	..	5	4	3	..	6
Bombay Suburban	27	22	..	..	2	22	1	6	18
East Khandesh	166	158	..	..	30	133	3	6	155
West Khandesh	74	65	..	..	5	69	1	1	72
Nasik	29	27	1	..	9	19	5	5	19
Poona	33	29	..	1	13	17	17	5	11
Sholapur	46	44	..	..	2	43	1	1	44
Ahmednagar	57	29	..	..	12	37	16	7	27
Satara	2	2	..	..	..	2	..	1	1
Belgaum	38	37	..	..	7	31	6	3	29
Bijapur	39	38	..	..	10	29	2	2	35
Dharwar	108	103	..	..	18	86	7	3	95
Kolaba	7	4	..	..	..	4	..	1	6
Kanara	3	3	..	..	3	..	..	3	..
Ratnagiri	2	2	..	..	..	2	..	2	..
Hyderabad	20	19	..	..	3	16	2	..	18
Karachi	52	33	3	..	14	30	10	13	26

VIII
and Hours

Factories													Remarks
weekly hours are					Exempted from	In which majority of operatives are exempted from							
For Women			For Children			Section (24) (c)	Section 21	Section 22	Section 26	Section 27	Section 28	Section 35	
Not above 48	Above 48 and not above 64	Above 64	Not above 30	Above 30									
36	76	84	8	18	..								46	10	..	..	3	100	Five factories did not furnish information.
4	1	136	49	8	..	11	2	..	..	2	80	Four factories did not furnish information.
..	1	48	9	3	..	2	..	..	..	..	5	
..	1	17	3	1	..	1	..	..	..	..	1	
..	..	6	..	..	..	3	..	..	..	..	2	One factory did not furnish information.
7	7	37	2	1	..	2	..	..	..	..	7	Do.
2	..	5	..	3	..	..	..	..	..	..	1	
1	5	12	3	10	..	3	1	..	..	1	7	Two factories did not furnish information.
3	44	112	4	1	..	6	1	..	..	1	8	Do.
1	1	72	..	..	..	9	..	..	..	..	1	
2	3	17	..	1	..	1	1	..	..	1	7	
2	2	5	1	5	..	3	3	..	..	2	10	
1	1	40	8	2	..	2	1	..	..	1	12	
13	10	19	1	2	..	21	1	..	..	1	..	Seven factories did not furnish information.
..	1	1	..	..	..	..	..	..	..	..	1	
5	4	28	2	1	..	1	..	..	..	..	3	
1	4	31	..	..	..	1	..	..	..	..	..
6	1	94	2	1	..	3	2	..	..	2	7	Two factories did not furnish information.
..	..	2	1	1	..	3	3	..	..	3	..	
..	3	..	..	..	..	..	..	..	..	..	3	
..	1	..	..	2	..	..	..	..	..	..	..
3	..	10	..	9	..	1	1	..	..	1	..	
3	3	10	..	..	..	13	5	..	..	4	4	Three factories did not furnish information.

APPENDIX

District	Number of								
	Total	In which intervals are			In which holidays are		In which normal		
		Granted under			Granted on		For Men		
		Section 21 (1) (a) (i)	Section 21 (1) (a) (ii)	Proviso to 21 (1) (a)	Sundays only	Weekly days and Sundays	Not above 48	Above 48 and not above 54	Above 54
Sukkur	21	19	1	..	6	15	10	1	10
Thar and Parkar	18	13	..	..	2	11	..	..	13
Nawabshah	21	21	..	..	7	14	2	..	19
Upper Sind Frontier	5	5	..	..	1	4	..	..	5
Larkana	50	47	..	..	17	30	28	..	19
Total	1,488	1,314	6	15	313	1,124	217	186	1,115
Total for the year 1927	1,426	1,276	11	..	295	1,082	185	186	1,085
Total for the year 1926	1,398	1,282	19	..	286	1,019	175	110	1,045

VIII—contd.

Factories											Remarks.		
weekly hours are					Exe m p t e d from	In which majority of operatives are exempted from							
For Women			For Children			Section (24 (a))	Section 21	Section 22	Section 26	Section 27		Section 28	Section 35
Not above 48	Above 48 and not above 54	Above 54	Not above 30	Above 30									
..	..	2	1	9	Three factories did not furnish information.
1	..	12	..	2	..	..	..	..	..	..	..	..
11	..	10	..	12	..	..	..	..	..	..	..	..
..	
5	..	4	1	..	..	..	..	..	..	..	..	..
112	169	809	94	88	..	133	31	..	..	22	268	Thirty factories did not furnish information.
107	167	777	99	102	..	120	30	..	..	19	261	
102	148	747	106	116	..	80	26	..	..	..	..

APPENDIX IX
AVERAGE DAILY EARNINGS IN COTTON MILLS

Men

Department and Occupation	Bombay			Ahmedabad			Sholapur		
	May 1921	August 1923	July 1926	May 1921	August 1923	May 1926	May 1921	August 1923	July 1926
<i>Mixing and Waste Room—</i>	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.
Jobbers and Mukadama. Time ..	1 10 5	1 10 5	1 9 5	1 0 1	1 4 8	1 2 7	0 14 1	0 8 0	13 10
Newghanies .. Time ..	1 2 2	1 2 9	1 2 2	0 11 9	0 15 8	0 14 7	0 11 4	0 12 8	0 12 5
<i>Blow Room—</i>									
Jobbers .. { Time ..	3 6 8	3 10 9	3 8 8	1 13 7	2 1 1	2 6 5	1 14 3	1 12 6	..
.. { Piece ..	3 9 9	4 0 4	2 8 ..	.. ..	.. ..	2 10 10	2 11 8	..	..
Assistant Jobbers. { Time ..	1 15 4	1 18 4	1 12 10	1 8 6	1 0 1	1 10 6	1 9 3	1 5 3	1 8 4
.. { Piece ..	2 3 5	2 5 4	2 9 6	.. ..	.. ..	.. ..	1 11 0	..	..
Machine Attendants. Time ..	0 14 9	0 14 10	0 15 2	0 12 11	0 14 10	0 13 10	0 10 5	0 10 9	0 11 4
<i>Carding Room—</i>									
Jobbers .. { Time ..	4 8 10	4 8 2	4 6 2	4 9 2	10 10 2	10 12 10	5 11 11	3 0 2	..
.. { Piece ..	4 12 2	4 7 0	4 6 11	.. ..	.. ..	3 8 8	3 15 1	..	..
Assistant Jobbers. { Time ..	2 2 7	2 10 2	2 3 9	1 7 11	1 9 3	1 12 11	1 5 3	1 4 3	1 13 1
.. { Piece ..	2 9 4	2 9 1	2 9 0	.. ..	.. ..	2 2 2	2 5 1	..	..
Grinders .. Time ..	1 0 9	1 2 1	0 5 1	0 5 1	1 2 1	2 4 12	1 0 15	0 0 11	11
Strippers .. Time ..	0 15 11	0 15 10	1 0 10	13 8 0	14 7 0	14 8 0	11 6 0	11 10 0	13 2
Lap carriers .. Time ..	0 13 11	0 13 5	0 14 5	0 13 5	0 13 8	0 14 1	0 11 4	0 11 2	0 11 1
Fly Cooties .. Time ..	0 13 5	0 13 7	0 14 1	0 12 10	0 14 1	0 12 10	0 10 1	0 10 8	0 10 5
<i>Drawing Frames—</i>									
Jobbers .. { Time ..	3 4 9	2 12 3	3 7 5	2 1 3	2 0 4	1 10 6	2 6 1	3 4 1	5 11
.. { Piece ..	2 6 1	3 3 4	3 8 2	1 4 7	.. ..	2 7 1	1 9 1	2 7 10	..
Tenters .. Piece ..	1 4 6	1 4 0	1 4 8	1 1 2	0 3 1	1 8 0	1 11 3	0 11 7	0 12 4
<i>Slubbing and Intermediate Roving Frames—</i>									
Head Jobbers. { Time ..	4 15 1	4 15 5	4 3 6	3 0 3	5 2 3	10 2 5	9 2 8	4 ..	..
.. { Piece ..	4 7 9	0 13 1	1 12 8	2 12 7	.. ..	4 3 5	3 15 8	2 8 0	..
Assistant Jobbers. { Time ..	2 11 1	2 12 4	2 3 5	1 12 8	1 7 1	14 10 1	7 7 1	13 5 1	12 5
.. { Piece ..	2 14 1	2 11 1	2 0 8	.. ..	.. ..	2 5 1	2 9 4	..	..
Slubbing Frame Tenters. { Time ..	0 15 7	0 6 1	0 13 10	0 13 5	.. ..	.. ..	0 11 9	..	..
.. { Piece ..	1 6 2	1 5 3	1 6 3	1 3 7	1 3 0	1 3 9	0 13 10	0 12 10	0 13 3
Intermediate Frame Tenters. { Time ..	1 5 0	1 2 1	1 3 0	0 13 5	0 12 1	1 4 7	.. ..	0 11 8	0 11 8
.. { Piece ..	1 5 1	1 3 1	1 4 6	1 3 0	1 15 1	1 1 2	0 13 2	0 12 3	0 12 9
Roving Frame Tenters. { Time ..	1 2 6	1 4 1	1 10 ..	.. ..	.. ..	.. ..	0 13 10	0 13 2	..
.. { Piece ..	1 3 4	1 2 7	1 3 8	0 16 2	0 14 1	0 8 0	0 12 2	0 10 7	0 11 4

APPENDIX IX—contd.
AVERAGE DAILY EARNINGS IN COTTON MILLS—contd.
Men—contd.

