

*(Confidential.)*

# NORTH WESTERN RAILWAY

DELHI  
N.-W. F. P.  
U.P. (Western Districts)



SIND  
PUNJAB  
BALUCHISTAN

## MEMORANDUM FOR THE ROYAL COMMISSION ON LABOUR 1929

[With Addendum]

*Not for general circulation*

## ADDENDUM.

Subsequent to the printing of this memorandum the Railway Board requested that information on the following points should also be incorporated. This will be found at the pages shown against each question :—

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## FOREWORD

*By the Agent, North Western Railway, to the Memorandum for the Royal Commission on Labour.*

1. **Sphere.**—The North Western Railway, as its name implies, covers the whole of North-West India.

The line serves six of the provinces of India, namely, the Punjab, Sind, the North-West Frontier Province, Baluchistan, Delhi and the western portion of the United Provinces.

First in importance comes the Punjab with its virile agricultural population and with its wide irrigated plains dotted with important towns and cantonments, then Sind, in which is situated Karachi, the port of the Punjab, and where an extensive irrigation project based on the Sukkur Barrage is nearing completion. On the frontier the North-West Frontier Province is served by a number of broad and narrow-gauge lines, while Baluchistan is traversed by strategic lines through the Bolan Pass, the Khojak Tunnel and the Chappar Rift, with a lengthy extension to the Persian Border. The North Western Railway serves the Imperial capital of Delhi, in the province of that name, and also serves, with a mountain railway from Kalka, the summer capital of Simla. Finally, the line traverses the western districts of the United Provinces.

Junction is made with the East Indian Railway at Saharanpur, Meerut and Ghaziabad, and with the Great Indian Peninsula Railway near Delhi. The Bombay, Baroda & Central India Railway's metre-gauge system links up with the North Western Railway at Delhi, Hissar and Bhatinda, and the Jodhpur and Bikaner railways (also metre-gauge) connect at Hyderabad (Sind) and Bhatinda, respectively.

2. **Size.**—The North Western Railway on the 31st March 1929 consisted of 6,830 route-miles, with a track mileage, including sidings, of 9,702 miles. Covering as it does an area greater than that of the British Isles, the North Western Railway exceeds the next largest railway in India (namely, the East Indian Railway) by some 2,700 route-miles, and in magnitude bears comparison with the largest systems in other parts of the world. Of the 6,830 route-miles, 5,198 miles are owned by the State, 1,286 miles by various private companies, and 346 miles by Indian States, the whole being worked by the North Western Railway. On the purchase of the Southern Punjab Railway in December, the State-owned and company-owned mileages will become 6,224 and 360, respectively. The North Western Railway, which is State-worked, is thus almost entirely also State-owned. The greater portion of the line (6,140 miles) is of M.R.C.—2.

broad-gauge (5'-6")—the Indian standard gauge—the remainder (690 miles) being of 2'-6", largely in hilly country.

During the year 1928-29, the North Western Railway carried over 89 million passengers, and over 15 million tons of goods. Its gross earnings in 1928-29 amounted to Rs. 18,27,53,000=(£13,706,475) and the working expenses totalled Rs. 13,29,34,000=(£9,970,050).

The fares charged are as low as any in India and ridiculously cheap compared with those in European countries, as will be seen from the table below :—

				<i>Pies per mile.</i>	<i>In pence.</i>
First	class	..	First 300 miles .. ..	18	or 1·69
			Any additional distance .. ..	12	or 1·12
Second	do	..	First 300 miles .. ..	9	or ·84
			Any additional distance .. ..	6	or ·56
Intermediate	do	..	First 50 miles .. ..	5	or ·47
			Any additional distance .. ..	4½	or ·42
Third	do	..	First 50 miles .. ..	3½	or ·33
			From 51 to 300 miles .. ..	2½	or ·23
			Any additional distance .. ..	1½	or ·14

There are over 122,400 employees on the pay rolls, exclusive of contractors' labour or labour on new constructions, which at times have totalled 25,000 men.

The capital outlay of the entire system is close on Rs. 140 crores or over £100 million.

3. **Commercial and military sections.**—A unique feature of the North Western Railway is that for financial purposes the line consists of two sections, namely :—

(a) Commercial

and

(b) military.

Of the 6,830 route-miles, 1,863 miles form the military section and have been constructed solely for strategical purposes, the vital importance of which

can be realized as they serve the whole of the famous North-West Frontier from the Malakand via the Khyber, Waziristan, the Zhob and the Bolan to Seistan. These strategical lines are for the most part unremunerative, owing to the sparse population, but they have a wonderful civilizing effect, while serving their original purpose of affording lines of communication to the main points on the frontier.

4. **Races and creeds.**—From the Census Report of 1921, the latest available, the population of the Punjab, Sind, Baluchistan, the North-West Frontier Province and Delhi Province, totalled approximately 32 millions. Of this number 1,335,000 or 4·1% only were literate in vernacular.

In the area served by the North Western Railway, there are three major communities—Mahomedans, Hindus and Sikhs. The latter largely have their homes round Amritsar in the Central Punjab. Among the other two communities are considerable divergencies according to the provinces in which they live. There are also various languages and scripts, though Urdu is generally understood and English is used for administration.

Amongst the employees, are, in addition to men of these three major communities, a proportion of Europeans, Anglo-Indians, Indian Christians and Parsis.

While the proportion of literates in their own vernacular is small, the proportion of those literate in English is still smaller.

This barrier of literacy in some ways forms a gulf as great as caste.

It will thus be understood that the divergent personnel of an Indian railway introduces complications which are not found in European countries.