Department and Occupation	Bombay			Ahmedabad			Sholapur		
	May 1921	August 1923	July 1926	May 1921	August 1923	May 1926	May 1921	August 1923	July 1926
	Rs. s.p.	Rs. s.p.	Rs. s.p.	Rs. s.p.	Rs. s.p.	Rs. s.p.	Rs. s.p.	Rs. s.p.	Rs. s.p.
<i>Weavers—</i>									
Two Looms .. Piece	1 10 2	1 11 3	1 13 4	1 10 11	1 10 5	1 13 4	1 7 6	1 9 4	1 9 9
Four Looms .. Piece	2 9 12	2 9 3	2 14 2	2 10 5	2 1 13	2 6 4	..	3 13 7	3 6 9
<i>Calendering—</i>									
Head Jobbers.. Time	2 10 4	2 12 0	2 12 2	1 11 8	1 15 4	2 6 4	1 14 9	1 2 1	..
Assistant Jobbers.. Time	1 13 9	1 10 9	1 11 10	1 8 0	1 2 5	1 6 0	1 9 0	..	..
Front Calendermen.. Time	1 1 4	1 1 6	1 2 0	1 14 8	0 14 7	0 14 0	0 11 7	0 10 10	..
Rack Calendermen.. Time	0 15 6	0 15 3	0 0 14	0 14 3	0 14 4	0 14 5	0 10 9	0 10 4	..
<i>Yarn Bundling and Baling—</i>									
Scalemen .. Time	1 3 4	1 2 4	1 3 2	0 14 9	1 2 1	0 10 0	0 10 3	0 10 9	0 11 1
Scalemen .. Piece	1 12 10	1 8 3	1 4 0	..	1 0 1	..	1 0 4	0 12 10	..
Knotters .. Time	1 1 1	1 1 1	1 3 1	0 1 3	1 3 1	0 15 7	0 9 5	0 13 8	0 12 0
Knotters .. Piece	1 9 0	1 5 1	1 2 5	1 8 2	1 12 0	..	0 13 1	0 12 6	0 14 1
Pressers .. Time	1 4 9	1 7 2	1 1 1	0 1 2	0 1 2	0 1 2	..	0 14 1	0 13 4
Pressers .. Piece	1 12 1	1 8 6	1 4 2	1 6 0	1 0 0	..	0 15 3	0 13 10	1 1 5
Bundle Wrappers.. Time	0 13 7	0 13 7	0 5 14	0 12 8	0 14 8	0 0 8	0 10 9	0 5 10	0 11
Bundle Wrappers.. Piece	1 1 7	0 15 3	1 7 2	1 9 10	2 0 0	..	0 11 2	0 10 8	0 8 1
<i>Cloth Folding, Baling and Finishing—</i>									
Head Jobbers.. Time	2 11 1	2 12 10	3 6 1	1 7 5	1 6 4	1 7 6	2 2 4	2 4 6	2 5 0
Front Folders.. Time	0 15 10	0 15 8	0 15 9	1 5 1	1 6 0	1 15 9	0 11 9	0 13 6	0 11 10
Back Folders .. Time	0 14 1	0 15 0	0 15 0	1 1 6	0 15 2	0 15 1	0 11 6	0 11 3	0 11 1
Bundlers .. Time	0 14 10	0 15 3	0 10 14	0 14 4	0 14 3	0 13 8	0 9 7	0 10 10	0 4
Stampers .. Time	1 1 5	1 1 8	1 1 8	1 1 1	1 1 1	1 1 1	1 5 10	1 10 11	2 0 11
<i>Engine and Boiler—</i>									
Sarangs .. Time	2 0 0	2 1 2	1 1 10	..	2 4 8	1 5 10	1 6 3	1 7 2	1 14 4
Engine Drivers Time	3 8 1	3 9 4	3 10 1	9 9	9 1 1	11 11	11 8	11 7	13 11 5
Splicers .. Time	1 9 4	1 10 10	1 8 4	1 6 10	1 6 5	1 9 5	1 8 4	1 5 7	2 0 4
Firemen .. Time	1 3 1	1 5 6	1 5 4	1 7 9	1 7 1	1 7 10	1 14 8	1 15 5	1 3 9
<i>Electrical—</i>									
Electricians .. Time	3 15 0	4 0 9	5 0 4	2 3 4	2 0 12	9 0 2	0 6 10	7 2 10	4
Wiremen .. Time	2 7 9	2 10 6	2 5 5	2 2 5	2 5 0	1 15 4	0 15 9	1 1 6	1 6 3

APPENDIX IX—contd.

AVERAGE DAILY EARNINGS IN COTTON MILLS—contd.

Men—concl'd.

Department and Occupation	Bombay			Ahmedabad			Sholapur		
	May 1921	August 1923	July 1926	May 1921	August 1923	May 1926	May 1921	August 1923	July 1926
	Rs. a.p.	Rs. a.p.	Rs. a.p.	Rs. a.p.	Rs. a.p.	Rs. a.p.	Rs. a.p.	Rs. a.p.	Rs. a.p.
<i>Mechanics—</i>									
Foremen .. Time ..	6 3 3 6 6 11 7 2 4 3 13 0 4 2 8 3 10 4 3 5 10 3 14 10 6 4 11								
Turners .. Time ..	2 6 6 2 8 7 2 13 2 1 11 3 2 1 1 2 6 7 1 6 6 1 6 10 1 8 2								
Pattern Makers. Time ..	3 0 7 3 2 6 8 1 3 2 3 3 2 6 1 2 15 11 1 9 4 1 14 1 2 3 10								
Blacksmiths .. Time ..	2 10 3 2 11 7 2 10 6 1 12 1 2 3 9 2 5 3 1 8 0 1 7 1 2 0 0								
Blacksmith Strikers. Time ..	1 1 1 1 1 9 1 1 4 1 0 2 1 4 0 1 2 10 0 11 10 0 12 0 0 15 8								
Tinsmiths .. Time ..	2 1 10 2 4 6 2 9 2 1 11 6 2 0 10 2 2 0 1 3 4 1 6 5 1 11 2								
Masons .. Time ..	2 0 11 2 2 1 2 1 0 2 0 2 2 3 3 2 5 4 1 9 11 1 2 11 1 5 6								
Moulders .. Time ..	2 12 9 3 4 6 2 12 4 1 14 6 1 11 1 2 2 7 1 9 10 2 0 4 2 3 9								
Assistant Moulders. Time ..	1 15 3 2 1 6 2 3 10 1 0 1 1 3 9 1 4 1 1 5 4 1 3 5 ..								
<i>Ramroos or Sepoy Department and Odd Hands—</i>									
Jamadars .. Time ..	1 4 9 1 6 5 1 8 7 0 15 11 1 3 2 1 3 4 1 1 1 1 5 11 1 4 10								
Sepoys .. Time ..	0 13 2 0 14 1 0 15 9 0 10 0 0 11 5 0 12 0 0 9 6 0 10 6 0 11 0								
<i>Miscellaneous—</i>									
Mukadams .. Time ..	1 11 1 1 11 11 1 11 6 1 2 2 1 4 7 1 4 8 1 2 1 1 1 0 0 12 3								
Carpenters .. Time ..	2 5 3 2 5 5 2 4 11 2 0 7 2 7 2 2 6 11 1 8 2 1 4 6 1 6 7								
Fitters .. Time ..	2 9 3 2 12 8 2 11 9 1 12 10 2 2 7 2 5 0 1 5 10 1 6 10 1 9 1								
Oilers .. Time ..	1 1 11 1 2 9 1 2 6 1 4 1 1 2 9 1 2 7 0 11 10 0 14 5 0 13 11								
Moochies .. Time ..	1 1 11 1 2 4 1 2 0 1 7 9 1 8 10 1 9 7 0 12 8 0 13 5 0 12 1								
Coolies .. Time ..	0 15 3 0 15 5 0 15 11 0 12 6 0 14 1 0 14 1 0 10 8 0 10 7 0 11 3								
Sweepers .. Time ..	0 12 0 0 12 4 0 13 6 0 11 5 0 12 9 0 13 3 0 8 7 0 11 4 0 10 8								

APPENDIX IX—conold.

AVERAGE DAILY EARNINGS IN COTTON MILLS—conold.

Women

Department and Occupation (1)	Bombay			Abmedabad
	May 1921	August 1923	July 1926	May 1921
	(2)	(3)	(4)	(5)
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
<i>Mixing and Waste Room—</i>				
Waste Pickers	Time .. 0 8 5	0 8 4	0 8 8	0 8 10
<i>Ring Spinning—</i>				
Siders	Time .. 0 14 7	0 15 2	0 15 2	0 14 5
Doffers	Time .. 0 10 11	.....	0 11 5	.....
<i>Winding—</i>				
Nalkins	Time and Piece. 1 11 3	1 12 0	1 12 0	0 12 8
Grey Winders	{ Time .. 0 11 10 Piece .. 0 12 2	{ 0 11 10 0 12 3	{ 0 11 2 0 11 9	{ 0 13 0 0 11 1
Colour Winders	{ Time .. 0 11 10 Piece .. 0 12 2	{ 0 12 2 0 13 7	{ 0 10 1 0 14 11	{ 0 13 0 0 11 1
<i>Reeling—</i>				
Reelers	{ Time .. 0 11 10 Piece .. 0 13 6	{ 0 11 1 0 12 6	{ 0 7 11 0 10 11	{ 0 8 6 0 15 0
<i>Miscellaneous—</i>				
Coolies	Time .. 0 12 7	0 11 3	0 9 6	0 9 6
Sweepers	Time .. 0 8 3	0 8 8	0 8 8	0 9 7

Department and Occupation (1)	Ahmedabad		Sholapur		
	August 1923	May 1926	May 1921	August 1923	July 1926
	(6)	(7)	(8)	(9)	(10)
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
<i>Mixing and Waste Room—</i>					
Waste Pickers	Time .. 0 8 11	0 8 5	0 5 5	0 6 2	0 4 10
<i>Ring Spinning—</i>					
Siders	Time .. 0 14 11	0 15 1	0 10 9	0 9 10	0 11 0
Doffers	Time	0 10 5	.....	.....	0 7 10
<i>Winding—</i>					
Nalkins	Time and Piece. 0 14 0	0 15 5	0 10 11	0 11 9	0 9 2
Grey Winders	{ Time .. 0 10 9 Piece .. 0 12 2	{ .. 0 11 9	{ .. 0 7 5	{ 0 7 6 0 5 4	{ .. 0 6 2
Colour Winders	{ Time .. 0 10 9 Piece .. 0 12 2	{ 0 8 6 0 14 6	{ 0 6 3 0 5 11	{ 0 8 3 0 6 10	{ .. 0 6 6
<i>Reeling—</i>					
Reelers	{ Time .. 0 11 2 Piece .. 0 12 7	{ 0 9 7 0 14 5	{ 0 5 11 0 5 11	{ 0 6 1 0 6 0	{ 0 8 10 0 6 9
<i>Miscellaneous—</i>					
Coolies	Time .. 0 11 9	0 9 9	0 7 1	0 6 11	0 6 7
Sweepers	Time .. 0 10 1	0 9 2	0 4 11	0 5 7	0 5 9

APPENDIX X

APPENDIX

Table I : Frequency of Rates of Press Workers

Class Intervals of Rates	Foremen	Warehousemen	Readers	Process Workers	Mono-casters	Mono key-board operators	Compositors	Carpenters	Machinemen	Electricians	Binders	Casters
Rs.												
200 and over	5	..	..	..	..	..	..	..	..	..	..	..
190 & below Rs. 200	.. 1	..	..	..	..	..	..	..	..	..	..	..
180	.. 2	..	..	..	..	..	..	..	..	..	..	..
170	.. 1	..	..	..	..	..	..	..	..	..	..	..
160	.. 2	..	1	..	..	..	..	..	..	..	..	..
150	.. 1	..	..	1	..	..	..	..	..	..	..	..
140	.. 4	..	..	..	..	..	..	..	..	..	..	..
130	.. 1	..	..	1	..	..	..	..	..	..	..	..
120	.. 1	..	1	..	..	..	..	..	..	..	..	..
110	.. 2	1	..	..	1	..	..	..	..	..	..	..
100	.. 2	..	1	..	..	1	..	..	..	..	..	..
95	.. 2	..	1	..	..	..	1	..	..	..	..	..
90	.. 2	..	1	..	1	..	..	..	..	..	..	..
85	.. 2	..	1	..	..	..	3	1	..	..	..	..
80	.. 1	..	2	1	..	..	1	..	1	..	..	..
75	.. 1	..	..	..	..	..	2	..	2	..	..	..
70	.. 4	..	2	..	..	..	3	..	3	1	..	..
65	..	..	2	1	..	..	4	..	3	..	1	..
60	..	2	15	2	..	..	10	2	..	..	..	1
58	..	..	..	..	..	..	4	..	..	..	..	..
56	..	..	..	..	..	..	..	..	..	..	..	..
54	..	..	..	..	..	..	9	1	1	..	..	..
52	..	..	..	..	..	..	..	..	1	..	..	..
50	..	..	4	..	..	..	12	..	1	..	1	1
48	..	1	..	..	..	..	3	..	1	..	..	..
46	..	..	..	..	..	..	..	..	..	..	..	..
44	..	1	1	..	..	..	2	..	1	..	1	..
42	..	2	..	..	..	..	1	..	..	..	..	..
40	..	1	..	1	..	..	2	..	2	..	..	..
38	..	..	..	..	..	..	..	..	1	..	..	..
36	..	..	..	..	..	..	..	..	..	..	..	..
34	..	2	..	..	..	..	2	..	2	..	1	..
32	..	1	..	..	..	..	1	..	..	..	1	..
30	..	..	..	..	..	..	2	..	2	..	4	..
29	..	..	..	..	..	..	..	..	..	..	..	..
28	..	..	..	..	..	..	..	..	..	..	1	..
27	..	..	..	..	..	..	..	..	..	..	..	..
26	..	..	..	..	..	..	..	..	..	..	2	..
25	..	..	..	..	..	..	2	..	3	..	3	..
24	..	..	..	..	..	..	1	..	..	..	..	..
23	..	..	..	..	..	..	..	..	4	..	..	..
22	..	..	..	..	..	..	..	..	..	..	..	..
21	..	..	..	..	..	..	..	..	..	..	..	..
20	..	..	..	..	..	..	..	..	..	..	4	..
19	..	..	..	..	..	..	..	..	..	..	..	..
18	..	..	..	..	..	..	..	..	..	..	..	..
17	..	..	..	..	..	..	..	..	..	..	..	..
16	..	..	..	..	..	..	..	..	..	..	..	..
15	..	..	..	..	..	..	3	..	..	..	6	..
Below Rs. 15	..	..	..	..	..	..	..	..	..	..	..	..
Total	30	12	32	6	2	1	68	4	28	1	25	2

X

(English Newspaper Presses) in Bombay

Havildars	Copy-holders	Rollermen	Sepoys	Coolies	Junior Inter-type operators	Galley pressmen	Type foundrymen	Sweepers	Office Boys	Total	Class Intervals of Rates	No. of workers in particular wage groups
..	5	Rs. 200 and over	
..	1	190 & below Rs. 200	} 12
..	2	180	
..	1	170	
..	3	160	} 15
..	1	150	
..	5	140	
..	2	130	} 82
..	2	120	
..	2	110	
..	5	100	} 41
..	4	95	
..	4	90	
..	7	85	} 56
..	5	80	
..	5	75	
..	5	70	} 108
..	13	65	
..	11	60	
..	33	58	} 145
..	4	56	
..	13	54	
..	2	52	} 46
..	22	50	
..	5	48	
..	46	} 108
..	13	44	
..	9	42	
..	29	40	} 46
..	4	38	
..	5	36	
..	16	34	} 145
..	14	32	
..	14	30	
..	69	29	} 46
..	2	28	
..	13	27	
..	6	27	} 108
..	7	26	
..	51	25	
..	11	24	} 46
..	15	23	
..	14	22	
..	3	21	} 108
..	3	21	
..	23	20	
..	2	19	} 46
..	13	18	
..	4	17	
..	4	17	} 108
..	4	16	
..	20	16	
..	3	Below Rs. 15	
4	32	66	132	10	5	7	1	2	35	505	Total.	

APPENDIX

Table II : Frequency of Rates of Press Workers

Class Intervals of Rates	Foremen	Castors	Compositors	Readers	Machinemen	Type-Casters	Binders	Carpenters	Warehousemen
Rs.									
200 and over	2	..	..	..	..	..	..	..	..
190 & below Rs. 200	..	..	..	..	..	..	..	..	..
180	..	..	..	..	..	..	..	..	..
170	..	..	..	..	..	..	..	..	..
160	..	..	..	..	..	..	..	..	..
150	3	1	..	..	..	..	..	..	..
140	..	..	..	..	..	..	..	..	..
130	1	..	1	..	..	..	..	..	..
120	..	..	..	..	..	..	..	..	..
110	..	..	..	..	..	..	..	..	..
100	2	..	..	..	..	..	..	..	..
95	1	..	..	..	..	..	..	..	..
90	..	..	..	2	..	..	..	..	..
85	..	..	1	..	..	..	..	..	..
80	2	..	..	..	2	..	..	..	..
75	1	..	..	1	1	1	..	..	..
70	1	..	2	1	..	..	1	..	..
65	1	..	8	1	7	..	..	..	..
60	..	..	3	1	1	..	..	1	..
58	..	..	2	..	..	..	..	1	..
56	..	..	2	..	..	..	..	..	..
54	..	..	19	4	3	..	2	..	..
52	..	..	5	..	..	..	..	..	..
50	1	3	14	2	2	..	..	..	..
48	..	..	6	..	3	..	1	..	..
46	..	..	1	..	..	..	..	..	..
44	..	..	18	2	7	..	..	..	..
42	..	..	11	..	..	..	1	..	..
40	..	..	20	1	5	..	3	..	1
38	..	..	3	..	..	..	..	..	..
36	..	1	3	1	..	..	..	..	..
34	..	..	7	2	2	2	1	..	..
32	..	1	7	..	..	1	1	..	..
30	..	1	13	1	..	..	4	..	..
29	..	..	..	..	..	..	..	..	..
28	..	1	4	..	..	..	4	..	..
27	..	..	1	..	2	1	1	..	..
26	..	..	1	..	..	..	1	..	..
25	..	..	7	..	..	..	5	..	..
24	..	..	..	..	..	..	2	..	..
23	..	..	..	..	..	..	..	..	..
22	..	..	..	..	..	..	..	..	..
21	..	..	..	..	..	..	..	..	..
20	..	..	5	..	..	..	..	..	..
19	..	..	..	..	..	..	..	..	..
18	..	..	1	..	..	..	..	..	..
17	..	..	..	..	..	..	..	..	..
16	..	..	..	..	..	..	..	..	..
15	..	..	4	..	..	..	1	..	..
Below Rs. 15	..	..	..	..	..	..	2	..	..
Total	15	8	169	19	35	5	30	2	1

X—contd.