5. **Organization.**—The headquarters of the North Western Railway are situated at Lahore.

From the 1st October 1924, the old departmental system of administration was changed to a divisional organization as more suitable to a railway of this size and largely combining the advantages of both decentralization and centralization.

The main features of the North Western Railway organization are—

- (1) the Headquarters Office is amalgamated under the Agent and works with a Central Registry on common files. The principal officers, namely, the Chief Engineers, the Chief Operating Superintendent, the Chief Mechanical Engineer, the Chief Commercial Manager, the Controller of Stores, and to a limited extent the Chief Accounts Officer, are the technical officers and dispose of the business of

their branches in accordance with the policy of the Railway Board and of the Agent. This extent of centralization ensures certain advantages in co-ordination of effort and in utilization of technical experience.

(2) the line is divided into seven operating divisions with headquarters at Lahore, Delhi, Ferozepore, Rawalpindi, Multan, Karachi and Quetta, at each of which is a divisional superintendent with extensive powers and a staff of executive officers for the various branches, engineering, transportation, rolling-stock, commercial and personnel. The decentralization into divisions has obvious advantages.

(3) a separate branch has been formed to deal with personnel, thereby ensuring that questions concerning the human element are dealt with by a body of experts of suitable temperament. This branch is controlled by a deputy agent directly under the Agent's orders.

**6. Workshops.**—While the majority of the open line staff of 122,400 is scattered over the large area covered by the railway at or between its 1,042 stations, there is the labour employed in the mechanical workshops and amounting to about 12,000 which is largely concentrated in Moghalpura near Lahore. The mechanical workshops are also organized as a division under the Superintendent, Mechanical Workshops.

The present locomotive shops at Moghalpura give occupation to some 4,600 employees, and are capable of overhauling 480 engines a year. The carriage and wagon shops employ more than 4,800, and have an annual building capacity of over 500 units of coaching stock and repairing facilities for 5,000 units of coaching stock and 12,000 units of goods stock.

Small outstation shops are located at Sukkur and Karachi, the former employing 1,735 men and the latter 730.

A large area at Moghalpura is occupied by the General Stores Depot. The value of the material in stock at any one time may be about 1 crore of rupees= (£750,000), while the turnover during the year approaches 3 crores= (£2,250,000). A large printing press, which is in the same area, gives work to over 400 employees. Mention may also be made of the clothing factory which supplies all uniforms.

**7. Labour bureaux and staff committees.**—While the formation of the personnel branch in 1924 has marked a notable advance in dealing with the all-important human element and has ensured fairer treatment of the staff in the matter of promotions, leave, transfers, punishment, etc., it has necessarily confined its activities largely to dealing with these matters on files. Long and anxious consideration has meanwhile been given to the provision of means of personal contact between the individual employee or groups of employees and

the administration. This is recognized as essential to ensure the contentment of the staff, but is difficult to achieve owing to their great numbers and divergencies.

The brief reference in para. 4 to the divergencies in the staff may serve to indicate to some extent how the barriers of race, community, creed, caste and illiteracy render ineffective the methods of representation which work in more homogeneous countries.

Staff committees on this railway are now being constituted on the lines of the panchayats or village councils indigenous to India. They give wide representation to the lower grades and allow of discussion free of the controlling presence of officers, the conclusions being recorded by the labour wardens.

Individual contact is facilitated by labour bureaux where individuals or groups can go with their grievances (real or imaginary), requests, etc., and receive sympathetic treatment from the labour warden, who is in no way subject to the man's technical supervisor.

A clearer understanding of the working of labour bureaux can be formed by a visit to those established in Lahore, which show such promising results.

We are indebted for the idea to Lieut.-Colonel Lenfesty who first established one at Ishapur Rifle Factory.

Needless to say labour bureaux do not supplant, but supplement the recognized official channels for appeals.

**7. Selection and training.**—With a view to the elimination of favouritism and patronage, and to the recruitment of an improved type of recruit, a system of selection boards has been largely adopted. Vacancies and dates of selection are regularly advertised in the press.

Provision has been made in the North Western Railway Training School near Lahore for the training of operating, commercial, and permanent-way recruits, and for periodical refresher courses for these and other categories.

In the school, scouting and sports are encouraged and these are spreading among the staff on the line, the latter as a result of annual tournaments and athletic meetings.

C. WALTON, COLONEL,

*Agent,*

*Dated the 18th September 1929.*

*North Western Railway*

*N.B.—Attention is invited to paragraphs as stated below in regard to the following subjects :—*

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# NORTH WESTERN RAILWAY.

## MEMORANDUM FOR THE ROYAL COMMISSION ON LABOUR.

### A.—GENERAL REMARKS.

In order to arrive at a clear and co-ordinated picture of the conditions of labour on the railways in India, the main consideration to be borne in mind is, that although there may be certain factors common to labour on the railways in India, there are also several factors peculiar to each railway which have an important bearing on the conditions of labour pertaining to that particular line, such as length of line, the territories through which it passes, the intellectual and the industrial progress made by the inhabitants occupying these territories, the scope the latter affords for a satisfactory recruiting ground for railway labour, the avenues of employment apart from the railway which are open to labour in these territories, the ethnological and other features peculiar to these territories, and lastly the financial limitation to which a railway is subject affecting as it does the administration's endeavour to improve the condition of their labour.

The following general observations may be taken as supplementing the detailed answers to the several items in the questionnaire.

To begin with, the question of the principles regulating the determination of wages calls for some remarks. In a well-managed concern wages are determined mainly by the nature of responsibilities, the amount of work attached to a post, the surroundings under which that work has to be performed, the scope of advancement that is offered to an efficient worker and, ultimately, the principle of supply and demand.

As education progresses, the number of available recruits for the several classes of employment possessing the necessary qualifications, correspondingly increases, and in the absence of other avenues to absorb the excess of the supply over the demand, the test of recruiting can be made stiffer and stiffer without affecting the financial liability. It can be easily imagined, therefore, that a concern, which is run on a commercial basis, and is expected to earn a reasonable return on the outlay invested, is never slow to take full advantage of the principle of supply and demand.

This, however, does not take into account another important feature which now-a-days forms a chief plank in the struggle for the amelioration of labour conditions, viz., the question of a living wage. It is argued, not without force, that if a workman is continually obsessed with the idea, that although he is expected to put forth his best in the discharge of the duties allotted to him, he does not earn a living wage and is constantly worried with the necessity of devising means to supplement his income, it is bound to impair his individual efficiency, and thus react on the efficiency of the whole concern. Any one, therefore, who is entrusted with the responsible task of determining the wages of employees, particularly in the lower grades of railway service, is confronted with a problem not always easy of solution.

Another factor which offers an impetus to a workman to promote efficiency and the desire to continue in service is the scope the latter affords for

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adequate provision for his old age, and for his dependants, in the event of his death. This is met by the Provident Institution Fund and the grant of gratuities on fulfilment of certain conditions.

In conclusion, it may be stated that the administration is never insensible to the paramount necessity of doing all that is possible to promote the interests and welfare of the staff of such a vast magnitude committed to its care, consistent with the several obligations imposed on it by financial and other considerations applicable to the working of a large concern.

## B.—SEPARATE NOTE DEALING WITH TEMPORARY LABOUR EMPLOYED ON CONSTRUCTION OF NEW LINES OR LARGE CAPITAL WORKS.

### PRELIMINARY.

1. Practically all the labour employed on construction work are temporary workmen. Their services are ordinarily terminated on completion of the work on which they are engaged.

2. The bulk of the labour is employed by contractors, while departmental labour is confined mainly to gangmen for platelaying and maintenance of track, chowkidars, gatemen, workshop, station and operating staff, etc.

Occasionally the army details pioneer and labour companies, for employment on linking and earthwork at fixed rates and conditions of service.

Departmental staff is either daily or monthly-rated, according to the discretion of the employing officer.

Illiterate staff is usually daily-rated.

### CONDITIONS OF SERVICE.

3. The rules governing the conditions of service of all such departmental ratings may be divided as follows :—

- (1) Terms and conditions as laid down in the general rules.
- (2) Special rules formulated to suit a particular locality or peculiar conditions obtaining on any specific work.

In the first category the undernoted rules apply :—

- (a) Free recruiting and settlement passes are allowed.
- (b) Fifteen days' casual leave per annum is allowed, subject to a maximum of ten days at a time and one Sunday's rest every month. No other leave with pay is granted.
- (c) After completion of one year's approved service, employees are entitled to privilege passes over the home line, and after a further year's service to privilege ticket orders over both home and foreign lines.

Foreign line passes are not granted.

In the latter category, within certain prescribed limitations, the fixing of rules is left to the competent authority who recruits the labour and is ordinarily the executive or resident engineer.

#### HOURS OF WORK AND OVERTIME.

(a) The number of hours in a working day is ordinarily fixed on the 60-hour week basis.

On construction, the working of overtime is much more prevalent than on open line. The main reasons are :—

- (1) The working season in the monsoon areas is confined to eight months in the year.
- (2) Speeding up of all heavy work to avoid the locking up of capital.
- (3) Wet foundation work in bridges necessitates continuous work.
- (6) Usually overtime is paid at an enhanced rate fixed beforehand.

#### AMENITIES—UNIFORMS, PASSES, ETC.

4. Concessions and privileges enjoyed by the permanent establishment, but not by the temporary staff, are :—

- (1) The advantages of subscribing to the Provident Institution Fund.
- (2) Passes over foreign lines.
- (3) Rent free quarters.
- (4) "Permanent" employment.

For certain classes of labour, such as chowkidars and khallassis, clothing is issued according to a fixed scale.

In localities where intense cold is experienced, warm clothing is issued free of cost to gangmen, and waterproof capes are issued to outdoor workmen engaged on work within the monsoon belt.

Where available, quarters are provided on payment of rent. Labour which moves continuously is provided with kachcha shelters or tents at government cost.

Free medical attention is granted.

At stations where the numerical strength of the staff warrants such, limited grants to defray recreation and sports expenses are made.

In localities where staple foodstuffs indigenous to the country from which the men are recruited are not obtainable, rail concessions for the carriage thereof may be made.

5. Generally, temporary workmen are on rates of pay higher than those earned by the permanent establishment. The scale for the various grades is fixed and is some 12% more than the rates in force on the open line. Most of the men in the categories under discussion are work-charged establishment, paid out of capital funds allotted in the annual budget and subject to the provision made in the sanctioned estimate.

#### RATES OF PAY.

6. The rates of pay are subject to economic conditions, both local and general.

7. On the North Western Railway, where most of the railway lines on the frontier have been built for strategic purposes, the rates of pay are not fixed by this administration, but are controlled by the Political Agent. The payment of *maliki*, royalties and other tolls enhances the normal rates from 30 to 100%.

#### 8. Categories under reference.—

(i) Construction workshop employees, such as fitters, machinists, blacksmiths, etc.—The above are daily-rated staff.