(Vernacular Newspaper Presses) in Bombay

Roller-maker	Ballers	Galley pressmen	Havildars	Sepoys	Sweepers	Office Boys	Total	Class Intervals of Rates		No. of workers in particular wage groups
								Rs.	Rs.	
..	..	..	..	..	..	..	2	200 and over.		}
..	..	..	..	..	..	..	..	190 and below Rs.	200	
..	..	..	..	..	..	..	..	180	190	}
..	..	..	..	..	..	..	..	170	180	
..	..	..	..	..	..	..	..	160	170	}
..	..	..	..	..	..	..	4	150	160	
..	..	..	..	..	..	..	..	140	150	}
..	..	..	..	..	..	..	1	130	140	
..	..	..	..	..	..	..	1	120	130	}
..	..	..	..	..	..	..	..	110	120	
..	..	..	..	..	..	..	2	100	110	}
..	..	..	..	..	..	..	1	95	100	
..	..	..	..	..	..	..	2	90	95	}
..	..	..	..	..	..	..	1	85	90	
..	..	..	..	..	..	..	4	80	85	}
..	..	..	..	..	..	..	4	75	80	
..	..	..	..	..	..	..	5	70	75	}
..	..	..	..	..	..	..	17	65	70	
..	..	..	..	..	..	..	6	60	65	}
..	..	..	..	..	..	..	3	58	60	
..	..	..	..	..	..	..	2	56	58	}
..	..	..	..	..	..	..	28	54	56	
..	..	..	..	..	..	..	5	52	54	}
..	..	..	..	..	..	..	22	50	52	
..	..	..	..	..	..	..	10	48	50	}
..	..	..	..	..	..	..	1	46	48	
..	..	..	1	..	..	..	27	44	46	}
..	..	..	..	..	..	..	13	42	44	
1	..	..	..	..	..	..	31	40	42	}
..	..	..	..	..	..	..	3	38	40	
..	..	..	..	..	..	..	5	36	38	}
..	7	..	..	..	..	..	21	34	36	
..	4	..	..	..	..	..	15	32	34	}
..	4	2	..	1	..	..	28	30	32	
..	..	..	..	..	..	..	..	29	30	}
..	..	..	..	1	..	..	10	28	29	
..	6	..	..	1	..	..	12	27	28	}
..	1	..	..	..	..	..	3	26	27	
..	1	..	..	1	..	..	14	25	26	}
..	4	..	..	1	..	..	7	24	25	
..	4	..	..	..	..	..	4	23	24	}
..	6	..	..	..	..	..	6	22	23	
..	9	..	..	2	..	..	11	21	22	}
..	10	..	..	2	1	..	18	20	21	
..	..	..	..	..	..	..	..	19	20	}
..	..	..	..	..	..	4	5	18	19	
..	..	..	..	..	..	..	1	17	18	}
..	..	..	..	..	..	4	4	16	17	
..	..	..	..	..	..	6	11	15	16	}
..	..	..	..	..	..	2	4	Below Rs.	15	
1	56	2	1	12	1	17	374	Total.		

APPENDIX

Table III : Frequency of Rates of Press Workers

Class Intervals of Rates		Foremen	Engravers	Readers	Photographers	Colour etchers	Etchers	Electricians	Litho-artists	Engineers	Fitters	Castors	Compositors	Binders
Rs.	Rs.													
200 and over	..	6	2	1	1	1	..	..	..	..	..	..	..	..
190 & below	200	2	..	..	..	..	..	..	..	..	..	..	..	..
180	190	..	..	..	..	..	..	..	..	..	..	..	..	..
170	180	..	..	..	..	..	1	..	..	..	..	..	..	..
160	170	1	..	2	..	..	..	1	..	..	..	..	..	..
150	160	..	..	6	..	..	..	..	1	..	..	..	..	..
140	150	1	..	1	..	..	..	..	..	..	..	..	..	..
130	140	3	..	1	2	..	..	..	..	1	1	..	..	..
120	130	..	2	2	1	..	..	1	..	..	1	1	..	..
110	120	2	1	1	..	..	..	..	..	1	1	..	..	..
100	110	2	1	5	2	..	..	..	..	..	1	..	1	..
95	100	1	..	..	..	..	..	..	..	..	1	..	..	1
90	95	..	..	2	..	..	1	..	..	..	..	..	3	1
85	90	..	..	3	..	..	1	1	..	..	..	..	2	..
80	85	1	..	2	1	..	..	1	..	..	..	..	..	2
75	80	2	..	7	1	..	..	..	..	..	..	1	4	..
70	75	..	..	2	..	..	1	..	..	..	1	..	5	5
65	70	1	..	10	..	..	..	1	..	..	1	3	9	1
60	65	..	3	3	3	..	3	1	..	..	1	5	16	5
58	60	..	..	4	..	..	..	..	..	..	..	..	9	3
56	58	..	..	2	..	..	..	..	..	..	..	..	19	1
54	56	..	..	..	..	..	1	..	..	..	1	..	17	7
52	54	..	..	3	..	..	1	..	..	1	..	..	28	2
50	52	..	2	2	1	..	5	..	..	..	..	2	55	12
48	50	..	..	1	..	..	..	..	..	..	..	1	33	6
46	48	..	..	..	..	..	..	..	..	..	..	..	21	6
44	46	..	2	12	..	..	1	..	..	..	1	..	24	15
42	44	..	..	..	..	..	..	..	..	..	..	..	8	8
40	42	..	..	..	..	..	3	..	..	..	1	11	20	20
38	40	..	..	9	..	..	..	..	..	..	..	2	2	15
36	38	..	..	..	..	..	..	..	..	..	2	2	1	14
34	36	..	..	..	..	..	6	..	..	..	..	4	7	33
32	34	..	..	9	..	..	..	..	..	..	..	5	2	47
30	32	..	1	..	..	..	6	..	..	..	..	5	12	44
29	30	..	..	..	..	..	..	..	..	..	1	..	..	12
28	29	..	..	..	..	..	..	..	..	..	1	..	2	31
27	28	..	..	..	..	..	..	..	..	..	1	..	3	20
26	27	..	..	..	..	..	..	..	..	..	..	..	..	24
25	26	..	..	..	..	..	2	..	..	..	6	..	7	28
24	25	..	..	..	..	..	..	..	..	..	..	..	4	30
23	24	..	..	..	..	..	..	..	..	..	..	..	1	7
22	23	..	..	..	..	..	..	..	..	..	..	..	7	76
21	22	..	..	..	..	..	..	..	..	..	1	..	..	2
20	21	..	..	..	..	..	..	..	..	..	..	..	5	33
19	20	..	..	..	..	..	..	..	..	..	..	..	1	6
18	19	..	..	..	..	..	..	..	..	..	..	..	6	..
17	18	..	..	..	..	..	..	..	..	..	..	..	6	..
16	17	..	..	..	..	..	..	..	..	..	..	..	..	..
15	16	..	..	..	..	..	..	..	..	..	..	..	2	..
Below Rs.	15	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	..	22	14	9	12	1	32	6	1	2	9	44	333	517

X—contd.

(Job Printing Presses) in Bombay.

Motor-drivers	Carpenters	Mono type casters	Mono key board operators	Machinemen	Warehousemen	Plate printers	Mukadams	Lino-compositors	Hindustani compositors	Total carried over	Class Intervals of Rates		Number of workers in particular wage groups
											Rs. 200 and over.	Rs. 190 & below	
..	11	200	200	} 25
..	2	190	190	
..	1	180	180	
..	4	170	170	
..	7	160	160	
..	2	150	150	
..	8	140	140	
..	8	130	130	
..	5	120	120	
..	12	110	110	
..	3	100	100	
..	10	95	95	
..	12	90	90	
..	12	85	85	
..	12	80	85	
..	20	75	80	
..	27	70	75	
..	41	65	70	
..	49	60	65	
..	21	58	60	
..	24	56	58	
..	36	54	56	
..	44	52	54	
..	97	50	52	
..	10	48	50	
..	57	48	50	
..	37	46	48	
..	76	44	46	
..	23	42	44	
..	45	40	42	
..	32	38	40	
..	22	36	38	
..	65	34	36	
..	71	32	34	
..	73	30	32	
..	15	29	30	
..	36	28	29	
..	27	27	28	
..	27	26	27	
..	51	25	26	
..	36	24	25	
..	8	23	24	
..	92	22	23	
..	3	21	22	
..	38	20	21	
..	8	19	20	
..	6	18	19	
..	6	17	18	
..	16	17	
..	2	15	16	
..	Below Rs.	15	
5	21	7	20	129	15	10	6	11	6	1,312	Total.		