#### SCALES OF PAY AND ALLOWANCES FOR CONSTRUCTION ENGINE CREWS AND TRAIN GUARDS AND BRAKESMEN.

				<i>Pay per mensem.</i>	
				Rs.	
Drivers, Grade I ..	..	..	..	..	80-10-120
Do do II ..	..	..	..	..	150-15-215
Shunting drivers, Grade II ..	..	..	..	..	60-3-80
Do do do II ..	..	..	..	..	110-15-150
Firemen, Grade I ..	..	..	..	..	45-5-65
Do do II ..	..	..	..	..	75-10-115
<i>Allowance when running engine under steam.</i>				<i>Per day</i>	
Grade I ..	{	Drivers ..	..	..	Rs. 1
		Shunting driver ..	..	..	As. 12
		Firemen ..	..	..	As. 12
Grade II ..	{	Drivers ..	..	..	Rs. 2
		Shunting drivers and firemen ..	..	..	Rs. 1
				<i>Pay per mensem.</i>	<i>Out Allowance.</i>
				Rs.	
Guards, Grade I ..	..	..	75-10-115	Rs. 1 per day when train is running.	
Do do II ..	..	..	125-10-205	Rs. 2 per day when train is running.	
Brakemen ..	..	..	40-5-60	As. 12 per day when train is running.	

**Zhob Valley Railway Extension.**

		<i>Pay per mensem.</i> Rs.	<i>Out Allowance.</i>
Guards, Grade I .. ..	97-13-136-14-150		Rs. 1 per day when train is running.
Do do II .. ..	160-13-251-14-265		Rs. 2 per day when train is running.
Brakemen .. ..	52-6-70-8-78		As. 12 per day when train is running.
			<i>Pay per mensem.</i> Rs.
Drivers, Grade I .. ..	.. ..	.. ..	.. 110-10-160
Do do II .. ..	.. ..	.. ..	.. 200-15-265
Shunting drivers, Grade I .. ..	.. ..	.. ..	.. 80-5-100
Do do do II .. ..	.. ..	.. ..	.. 150-10-190
Firemen, Grade I .. ..	.. ..	.. ..	.. 65-5-85
Do do II .. ..	.. ..	.. ..	.. 100-10-140

**C.—OPEN LINE RAILWAY EMPLOYEES.**

**I.—RECRUITMENT.**

**(1) Existing methods of recruitment, with suggestions for improvement.**

NOTE.—Where an appointment is subject to the possession of certain minimum qualifications, state such qualifications and comment briefly on the adequacy or otherwise of the facilities available in the area or province for the attainment of the necessary qualifications. Where training is imparted by the railway, give particulars of the courses involved, number of apprentices engaged, etc. Where definite rules on the subject of recruitment have been issued and are being followed, a copy of such rules should be sent.

1. On the North Western Railway the existing methods for recruitment of the class of staff which is being dealt with in this memorandum may be divided up under two main heads, viz., (a) recruitment by selection boards, and (b) direct recruitment.

2. **Recruitment by selection boards.**—This system of recruitment was introduced on the North Western Railway to ensure that candidates are up to a reasonable standard of education, intelligence, and physique, and also to give effect to the instructions laid down in the Government of India Memorandum No. F. 176/25-Ests., dated the 5th February 1926, for the protection of minority communities as far as is possible compatible with the maintenance of efficiency.

Staff recruited through the selection boards mainly consists of two categories, viz :—

- (a) candidates who are appointed to fill posts which are entirely controlled by divisional superintendents and whose service is generally confined to the division on which they are first recruited ; and

(b) candidates who are recruited to fill posts of a higher status, who are liable to be transferred to any part of the North Western Railway, and who are borne on the general lists of seniority maintained in the Headquarters Office for the purposes of promotions and transfers.

3. Candidates coming under heading 2 (a) have to pass a divisional selection board, whereas those under 2 (b) have to appear before both, a divisional selection board, and a final board in the Headquarters Office.

4. On the occurrence of vacancies referred to in 2 (a), advertisements are inserted in the more important papers giving particulars of the posts that are to be filled and the dates of the selection boards, which are held simultaneously on all divisions. This gives candidates in all provinces or areas an equal chance and reduces their travelling expenses.

5. Candidates are warned in the advertisements of the qualifications required and are informed of the places at which they may purchase application forms at a cost of Re. 1 each.

NOTE.—It was found necessary to make this charge of Re. 1 in order to stop the indiscriminate submission of applications from candidates who did not fulfil the necessary requirements.

6. The selection board consists of three gazetted officers (wherever possible, of district rank)—one of whom is the executive officer in charge of the branch which is calling for candidates and another the personnel officer.

7. After a preliminary inspection of the candidates at which certificates are examined to check educational qualifications and age, each candidate is interviewed and marked for the following points:—

- (1) Educational qualifications ;
- (2) Personality ;
- (3) General intelligence ;
- (4) Handwriting ;
- (5) Ability in athletics and games.

NOTE.—Other things being equal, sons of railway employees or of parents who have rendered special services to the State are given preference.

Before the final selection is announced, the board review the results to see if any communal adjustment is desirable in accordance with the instructions laid down in the Government of India Memorandum No. F.-176/25-Ests., dated the 5th February 1928.

8. Selected candidates are then sent before a railway medical officer for medical examination.

9. Candidates coming under the category in (b) under para. 2 above, first undergo the preliminary test as detailed above and selected candidates then appear before the Central Selection Board held in the Headquarters Office which generally consists of three officers, two of whom are not below the rank



of deputy. At this selection a further weeding out of candidates who are considered unsuitable for railway service takes place, the board bearing in mind the desirability of providing for communal proportions with due regard to efficiency.