APPENDIX

Table III: Frequency of rates of Press Workers

Class Intervals of Rates		Total brought forward	Type foundrymen	Lithomen	Sepoys	Pressmen	Coolies	Die-stampers	Copy holders	Plate-pressmen	Galley pressmen	Rollermen	Apprentice etchers	Box-makers
Rs.	Rs.													
200 and over	..	11	..	..	..	..	..	..	..	..	..	..	..	..
190 & below	200 ..	2	..	..	..	..	..	..	..	..	..	..	..	..
180	190 ..	..	..	..	..	..	..	..	..	..	..	..	..	..
170	180 ..	1	..	..	..	..	..	..	..	..	..	..	..	..
160	170 ..	4	..	..	..	..	..	..	..	..	..	..	..	..
150	160 ..	7	..	..	..	..	..	..	..	..	..	..	..	..
140	150 ..	2	..	..	..	..	..	..	..	..	..	..	..	..
130	140 ..	8	..	..	..	..	..	..	..	..	..	..	..	..
120	130 ..	8	..	..	..	..	..	..	..	..	..	..	..	..
110	120 ..	5	..	..	..	..	..	..	..	..	..	..	..	..
100	110 ..	12	..	..	..	..	..	..	..	..	..	..	..	..
95	100 ..	3	..	..	..	..	..	..	..	..	..	..	..	..
90	95 ..	10	..	..	..	..	..	..	..	..	..	..	..	..
85	90 ..	12	..	..	..	..	..	..	..	..	..	..	..	..
80	85 ..	12	..	..	..	..	..	..	..	..	..	..	..	..
75	80 ..	20	..	..	..	..	..	..	..	..	..	..	..	..
70	75 ..	27	..	..	..	..	..	..	..	..	..	..	..	..
65	70 ..	41	..	..	..	..	..	..	..	..	..	..	..	..
60	65 ..	49	1	1	1	..	..	..	..	..	..	..	..	..
58	60 ..	21	..	1	..	1	..	..	..	..	..	..	..	..
56	58 ..	24	..	1	..	..	8	..	..	..	..	..	..	..
54	56 ..	36	..	..	..	..	..	..	..	..	..	..	..	..
52	54 ..	44	1	1	..	1	1	1	..	..	..	..	..	..
50	52 ..	97	..	6	..	..	..	1	1	1	1	..	..	..
48	50 ..	57	..	1	..	..	1	1	..	..	..	..	..	..
46	48 ..	37	..	1	1	..	..	2	..	..	..	..	..	..
44	46 ..	76	..	1	..	..	..	2	1	..	1	..	..	..
42	44 ..	23	..	..	1	..	..	..	..	..	..	..	..	..
40	42 ..	45	1	..	..	1	1	2	..	..	..	1	1	..
38	40 ..	32	..	1	..	3	..	2	..	..	..	1	..	..
36	38 ..	22	1	..	..	2	..	..	..	..	..	2	1	1
34	36 ..	65	..	5	1	4	1	4	1	2	..	8	3	..
32	34 ..	71	1	2	..	13	..	..	..	..	..	6	..	..
30	32 ..	73	..	10	1	5	2	1	14	..	..	9	1	2
29	30 ..	15	..	1	..	..	..	..	..	..	..	2	..	..
28	29 ..	36	..	1	..	3	..	..	1	..	..	3	..	..
27	28 ..	27	..	1	2	3	1	..	..	..	..	7	..	2
26	27 ..	27	..	1	1	1	1	..	..	..	..	1	..	..
25	26 ..	51	1	4	1	2	4	..	7	..	..	21	3	1
24	25 ..	36	..	6	4	..	1	..	..	..	..	7	..	..
23	24 ..	8	..	1	8	1	3	..	..	..	..	7	..	..
22	23 ..	92	1	4	11	8	1	..	..	..	..	72	..	1
21	22 ..	3	..	..	1	..	..	..	..	..	..	..	..	..
20	21 ..	38	..	2	2	..	..	..	..	..	..	4	1	..
19	20 ..	8	..	..	..	..	..	..	..	..	..	70	..	..
18	19 ..	6	..	..	..	..	..	..	..	..	..	12	..	1
17	18 ..	6	..	..	..	..	..	..	..	..	..	2	..	..
16	17 ..	..	..	1	..	..	..	..	..	..	..	2	..	..
15	16 ..	2	..	..	..	..	..	..	..	..	..	5	..	..
Below Rs.	15 ..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	..	1,312	7	53	35	48	25	15	25	3	2	242	10	8

X—concl'd.

(Job Printing Presses) in Bombay

Binder-boys	Etcher boys	App. Operators	Photo-boys	Furnace men	Motor cleaners	Havildars	Caster-boys	Sweepers	Office Boys	Total	Class Intervals of Rates		Number of workers in particular wage groups	
											Rs. 200 and over.	Rs. 190 & below		
..	11	200 and over.	..	} 25	
..	2	190 & below	200		
..	180	"	190		
..	1	170	"		180
..	4	160	"		170
..	7	150	"		160
..	2	140	"		160
..	8	130	"		140
..	8	120	"		130
..	5	110	"		120
..	12	100	"		110
..	3	95	"		100
..	10	90	"		95
..	12	85	"		90
..	12	80	"		85
..	20	75	"		80
..	27	70	"		75
..	41	65	"		70
..	52	60	"		65
..	23	58	"		60
..	33	56	"		58
..	36	54	"		56
..	49	52	"		54
..	106	50	"		52
..	60	48	"		50
..	41	46	"	48	
..	81	44	"	46	
..	24	42	"	44	
..	52	40	"	42	
..	39	38	"	40	
..	30	36	"	38	
1	94	34	"	36	
..	94	32	"	34	
..	1	..	..	..	..	..	..	..	..	122	30	"	32
..	..	1	..	..	..	..	..	..	..	18	29	"	30
..	1	..	..	..	..	..	..	46	28	"	29	
..	1	..	1	..	..	..	44	27	"	28	
..	1	..	..	..	..	32	26	"	27	
..	4	..	..	..	3	..	2	..	..	104	25	"	26
..	54	24	"	25	
..	1	..	29	23	"	24	
1	191	22	"	23	
..	6	..	..	10	21	"	22	
2	49	20	"	21	
1	4	83	19	"	20	
25	44	18	"	19	
10	1	19	"	18	
22	2	17	"	18	
50	2	16	"	17	
36	3	15	"	16	
147	6	1	1	2	4	1	8	1	12	1,968	Total.	Below Rs. 15	} 270	

APPENDIX XI

Trade Unions in the Bombay Presidency classified territorially according to Industries and Trades.

Name of Union.	Date of formation.	Number of members as at 1st March 1929.
TEXTILE.		
<i>Bombay—</i>		
The Girni Kamgar Mahamandal* ..	December 1923 ..	1,200
The Bombay Textile Labour Union* ..	January 1926 ..	6,749
The Bombay Mill Workers' Union* ..	March 1928 ..	984
The Bombay Girni Kamgar Union* ..	May 1928 ..	54,000
<i>Ahmedabad—</i>		
The Weavers' Union	February 1920 ..	825
The Throstle Union	February 1920 ..	11,180
The Winders' Union	June 1920 ..	120
The Card Room, Blow Room and Frame Department Union.	August 1920 ..	3,725
The Drivers', Oilmen's and Firemen's Union.	September 1920 ..	525
The Jobbers' and Mukadams' Union ..	March 1926 ..	700
<i>Sholapur—</i>		
The Bombay Textile Labour Union (Sholapur Branch).	May 1928 ..	800
RAILWAYS, INCLUDING RAILWAY WORKSHOPS		
<i>Bombay—</i>		
The National Union of Railwaymen of India and Burma.*	April 1897 ..	1,592
The Wadi Bunder Staff Union (G. I. P. Railway).*	January 1920 ..	597
The Bombay Port Trust Railwaymen's Union.	June 1920 ..	457
The B. B. & C. I. Railway Employees' Union.	August 1920 ..	6,108
The All-India and Burmah Covenanted Non-Gazetted Railway Services Association* ..	June 1926 ..	291
The Victoria Terminus Commercial Section Staff Union* ..	July 1926 ..	135
The G. I. P. Railway Cabin Staff Union* ..	July 1927 ..	522
The G. I. P. Railway Audit Staff Union ..	December 1927 ..	300
The G. I. P. Railway Administrative Office Staff Union.	May 1928 ..	120
The G. I. P. Railway Mechanical Department Office Staff Union.* ..	July 1928 ..	216
The G. I. P. Railwaymen's Union* ..	August 1928 ..	41,000
<i>Ahmedabad—</i>		
The B. B. & C. I. Railway Employees' Association.* ..	February 1920 ..	6,597
<i>Karachi—</i>		
The N. W. Railway (Recognised) Union (Karachi District).	1920 ..	955

Those registered are marked*.

APPENDIX XI—*contd.*

Name of Union	Date of formation	Number of members as at 1st March 1929
RAILWAYS, INCLUDING RAILWAY WORKSHOPS		
<i>—contd.</i>		
<i>Poona—</i>		
The G. I. P. Railway Poona Staff Union.*	August 1927 ..	694
<i>Sholapur—</i>		
The G. I. P. Railway Sholapur Staff Union.*	December 1927 ..	944
<i>Dhond—</i>		
The G. I. P. Railway Dhond Staff Union.	December 1927 ..	212
SEAMEN.		
<i>Bombay—</i>		
The Indian Seamen's Union*	.. April 1919 ..	21,512
The Bombay Seamen's Union	.. March 1926 ..	8,548
<i>Karachi—</i>		
The Indian Seamen's Union (Karachi)..	July 1927 ..	25
POSTS AND TELEGRAPHS		
<i>Bombay—</i>		
The Bombay Postal Union ..	1907 ..	1,455
The Bombay Presidency Telegraph Workmen's Union.	1920 ..	530
The Bombay Branch of All-India Telegraph Union.	1924 ..	144
The Bombay Postmen's Union	.. January 1926 ..	1,286
<i>Ahmedabad—</i>		
The Ahmedabad Postal and R. M. S. Union.	January 1924 ..	138
The Gujarat Postmen's Union	.. September 1927 ..	142
<i>Poona—</i>		
The Poona Post and R. M. S. Union ..	January 1919 ..	280
The Poona District Postmen's and Lower Grade Staff Union.	1923 ..	336
The Poona R. M. S. B-Division Union..	April 1926 ..	230
<i>Broach—</i>		
The Broach District Postmen's and Lower Grade Staff Union.	(Not known) ..	26
<i>Ahmednagar—</i>		
The Ahmednagar Postal and R. M. S. Union.	1920 ..	452
<i>Belgaum—</i>		
The Belgaum Postal Union	.. 1920 ..	128
The Belgaum District Postmen's and Lower Grade Staff Union.	January 1924 ..	92

Those registered are marked*.