10. This system of recruitment has proved of great value to the administration owing to the better standard of staff now recruited, and is also more satisfactory to the ordinary candidate who is without influence. It also provides a means for some measure of communal adjustment without risk of the standard being lowered.

11. **Recruitment for shops and printing press.**—In regard to recruitment of artizans for the mechanical workshops—the system formerly was for the foreman of the branch to select the men required from a number of applicants, the selected men were then given a trade test by the foremen and engaged if satisfactory. With the introduction of a labour bureau the recruitment of artizans and labourers for the mechanical workshops is done by the labour bureau, who with the assistant works managers and foremen of the branch for which the men are required, make a selection, the selected men are then given a trade test in the test house, under the supervision of the assistant employment officer, who decides as to whether a man is satisfactory or otherwise, and who also rates the man according to his ability. This centralized system of recruitment has been found to be satisfactory and has resulted in a good class of man being recruited. Recruitment of labourers for the mechanical workshops is by selection, regard being paid to physique and intelligence.

12. The recruitment of staff for the printing press is done by the Superintendent, Printing & Stationery, who selects and tests recruits and rates them according to their ability.

13. **Recruitment of staff for other branches of the railway.**—The recruitment of unskilled staff for other branches of the railway not included in the foregoing is done locally by the senior subordinate in charge, and the establishment lists are forwarded to the officer in charge for approval. The subordinates engaging the men are responsible that they are of good physique and intelligence.

14. **Facilities for the attainment of educational qualifications required by the railway.**—The provinces traversed by the North Western Railway system are well supplied with schools and colleges whose standards are up to the requirements of the administration.

15. **Medical examination.**—All candidates are required to pass a medical examination by the railway medical officer at the divisional headquarters. This includes an eyesight test suitable to the requirements of the post to be filled.

16. **Training facilities imparted by the railway.**—(a) The North Western Railway Administration provides instructions for its employees in the North Western Railway Training School near Lahore. Cantonment details of which will be found in the North Western Railway Training School Calendar for 1929-30 on pages 14, 15, 16, 17 and 25 of the calendar (copy forwarded).

(b) The Maclagan College at Lahore, working in co-operation with the North Western Railway, gives technical instruction to a selected number of students nominated by the North Western Railway, in return for which the

North Western Railway gives practical instruction to the engineering students of the Maclagan College. Students who complete the "B" course of five years satisfactorily qualify for the posts of journeymen, and junior chargemen in the Mechanical Workshops of the North Western Railway and are eligible for appointment as such against vacancies. Page 4 of the College prospectus (forwarded) for the session 1929-30 gives details relating to railway nominees.

**17. Number of apprentices, etc., engaged.—**

(i) Apprentice permanent-way inspectors from 1st April 1925 to 31st March 1929	81
(These are under training on divisions.)	
(ii) Boy firemen from 1st April 1928 to 30th June 1929 .. .. .	30
(These are under training in sheds on divisions.)	
(iii) Apprentice train examiners from 1st April 1925 to 30th June 1929	55
(These are under training in shops.)	
(iv) Apprentice signal and interlocking inspectors from 1st November 1926 to 1st April 1929.	9
(These are under training in the signal shops and on divisions.)	
(v) Apprentice bridge inspectors from 1st February 1927 .. .. .	8
(These are under training in bridge shops and on divisions.)	
(vi) Station master's group (students) ..	} From 2nd January 1927 to 31st March 1929 {
(vii) Commercial group (students) ..	
	632

Students under (vi) and (vii) were trained at the North Western Railway Training School.

**18. Rules regarding the recruitment of the following staff are as under :—**

- (1) Apprentices in the central workshops (locomotive and carriage and wagon), Moghalpura.
- (2) Boy firemen, Grade III.
- (3) Apprentice permanent-way inspectors.
- (4) Do signal inspectors.
- (5) Do bridge inspectors.
- (6) Do train examiners.

**NORTH WESTERN RAILWAY.**

**RULES FOR APPRENTICES IN THE CENTRAL WORKSHOPS (LOCOMOTIVE AND CARRIAGE & WAGON), MOGHALPURA.**

These rules take effect from the 1st September 1926 and are in supersession of all previous rules.

1. There are two classes of apprentices in the central workshops, Moghalpura, viz., A class and B class apprentices.

2. A class apprentices are A class ex-students of the Maclagan Engineering College, and B class apprentices are simultaneously B class students of the Maclagan Engineering College.

3. Before appointment as A or B class apprentices in either of the central workshops, Moghalpura, lads must have passed the entrance examination of the Maclagan Engineering College, must have satisfied the conditions governing the admission of students, and must be *bona fide* students (A or B class) of the Maclagan Engineering College.

Before commencing their training in the workshops, all apprentices in both classes A and B must pass the North Western Railway Class "B" medical examination before the railway medical officer, Lahore.

4. Thus the admission of lads into the Central Workshops, Moghalpura, as apprentices is regulated by previous admission to the Maclagan Engineering College as students.

5. Detailed rules and conditions to be fulfilled regarding the—

- (a) admission of students to the college,
- (b) entrance examinations and syllabus for both A and B classes,
- (c) fees,
- (d) contingent expenses, etc.,
- (e) theoretical training.

are published in the Maclagan Engineering College prospectus.

6. The course of training for A class apprentices extends over five years, of which the first three years are spent in the college and the remaining two years in the workshops.

The course of training for B class apprentices extends over five years. Approximately one-quarter of this time is given to technical instruction in the college and the remainder to practical training in the workshops.

7. At the end of the first year at the college as A class students, lads must choose which branch of the engineering profession (mechanical or electrical) they wish to follow.

8. On joining the college as B class students, lads must choose the trade they intend to follow, giving one alternative. There will be a limit of five B class vacancies per annum for training as electricians.

Every endeavour will be made to appoint A and B class apprentices in the profession or trade they choose to follow on entering the college as students.

9. At the expiration of the term of apprenticeship, all apprentices shall automatically be discharged, unless previous intention to employ them has been intimated. In this matter the decision of the Chief Mechanical Engineer shall be final.

## 10. On completion of their apprenticeship—

(a) A class apprentices may be offered, if the North Western Railway Administration so desires, appointments in the subordinate ranks when vacancies exist.

(b) B class apprentices may be selected to fill such vacancies as occur for journeymen in their respective trades, on probation for one year, in the scale Rs. 100—10—170 per mensem.

11. When in workshops, all apprentices must attend shops for full working hours, and must at all times conform to the rules and regulations in force in the particular shop in which they are working.

12. Apprentices must live either in the Apprentices' Home provided, or the College Hostel.

13. Apprentices will be granted 15 days' casual leave a year, in addition to the regular workshop holidays.

14. The training for B class apprentices is for five years on the following rates of pay:—

	<i>Per mensem.</i>
	Rs.
First year .. .. .	50
Second do .. .. .	60
Third do .. .. .	70
Fourth do .. .. .	80
Fifth do .. .. .	90

No apprentice shall be given an increment in wages unless his attendance, general conduct, and application to work are satisfactory. Annual increments may be withheld at the discretion of the Chief Mechanical Engineer. In all cases of bad time-keeping an apprentice will be required to make up the full 12 months' service, subject to the leave facilities laid down in para. 13 above before being given such increment.

If an apprentice's attendance, general conduct or application to work is consistently unsatisfactory, his services may be terminated by serving him with one month's notice.

An apprentice may terminate his service by giving one month's notice to the administration.

A class apprentices draw no pay during their period of apprenticeship.

15. Out of the above rates of pay the expenses for messing, sports fund, washing, general charges and college fees have to be met by B class apprentices. Recoveries in these connections will be made before payment of the monthly pay.

16. Apprentices will not be permitted to subscribe to the State Railway Provident Institution Fund whilst serving their apprenticeship.

N. W. R. HEADQUARTERS OFFICE :

Lahore, dated the 1st September 1926. }

Chief Mechanical Engineer.

## RECRUITMENT OF FIREMEN, GRADE III.

1. The recruitment of firemen in Grade IV is closed and recruits will only be engaged as under in Grade III and, except in exceptional cases, will join as boy firemen.

2. **Method of recruitment.**—The number of firemen in Grade III to be recruited annually will be fixed as follows:—

The normal annual wastage of drivers, grades III and IV, locomotive inspectors and the proportion of shed foremen who may be expected to be promoted from drivers will be worked out annually. From this will be deducted the number of Grade II drivers promoted to Grade III during the previous year and to it will be added the number of boy firemen who have been discharged for inefficiency during the previous year. The result represents the number to be recruited direct.

3. The share of recruits allotted to each division will be notified by Headquarters, divisional selection boards will select up to twice the number and send them up for final selection by the Headquarters Board. Preference will be given to candidates whose parents are, or have been, employed on the railway.

4. Selections will be held in April and October and candidates will start training on 1st May and 1st November.

5. **Qualifications.**—Candidates must be not less than 16 or more than 20 years of age on the 1st of the month following the selection.

6. The educational standard required is Matriculation or School Leaving Certificate of a recognized Indian university or Standard VI of a recognized European school.

7. **Physique.**—The physical standard required is given in Appendix A, on page 13.

8. **Exception.**—Cases of specially suitable candidates who have not the above educational standards or who are over 20 years of age may be referred to the Headquarters Selection Board, but the qualification of such candidates must be exceptionally high in other respects.

9. **Training.**—Boy firemen will be trained at Lahore, Rawalpindi, Quetta or Karachi.

The course of training will be—

	<i>Months.</i>
In shed two years, viz. :—	
Cleaning .. .. .	3
Washing out .. .. .	3
With boiler-makers .. .. .	4
With fitters .. .. .	14
At training school .. .. .	2
Firing .. .. .	10

NOTE.—Boy firemen will not be permitted to work on the footplate until they attain the age of 18.

10. Modifications to the above course may be ordered at the time of selection in the exceptional cases of men over 20 years of age.

11. A register of training will be kept on the prescribed form for each boy fireman.

12. **Removal.**—A boy fireman under training is liable to discharge at any time for inefficiency or bad conduct, particularly for failing to pass the examination at the completion of the course at the Training School or for bad time-keeping.

13. **Appointments.**—On the successful completion of the course of training, candidates will be eligible for appointment as firemen in Grade III, but such appointment is not guaranteed.

14. **Pay.**—Boy firemen :—

	<i>Per mensem.</i>
	Rs.
First year .. .. .	40
Second do .. .. .	45
Third do .. .. .	55 (plus overtime earned.)

Overtime will be paid in addition (normally in the third year) for work done as firemen.

15. In exceptional cases of recruitment of men as firemen (who are over 20 years of age), the fitting in of the individual in the scale will be ordered by the selection board on the merits of the case. The training will also be modified if considered necessary.

16. **Increment.**—Before any increment is granted, a report must be submitted by the foreman under whom the lad is working as to his diligence, progress and behaviour, and the same must in every way be satisfactory.