APPENDIX XI—*contd.*

Name of Union	Date of formation	Number of members as at 1st March 1929
POSTS AND TELEGRAPHS—<i>contd.</i>		
<i>Dharwar</i> — The Dharwar Postal and R. M. S. Union.	August 1919 ..	134
<i>Hubli</i> — The Dharwar District Postmen's and Lower Grade Staff Union.	June 1927 ..	100
<i>Jalgaon</i> — The Jalgaon Postal and R. M. S. Union . The Khandesh Postmen's and Lower Grade Staff Union.	April 1919 .. September 1928 ..	156 163
<i>Nasik</i> — The Nasik Divisional Postmen's and Lower Grade Staff Union. The Nasik Postal and R. M. S. Union ..	July 1918 .. 1920 ..	105 155
<i>Ratnagiri</i> — The Ratnagiri Postal Union ..	1922 ..	128
<i>Malwan</i> — The Konkan Divisional Postmen's and Lower Grade Staff Union.	May 1927 ..	260
<i>Satara</i> — The Satara Postal and R. M. S. Union.	1919 ..	278
<i>Surat</i> — The Surat Postal and R. M. S. Union .. The Surat District Postmen's and Lower Grade Staff Union.	1921 .. November 1923 ..	133 100
<i>Baroda</i> — The Baroda Postal Union The Baroda R. M. S. Union The Baroda Divisional Postmen's and Lower Grade Staff Union.	1920 .. 1924 .. (Not known) ..	195 293 50
<i>Bhavnagar</i> — The Bhavnagar Postal and R. M. S. Union.	1923 ..	93
<i>Rajkot</i> — The Rajkot Postal and R. M. S. Union.	1923 ..	147
<i>Karwar</i> — The Kanara District Postmen's and Lower Grade Staff Union.	August 1924 ..	62
<i>Miraj</i> — The Satara Divisional Postmen's and Lower Grade Staff Union.	1926 ..	149

APPENDIX XI—*contd.*

Name of Union	Date of formation	Number of members as at 1st March 1929
MUNICIPAL—		
<i>Bombay—</i>		
The Bombay Municipal Workmen's Union* ..	March 1927 ..	2,109
The Bombay Municipal Officials' Association.	April 1927 ..	633
The Bombay Municipal Kamgar Sangh*	September 1928 ..	150
<i>Ahmedabad—</i>		
The Municipal Sweepers' Union ..	January 1928 ..	200
<i>Karachi—</i>		
The Karachi Municipal Sweepers' Union* ..	January 1927 ..	1,000
PORT TRUST AND DOCK WORKERS—		
<i>Bombay—</i>		
The Bombay Port Trust Employees' Union.	March 1920 ..	1,891
The Bombay Port Trust Docks Staff Union.	July 1926 ..	945
The R. I. M. Dock Workers' Union* ..	March 1928 ..	851
The Mazagon Dock Employees' Union* ..	March 1928 ..	1,166
<i>Karachi—</i>		
The Karachi Port Trust Labour Union* ..	November 1928 ..	1,053
WORKSHOPS OTHER THAN RAILWAY, MUNICIPAL AND PORT TRUST.		
<i>Bombay—</i>		
The General Workshopmen's Union* ..	May 1928 ..	500
The Bombay Engineering Workers' Union* ..	December 1928 ..	100
<i>Poona (Kirkee)—</i>		
The Kirkee Arsenal Workmen's Union ..	July 1928 ..	499
MATCH FACTORIES—		
<i>Kurla—</i>		
The Kurla Match Factory Labour Union.	May 1928 ..	500
<i>Ambernath—</i>		
The Ambernath Labour Union* ..	May 1928 ..	817
TRAMWAYS—		
<i>Bombay—</i>		
The Tramwaymen's Union* ..	April 1927 ..	824

Those registered are marked*.

APPENDIX XI—*concd.*

Name of Union	Date of formation	Number of members as at 1st March 1929
PRESS WORKERS—		
<i>Bombay—</i> The Press Workers' Union* ..	March 1927 ..	310
<i>Poona—</i> The Press Workers' Union ..	February 1921 ..	75
TELEPHONE—		
<i>Bombay—</i> The Bombay Telephone Company Employees' Union.*	March 1928 ..	195
GOLD THREAD—		
<i>Bombay—</i> The Jari Workers' (Gold Thread Workers') Union.	March 1927 ..	120
The Bombay Kasbi Karigars' Union* ..	March 1927 ..	600
CLERICAL—		
<i>Bombay—</i> The Clerks' Union* ..	April 1918 ..	381
The Bombay Currency Association ..	March 1923 ..	217
The Professional Letter-Writers' Union.	January 1927 ..	62
The British India Steam Navigation Company's Staff Union.	May 1927 ..	200
The Central Board of Revenue Ministerial Officers' Union.	November 1927 ..	400
The Bombay Mill Clerks' Union ..	May 1928 ..	488
<i>Poona—</i> The Central Body Military Accounts' Association.	February 1920 ..	1,929
PEONS—		
<i>Bombay—</i> The Government Peons' and Menial Service Union.	February 1926 ..	907
The Bank Peons' Union* ..	June 1928 ..	331
MISCELLANEOUS—		
<i>Bombay—</i> The Shop Assistants' Union ..	May 1927 ..	150
The Bombay Taxi Drivers' Union* ..	August 1928 ..	742
The Bombay Oil Companies' Employees' Union.*	October 1928 ..	169
<i>Hyderabad—</i> The Sind Workers' Union ..	October 1927 ..	240

Those registered are marked*.

APPENDIX XII

*A Summary of Investigations by Conciliation and Arbitration Machinery
in the Ahmedabad Cotton Mills*

APPENDIX

A Summary of Investigations by Conciliation and

Year	Subject of Investigation	Personnel	Other important persons who took part
1917 December ..	25 per cent. increase in rates for warpers.	Mr. M. K. Gandhi (Conciliator).	Miss Anasuya Sarabhai, Mr. Amubhai M. Mehta, Mr. Ambalal Sarabhai.
1918 February ..	35 per cent. increase in rates for weavers.	Professor Anandshankar B. Dhruv (Arbitrator).	Messrs. M.K. Gandhi, G. E. Chatfield, S. G. Banker, Valabhai J. Patel, Krishnalal N. Desai, Ambalal Sarabhai, Amubhai M. Mehta and Miss Anasuya Sarabhai.
1919 December 1920 January.	Wages of warpers, folders, sizers, engineering workers, moolies, calendar men and clerks.	Mr. Ambalal Sarabhai, Managing Committee of Millowners and leaders and advisers of labour (negotiators).	Miss Anasuya Sarabhai, Mr. Amubhai M. Mehta and Mr. S. G. Banker.
1920 beginning ..	Wages of workers in cloth folding and yarn bundling Departments; clerks and blacksmiths.	Mr. Mangaldas Girhardas, Managing Committee of Millowners and leaders and advisers of labour (negotiators).	Do. ..
1920 May ..	Wages of spinners, 10 hours' day, potable water, dining shed, sanitation, caution money.	Messrs. Gandhi, Ambalal Sarabhai, Kasturbhai Lalbhai in the first instance and Mr. Gandhi and Seth Mangaldas in the second instance.	Mr. G. E. Chatfield, Mr. Amubhai M. Mehta, Miss Anasuya Sarabhai, Mr. Ambalal Sarabhai and Mr. Kasturbhai Lalbhai.
1920 October ..	Bonus ..	Seth Mangaldas and Mr. Gandhi.	Miss Anasuya Sarabhai and Mr. S. G. Banker.
1921 January and May.	Do. ..	Do. ..	Do. ..
1921 October ..	Holidays ..	Do. ..	Do. ..

XII

Arbitration Machinery in the Ahmedabad Cotton Mills

Chief clause of award or settlement	How far carried out	Remarks
Rate increased from 12 to 14½ pies ..	Subsequently 15 pies were granted.	
35 per cent. increase awarded ..	35 per cent. granted.	
62½ per cent. increase to warpers, folders, sizers, engineering workers, mochiees and calendermen. No increase or minimum for clerks.	All carried out.	
Higher wages to stampers and yarn bundlers, 60 to 62½ per cent. increase to blacksmiths and suitable increment to clerks with low pay.	Other items carried out but nothing done in the case of clerks as they were not united enough to enforce their demands.	
All demands conceded and increase in frames and other departments also recommended. Seth Mangaldas wanted some changes in the award agreed to between Mr. Gandhi and Mr. Ambalal. These changes were agreed to and the amended award was adopted by all including Mr. Ambalal.	Wages and hours enforced but other items not fully carried out even to-day in spite of further awards in 1921 also.	
Rs. 12, 18, 24 and 36 to be given as bonus according to pay. Demand of double bonus by workers and grant of bonus by mills without consent of Association condemned.	Fully.	
Certain additions to previous year's award, e.g., absence due to maternity not to be excluded for bonus; permanent substitutes also to be eligible for bonus and four loom weavers to be granted double bonus.	Fully.	
Three days for Diwali; labourers should not observe holidays of their own accord.	Diwali holidays observed but labourers still stay at home on days other than declared holidays also.	

APPENDIX

A Summary of Investigations by Conciliation and

Year	Subject of Investigation	Personnel	Other important persons who took part
1921 June	Beating	Seth Mangaldas and Mr. Gandhi.	Miss Anasuya Sarabhai and Mr. S. G. Banker.
Do.	Union activities	Do.	Do.
Do.	Work of mills	Do.	Do.
Do.	Do.	Do.	Do.
Do.	Do.	Do.	Do.
Do.	15 per cent. increase for spinning department owing to high prices and rents.	Do.	Do.
Do.	Increase in wages for blow room and card room workers.	Do.	Do.
1921 October	One and a half month's bonus as wages.	Mr. Gandhi and Seth Mangaldas did not agree and Pandit Madan Mohan Malaviya acted as Sarpanch (Umpire).	Do.
1922 October	Bonus	Seth Mangaldas and Professor Anandshankar B. Dhruv (Arbitrators).	Miss Anasuya Sarabhai.
1923 June	Reduction of wages by 20 per cent.	Seth Mangaldas, Rev. C. F. Andrews and Mr. S. G. Banker (Negotiators).	Do.