17. **Leave.**—Boy firemen while employed in sheds will be allowed 15 days' casual leave each year, subject to a limit of 10 days at a time, after completing one year's service and 60 days' sick leave on half average pay.

18. **Provident fund.**—Boy firemen will have to subscribe to the State Railway Provident Institution Fund.

19. **Agreement.**—Every boy fireman must sign the usual service agreement for monthly-rated servants with the railway before starting work. If a shop apprentice is sent out as a boy fireman, he will have to sign a new agreement.

20. **Confirmation.**—Before being sent to the footplate the apprentice must have attained the age of 18 years and have done a month's refresher course at the Training School and must be certified by a locomotive inspector as fit for work on the footplate.

**APPENDIX "A" TO THE RULES REGARDING THE RECRUITMENT  
OF BOY FIREMEN, GRADE III.**

The physical standards given below should be adopted. The height and chest measurement should be regarded as the minimum. The weight standards should be used as a general guide.

Candidates under 19 years of age who do not attain the standards given below, but who are likely in the opinion of the appointing officer to eventually attain it may, at his discretion, be appointed, provided that their height or chest measurement is not more than  $\frac{1}{2}$ " below the prescribed standard :—

<i>Under 21 years of age.</i>				<i>21 Years of age and over.</i>		
Minimum height.	Chest girth when fully expanded.*	Range of expansion.	Weight.†	Chest girth when fully expanded.*	Range of expansion.	Weight.†
5'-5"	33½"	2"	115 lbs.	34½"	2"	118 lbs.

\* Corrections for chest girth— $\frac{1}{2}$ " increase for every 2" additional height.

† Corrections for weight—add 1 lb. weight for each inch in height above the minimum height laid down.

They must pass "A" class medical test before appointment.

W.W. 73/Revised.

**NORTH WESTERN RAILWAY.**

**WAY & WORKS BRANCH.**

**ENGINEERING DEPARTMENT.**

In future the following rules will be observed in the engagement and training of permanent-way apprentices :—

- (1) They must be of sound and healthy constitution, and should produce certificates of good character from the head master or principal of the school or college at which they last attended.
- (2) An apprentice must have passed an examination equivalent to Standard VI of the Government Educational Code or the Matriculation and School Leaving Certificate Examination of the Punjab University or an equivalent examination of the other universities and shall produce a medical certificate of sound physique from the medical officer of the railway.
- (3) He must at the time he begins his apprenticeship be not less than 17 or over 21 years of age.

- (4) He will be required to enter into an agreement to serve four years as an apprentice, and will receive subsistence allowance as follows :—

					<i>Per mensem.</i>
					Rs.
First year	..	..	..	..	.. 65
Second do	..	..	..	..	.. 80
Third do	..	..	..	..	.. 95
Fourth do	..	..	..	..	.. 120

If he has passed the third year's examination, otherwise Rs. 95.

provided always that, before any increment is granted, the report of his diligence, progress and behaviour, from the inspector and engineer under whom he is being trained, shall, in every way, prove satisfactory. Appointments will be made, on occurrence of vacancies, at the discretion of the Chief Engineer. The subsistence allowance of an apprentice will commence from the date he reports himself for duty to the divisional superintendent of the division to which he is posted or appointed.

- (a) He will be permitted to subscribe to the State Railway Provident Fund according to the State Railway Provident Fund and Gratuity Rules.
- (5) The apprentice will be placed for purposes of instruction at the North Western Railway Training School, Kot Lakhpat, for the first 10 months and then under a qualified permanent-way inspector and shall undergo training on the lines laid down in the schedule attached to the memorandum of instructions for the training of permanent-way apprentices.
- (5) (a) The apprentices will be examined in divisions as prescribed in the above schedule, after the school course and the second year's training, to ascertain if they are fit to be retained in service.

The third and final examination will be held at headquarters at Lahore, and any apprentice failing to secure 60% of the aggregate and 50% in each subject of the marks in this examination, will have his services dispensed with. Chief Engineer may, however, at his discretion, after considering the whole of his performance and progress during the three years, permit him to complete the fourth year course and to reappear for the examination at the end of the fourth year.

- (6) At the expiration of his apprenticeship, should his reports have been uniformly satisfactory, he will be eligible for an appointment as assistant permanent-way inspector on the North Western Railway on the non-pensionable establishment, and will be granted a certificate to that effect. If retained in service, after the completion of four years, he will have to enter into a fresh



agreement in the usual form of hiring and service of employees on the North Western Railway.

NOTE.—If an apprentice in pursuance of this paragraph officiates in a definite vacancy (due to leave or otherwise) which carries pay higher than his own, he is entitled to draw officiating and travelling allowances in accordance with the rules governing such allowances.

- (7) No guarantee can, however, be given of permanent employment after the apprentice shall have served his time as above, as this must depend on vacancies occurring, but should he be retained on the line when fully qualified, he will, as a rule, be designated as an assistant permanent-way inspector, drawing a salary of Rs. 125 (in the grade Ra. 125—10—155) a month until such time as an opportunity occurs of appointing him to an inspectorship, the minimum pay of which post is fixed at Rs. 170 a month and carries no pension with it. After being appointed to an inspectorship he will have to work for one year on probation and his confirmation will depend on the report received on his work at the end of that period.
- (8) The Chief Engineer reserves the right of appointing an apprentice to an inspectorship, before completion of the full course of apprenticeship, if circumstances render this advisable.
- (9) When an apprentice has completed satisfactorily his full course and is certified as eligible for an appointment, a bonus of Rs. 100 will be apportioned to the permanent-way inspectors under whom he has been trained according to the period he has been under each.
- (10) A candidate, before being taken on as apprentice, must enter into an agreement which must also be attested by a parent or guardian, in order that the candidate may be given fully to understand the terms and conditions of his service.
- (11) The parent or guardian of a candidate will be required to deposit a sum of Rs. 100 with the Chief Accounts Officer of the North Western Railway as security, which will be forfeited should the candidate terminate his agreement during the period of apprenticeship. Further, it shall be optional for the Chief Engineer to withhold repayment of this deposit should he terminate the apprenticeship for any of the reasons stated in para. 2 of the agreement form.