XII—*contd.**Arbitration Machinery in the Ahmedabad Cotton Mills*

Chief clause of award or settlement	How far carried out	Remarks
Agents should try to stop this practice.	Even now it has not stopped completely.	
Mills should sympathise with the Union and should not place any difficulties in its way. Labourers should not intrigue to bring about strikes.	Only partially carried out.	
There should not be more than 50 per cent. sizing. Association should look into the use of inferior cotton and yarn.	Not much improvement still.	
Union should report to the Millowners' Association mills which do not engage bobbin-carriers in the spinning department.	A few mills have no bobbin-carriers even now.	
Millowners should remedy the defect of scarcity of beams in the weaving department.	This complaint is not frequent nowadays.	
Mills to bear the cost of running grain shops and to sell cheap grain (wheat and bajri). Shops to be opened by 1st September 1921. Millowners to build chawls within a year for housing labour.	This was not done but mills granted 15 per cent. increase. All mills have not built chawls. Those which have built them have done so for some workers only.	
Millowners asked to grant an increase .	Granted.	
One month's wages plus Rs. 15 (or Rs. 7-8-0 for half-timers) awarded. Maximum to be Rs. 75.	Granted.	
One month's wages and Rs. 3 awarded. Maximum not to exceed Rs. 55.	Before the whole bonus was distributed differences of opinion arose as to how clause 1 (b) of the award regarding method of calculating absence should be interpreted. (1st October 1922.)	Mr. Gandhi was in gaol, so Professor Dhruv was appointed Arbitrator. Mr. Banker was also in gaol.
Wages reduced by 15½ per cent. ..	Reduction effected ..	Mr. Banker returned from gaol during the closing period of the strike.

APPENDIX

A Summary of Investigations by Conciliation and

Year	Subject of Investigation	Personnel	Other important persons who took part
1923 July ..	Interpretation of clause 1 (b) of award dated 1st October 1922.	Dr. F. X. DeSouza was appointed Sarpanch as Seth Mangaldas and Professor Anandshankar B. Dhruv could not agree.	Miss Anasuya Sarabhai and Mr. S. G. Banker.
1924-27 ..	<i>Nil</i> ..	<i>Nil</i> ..	<i>Nil</i> ..
1928 November	Collection of Union fees by Union officials within mill precincts.	Seth Mangaldas and Mr. M. K. Gandhi.	Miss Anasuya Sarabhai and Mr. S. G. Banker.
1929 January ..	Strike in Gujarat Ginning Mill.	Do. ..	Miss Anasuya Sarabhai and Messrs. S. G. Banker, Amubhai M. Mehta and Gordhanbhai L. Patel.

XII—concl'd.

Arbitration Machinery in the Ahmedabad Cotton Mills

Chief clause of award or settlement	How far carried out	Remarks
Professor Anandshankar's view upheld.	Bonus granted calculating absence accordingly.	
Nil	Nil	
Mills to deduct subscriptions from wages and pay to Union by cheque.	Being followed	Nothing important took place.
Preliminary award to take the strikers back to work.	Workers taken back after threat of disciplinary action by Millowners' Association.	Final award not yet given.

APPENDIX

Bombay Engineering Employers'

Nos. given to Firms.	Blacksmiths or Springmakers.			Boilersmiths or Boilermakers.			Carpenters.			Coppersmiths.			Tinsmiths.				
	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.		
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.		
1	2/6	4/2	2/6	..	..	..	2/2	3/0	2/8	..	..	..	1/14	..	..
2	2/8	2/8	2/8	2/10	2/12	2/11	3/0	3/0	3/0	..	..	..	2/7	2/7	2/7		
3	1/10	2/10	..	..	..	..	1/14	2/0	..	..	..	..	2/7	3/4	..		
6	1/12	3/6	2/6	..	..	..	1/4	3/0	2/2	2/0	2/10	2/3	1/6	2/4	1/13		
7	1/8	3/8	2/4/8	..	..	..	1/8	3/0	1/15/9	..	..	..	1/8	3/0	1/15/5		
8 (M)	1/10	3/9	2/10	1/10	3/9	2/7	..	..	..	1/10	3/9	2/1	1/10	3/9	2/10		
				1/10	3/9	2/12											
(C)	1/10	3/9	2/14	1/10	3/5	2/6	..	..	..	1/10	3/9	2/12	1/10	3/9	2/12		
(Civil Engi- neering) ..	..	..	..	..	..	..	p.m.	p.m.	..	..	..	..	..	..	..
							39	65	..	..	..	..	..	..	..
	Ord.	Sup.	Spl.	Avr.	Sup.	Spl.	Avr.	Ord.	Sup.	Spl.	Avr.	Sup.	Spl.	Avr.	Sup.	Spl.	Avr.
9	2/9	3/9	4/5	3/3	3/9	4/5	3/9	2/4	2/11	4/5	2/11	3/5-3/8	4/5	3/4	2/15	..	2/15
10	1/11/2	3/0/9	2/6/6	1/9/11	2/13/7	2/3/0	2/5	3/4/11	2/9/8	..	..	..	1/11/8	2/13/7	2/8/10		
11	2/0	2/15	2/8/4	1/13	2/15	1/15	..	..	..	..	..	..	..	..	..	..	..
	..	..	2/13	..	..	2/10	..	..	2/14	..	..	3/4	..	..	2/15		
	..	..	2/12	..	..	2/2	..	..	2/11	..	..	..	..	..	..
	..	..	2/4	..	..	1/12	..	..	1/10	..	..	..	..	..	..
12	..	..	2/6	..	..	..	..	..	2/4	..	..	..	..	..	1/12		
	..	..	2/12	..	..	..	..	..	2/6	..	..	..	..	..	2/4		
	..	..	2/0	..	..	..	..	..	1/14	..	..	..	..	..	1/10		
16	..	..	..	..	..	..	..	1/6	4/8	..	..	..	..	..	..
19	..	2/9	..	..	..	..	..	1/10	2/0	..	..	..	..	..	..
								Cabinet maker.	..	..	..	..	..	..	..
								2/4	3/9	..	..	..	..	..	..
								Boys.	..	..	..	..	..	..	..
								0/10	0/12	..	..	..	..	..	..
								*2/8	2/12	..	..	..	..	..	..

* Special rates for re-inforced.

XIII

Federation—Statement of Wages.

Crane and Engine Drivers.			Firemen or Augwallas.			Coolies.			Fitters and Brass Finishers.			Machinemen and Wheel Turners.			Moulders.		
Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
..	..	..	1/4	..	..	1/0	..	..	2/0	3/8	2/2	2/8	2/14	2/10	2/4	3/0	2/4
2/8	2/8	2/8	..	..	..	Men. 0/15 1/8 1/2/7			p.m. 1/8 1/10 2/9/8			1/2	1/18	1/8/8	..	..	..
..	..	..	..	2/2	..	Women. 0/12 1/0 0/12/4			1/8 3/10 2/8 1/12 2/12 2/8			1/8	2/8	..	1/10	3/4	..
..	..	..	..	..	..	Boys. 0/12 0/15 0/12/8			1/8 3/10 2/8 1/12 2/12 2/8			..	..	..	1/12	2/12	2/8
1/8	88/0	2/2/8	1/8	1/12	1/9/8	Men. 1/0 2/13/6 1/2/8			1/8 4/7/6 2/6/8			1/2	1/8/6	1/5	..	..	..
..	..	..	..	..	..	Women. 0/12 1/0 0/12/8			1/10 3/5 2/10			1/10	3/5	2/8	1/10	3/5	2/12
1/2	2/4	1/11	0/16	1/10	1/8	Boys. 0/12 1/0 0/12/4 0/14 1/0 0/14			1/10 3/5 2/10			1/10	3/5	2/8	1/10	3/5	2/12
1/7	2/5	2/1	..	..	..	p.m. Male 19/8 24/0 Female 13/0 Boys 13/0			p.m. p.m. 45 65			..	..	..	..	..	..
1/8	1/18	1/12	..	..	..	Sup. Spl. Avr.			Ord. Sup. Spl. Avr.			Sup. Spl. Avr.			Ord. Sup. Spl. Avr.		
2/9	..	2/8	1/5	..	1/5	1/0 .. 1/0			2/11 3/5 4/5 3/8			2/10 .. 2/7 2/10			2/4 3/5 4/5 3/1		
..	..	..	1/9/11	2/1/10	2/0/8	0/14/2 0/14/2 0/15 1/2 1/0			1/9/11 2/14/4 2/4/2			1/9/11 2/5 2/0/4			1/11/8 2/10/6 2/6/11		
1/8	1/11	1/8	..	..	..	0/15 1/2 1/0			1/8 3/2 2/0/2			..			2/0 3/0 2/6		
..	..	..	..	..	1/7	Nowganies 1/2			.. 3/1			..			.. 2/10		
..	..	..	..	..	..	1/4 Men 0/15 Women 0/10			.. 2/9			..			..
..	..	..	..	..	1/2	Men 0/15 Women 0/9			.. 1/12			..			..
..	..	..	..	..	..	Men 0/14 Women 0/10			.. 1/12			..			..
..	..	..	..	..	1/8	Mal coolies 0/14 Nowganies 1/5 Men 0/15 Women 0/11			.. 1/12			..			..
..	..	..	..	..	1/7	.. 0/14			.. 2/0			..			..
..	..	..	..	..	..	0/13 1/0 1/7 Spl.			1/6 4/8			..			..
..	2/8	..	..	..	1/7	0/14 1/0 Max. Nowganies 1/4 1/2*			2/8 2/12*			.. 2/14			.. 1/10		
..	..	..	..	..	..	Nailkins 1/2* Women 0/10* Boys 0/10*			..			..			..

concrete construction labour.

APPENDIX
Bombay Engineering Employers'

Nos. given to Firms.	Masons and Brick layers.			Muocadams.			Ollers.			Patternmakers.			Painters.		
	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	1/10	..	..	..	..	2/8	..	..	..	2/0	3/0	2/0	1/12	..	2/0
2	1/14	1/14	1/14	1/15	3/5	2/8/8	1/6	1/6	1/6	..	..	..	1/6	2/8	1/10/2
3	2/12	3/0	..	..	..	..	..	1/7	..	1/14	2/0	..	..	2/8	..
6	2/0	3/14	2/8	1/13	2/8	2/8	..	1/6	1/6	1/12	3/10	2/7	1/0	3/0	1/11
7	2/0	3/0	2/5	1/10	3/0	2/0/5	1/2	1/6	1/4	..	..	..	1/8	3/0	1/12/4
8 (M)	1/10	2/5	1/15	1/0	1/13	1/5	..	1/1	1/1	1/10	3/5	3/0	1/10	2/11	1/15
(C)	1/10	2/5	2/0	1/0	1/13	1/10	..	..	..	..	..	..	1/10	2/14	2/5
(Civil Engi- neering).	p.m. 45	p.m. 65	..	..	..	..	..	..	..	..	..	..	p.m. 30	p.m. 60	..
9	Sup.	..	Avr.	Sup.	..	..	Sup.	..	Avr.	Sup.	Spl.	Avr.	Sup.	..	Avr.
	2/0	..	2/0	2/4	..	..	1/2	..	1/3	3/5	4/5	3/5	2/10	..	2/3
10	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.
	1/6/10	1/14/10	1/14/10	1/2/6	1/8	1/8	1/0	1/1/8	1/1/8	2/10/6	3/4/11	3/2/0	1/4/4	2/5	1/7/7
11	..	..	..	..	..	2/4	1/4	1/4	1/4	1/2	4/0	1/8	1/0	1/2	1/1
	..	..	2/5	..	..	2/0	..	..	..	..	..	..	..	..	2/1
	..	..	2/4	..	..	2/2	..	..	..	..	..	..	..	..	2/0
	..	..	1/10	..	..	1/5	..	..	..	..	..	..	..	..	..
12	..	..	1/14	..	..	1/8	..	..	..	..	..	..	..	..	1/8
	..	..	1/14	..	..	1/12	..	..	..	..	..	..	..	..	1/13
	..	..	2/0	..	..	1/6	..	..	..	..	..	..	..	..	1/10
13	2/0	2/8	..	1/8	1/12	..	..	..	..	..	..	..	..	..	..
19	..	2/1	..	..	..	2/8*	2/0	2/7	..	..	..	..	..	1/10	..
	..	2/8*	..	..	..	..	..	..	..	..	..	..	..	..	..

* Special rates for re-inforced

XIII—contd.

Federation—Statement of Wages—contd.

Riveters.			Rivet Boys.			Strikers or Hammermen.			Turners (Lethemen).			Wiremen Electric.			Motor Drivers.		
Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1/8	2/8	1/10	1/0	..	..	1/0	..	..	..	3/8	2/8	2/4	3/2	2/8	2/8	..	..
..	..	..	..	..	..	1/4	1/4	1/4	2/15	3/0	2/15/6	2/12	2/12	2/12	p.m.	p.m.	74 117
															Avr. 99/10/8	p.m.	
2/0	2/2	..	1/6	1/8	..	..	1/1	..	2/2	3/14	..	..	..	..	2/6	2/10	..
1/7	1/15	1/11	1/0	1/5	1/2	1/2	1/8	1/5	2/4	4/6	2/12	..	..	..	..	..	..
1/8	2/8	1/14/6	..	..	..	..	..	..	1/8	3/8	2/8/3	1/8	3/8	2/9	p.m.	p.m.	60 120
															Avr. 75/13/4	p.m.	
1/10	2/7	2/2	..	..	..	1/0	1/1	1/1	1/10	3/7	3/0	..	..	..	2/0	4/1	3/8
1/10	2/7	2/2	0/10	1/4	0/10	1/0	1/1	1/1	..	..	..	..	..	..	2/0	4/1	3/1
..
Sup.	Avr.		Sup.	Avr.		Sup.	Avr.		Sup.	Spl.	Avr.						
2/7	..	2/8	0/13	..	0/13	1/2	..	1/8	3/5	4/5	3/6	..	..	..	..	..	..
Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.	Min.	Max.	Avr.
..	..	..	..	..	..	1/0	1/1/8	1/1/8	1/9/11	2/10/6	2/4/8	1/9/11	2/6/10	1/15/5	..	..	..
1/6	2/0	1/11	..	..	0/14	1/1	1/8	1/2	2/0	2/14	2/12	..	..	..	3/4	3/6	3/2
..	..	1/11	..	..	..	..	..	1/8	..	..	2/15	..	..	..	..	..	..
..	..	1/2	..	..	..	..	..	1/4	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	2/0	..	..	..	..	..	..
..	..	..	..	..	..	..	..	1/6	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	1/6	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	0/15	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	1/4	1/4	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	1/2	..	..	3/4	..	..	..	..	p.m.	p.m.	70 78

concrete construction labour.

APPENDIX

Bombay Engineering Employers'

Nos. given to Firms.	Motor Cleaners.			Malstries.			Moohees and Beltmakers.			Sawyers.		
	Min. Rs.	Max. Rs.	Avr. Rs.	Min. Rs.	Max. Rs.	Avr. Rs.	Min. Rs.	Max. Rs.	Avr. Rs.	Min. Rs.	Max. Rs.	Avr. Rs.
1	..	25	..	3/0	5/0	..	1/4	..	..	..	..	..
2	p.m. 20	p.m. 23	p.m. 21/8	p.m. 140	p.m. 140	p.m. 140	2/2	2/2	2/2	..	..	..
3	..	0/12	..	..	..	..	..	..	..	..	..	..
6	5/0	5/0	..	..	..	1/15	3/0	2/3
7	p.m. 25	p.m. 40	p.d. 1/8/4	p.m. 100	p.m. 200	p.m. 108/7/6	..	..	..	..	..	..
8 (M)	0/15	1/1	1/0	3/11	5/6	4/5	1/10	2/5	2/1	..	..	..
(C)	3/11	5/6	4/13	1/10	2/11	2/5	1/10	2/5	2/4
(Civil Eng- neering)
9	Sup. 2/4	..	Avr. 2/4	Sup. 2/10	..	Avr. 2/5
10	3/9/10	4/8/4	4/8/4	1/2/6	1/9/3	1/7/2	1/9/11	1/14/10	1/14/10
11	1/4	1/4	1/4	2/0	3/8	2/14	1/5	1/5	1/5	..	..	..

	Carpenter	..	4/2	..	..	..	..	..	2/2
	Mason	..	3/8	..	..	..	..	..	..
	2/8	..	..	..	..	..	..
12	2/14	..	..	..	..	..	1/14
	Carpenter	..	3/10	..	..	..	..	..	..
	Painter	..	2/12	..	..	..	..	..	..
	Mason	..	3/2	..	..	..	..	..	..
	2/0
16
19	..	30 p.m.	..	Min. 100	Max. 165	..	..	2/3	..	Tables	..	Max. 3/1
	Carpenter	125	165	..	..	..	Frames	..	2/9
	Polishers	..	90	..	..	..	Band	..	2/5
	Mechanics	..	165	..	..	..	Hand	..	2/0
	Machineman	..	165	..	..	..	Bench	..	1/10
	*3	..	..	..	..	..	..

*Special for re-inforced concrete construction labour.

XIII—concl'd.

Federation—Statement of Wages—concl'd.

Fettlers or Chippers and Lademen.			General Remarks.
Min.	Max.	Avr.	
Rs.	Rs.	Rs.	
1/7	..	..	No. 1. The workshop permanent staff are eligible for the following leave :— Casual leave for 10 days in a year. Special Casual leave in a year in case of illness supported by medical certificate and when there is no other leave to fall back on. Privilege leave for 1 month after 11 months' service. This leave is subject to forfeiture at the end of the year. Sick leave on half pay to the extent of 2 months in each year provided 6 years' service is rendered. Leave on urgent private affairs on half pay is granted to the extent of 6 months provided 6 years' active service is rendered. Casual workmen are not eligible for leave with pay.
..	..	..	No. 2. Daily paid labourers are not granted leave with pay but those who can be spared in slack season are permitted to go to their native places and are re-engaged if they return on the date specified by them at the time of departure. Monthly paid labourers are granted leave with pay for a fortnight.
..	..	..	No. 3. Fourteen days' privilege leave per annum is granted to all permanent employees, i.e., those who have put in at least one year's service. Privilege leave is taken by the majority of the workers although it is found that leave is either taken at odd times during the year or else allowed to accumulate for three or four years in order to allow the employee to proceed to his up-country abode. In all cases the privilege leave is paid annually whether the worker takes advantage of the holiday at the time or otherwise.
0/14	1/1	1/0	No. 6. No leave with pay is allowed except four holidays, viz., New Year's day, Good Friday, King Emperor's Birthday and Christmas day for which the men are paid.
..	..	..	No. 7. Leave on full pay for 15 days to monthly paid labour who take full advantage of leave rules in force. No leave with pay is allowed to Daily paid labour, the majority of whom ask for leave either yearly or every other year and it is granted them provided the period is reasonable.
..	..	..	No. 8 & 9. All classes of employees shown against 8 & 9 are eligible for 15 days' leave with pay in a year after one year's service. Leave under the Workmen's Compensation Act for absence in consequence of injuries sustained while on duty. The leave is fully availed of.
Sup.		Avr.	
1/2	..	1/3	No. 10. Subject to certain conditions 15 days' additional pay is paid annually in respect of accrued leave or leave actually taken with permission during the previous year, to employees who have been in the Company's service for a full year.
Min.	Max.	Avr.	
0/14/2	1/1/3	1/1/3	No. 11. No leave with pay is allowed except in cases of genuine sickness and of injury in which pay is given while in hospital according to Workmen's Compensation Act.
1/2	1/12	1/8	No. 12. Leave on full pay for 14 days is allowed to daily and monthly rated staff after one year's service. No leave is given until an employee renders 6 months' service, when 7 days leave is given. Daily rated staff are also allowed 1 day's leave on full pay on His Majesty's Birthday. The leave is fully availed of and is practically always granted when applied for. Leave with pay can be taken on Bank holidays when the works are entirely closed.
..	..	..	No. 15. Leave on half pay only is granted in exceptional cases to men of long service.
..	..	..	No. 19. Monthly paid men are given leave with pay up to one month. Beyond that no pay is given unless there are very exceptional circumstances. The leave is granted to suit the convenience of men. Daily paid men are not granted leave with pay.
..	
..	
..	1/10	..	