We hereby agree to hold ourselves bound by the above :—

Witnesses.	{	(1)	_____	_____
			_____	<i>Signature of employee.</i>
			_____	<i>Place</i> _____
			_____	<i>Date</i> _____
	{	(2)	_____	_____
			_____	<i>Signature of parent or guardian.</i>
		_____	<i>Place</i> _____	
		_____	<i>Date</i> _____	

W.W. 83.

## NORTH WESTERN RAILWAY.

## ENGINEERING DEPARTMENT.

The following rules will be observed in the engagement and training of apprentices to qualify for signal inspectors :—

- (1) They must be of sound and healthy constitution, and preference will be given to those whose parents are, or have been, employed on the North Western Railway, and who can themselves produce certificates of good character from the heads of their departments.
- (2) An apprentice before being accepted will be required to pass an entrance examination and must have passed an examination equivalent to Standard VI of the Government Educational Code, and shall produce a certificate of good character from the school at which he has been taught, and a medical certificate of sound physique from the medical officer of the railway.

Before being selected, however, the candidate will be required to undergo an ordinary training on the fitter's bench for three months or more, as considered necessary by the signal engineer, after which an examination will be held to test the candidate's general knowledge and aptitude for this class of work.

- (3) He must, at the time he begins his apprenticeship, be not less than 17 or over 21 years of age.
- (4) He will be required to enter into an agreement to serve four years as an apprentice, and will receive subsistence allowance as follows :—

					<i>Per mensem.</i>
					Rs.
First year	..	..	..	..	.. 65
Second do	..	..	..	..	.. 80
Third do	..	..	..	..	.. 95
Fourth do	..	..	..	..	.. 120

but subject to the conditions of para. (6), provided always that, before any increment is granted, the report of his diligence, progress and behaviour from the inspector and engineer under whom he is being trained, shall in every way prove satisfactory. Appointments will be made on occurrence of vacancies at the discretion of the Chief Engineer and the subsistence allowance of an apprentice will commence from the date he reports himself for duty to the signal engineer at Lahore.

- (a) He will be permitted to subscribe to the State Railway Provident Fund according to the State Railway Provident Fund and Gratuity Rules.
- (5) The apprentice will be placed for purposes of instruction under the signal shop foreman or qualified signal inspector, whose orders he must implicitly obey. He will not ordinarily be kept under the same teacher for more than 12 months at a time.

The apprentice will be trained for the first 10 months in the signal workshops, after which he will be sent out to work on the line under inspectors in charge of construction work or maintenance until the end of the second year.

(6) To test the abilities of apprentices and eliminate unpromising ones, examinations will be held—

- (i) at the end of 10 months,
- (ii) at the end of 18 months,
- (iii) at the end of two years.

Examinations (i) and (ii) will be on practical work to enable an idea to be formed as to whether or not the apprentice is making good use of his time, and is of good ability.

Examination (iii) will be a test of his knowledge of the duties of signal inspector, both theoretical and practical, his capacity for organizing labour and his acquaintance with ordinary colloquial Hindustani, especially with reference to technical terms used by Indian workmen and with the rules and regulations. Special care should be taken to examine very thoroughly in Chapters XIV, XIX and XX of Rules and Regulations, Part I, and no candidate is to be considered qualified who does not show that he is fully acquainted with the rules. Failure in any two consecutive examinations will entail loss of apprenticeship. If the apprentice passes (i) and (ii) and fails at (iii), his pay will be Rs. 80 per mensem till he passes the examination.

If he fails to pass examination (iii) within two and-a-half years, he will lose his apprenticeship.

The examination board will be ordered by the Chief Engineer, and will ordinarily consist of the signal engineer, an assistant signal engineer and a signal inspector. The decision of the Chief Engineer as to the result of any examination will be final.

(7) After passing examination (iii) specified in para. (6) successfully the apprentice will, for three months of the third year of his training, be posted to the office of the signal engineer and signal and interlocking inspector, where he will be trained in the preparation of returns as usually submitted by signal inspectors, and will also be instructed in the ordinary method of official correspondence, and in the Public Works Department Procedure for the disbursement of money and the initial forms for accounting for labour and materials. He will also spend two months in the signal engineer's drawing office.

The remaining seven months of the third year will be devoted to special training in matters which the apprentice's examination showed him to be least well qualified in, and if considered fit, in holding charge as sub-assistant inspector of interlocking as occasion offers.

- (8) For the first three months of the fourth year, the apprentice will be trained in electrical matters connected with his work, and for the last nine months of his training, should the signal engineer deem him fit, he may be placed in charge to erect a new installation or maintain existing one either under a qualified inspector or independently, as opportunity may offer.

At the expiration of this period, should his reports have been uniformly satisfactory, he will be eligible for an appointment as assistant signal inspector on the North Western Railway on the non-pensionable establishment, and will be granted a certificate to that effect. If retained in service after the completion of four years, he will have to enter into a fresh agreement in the usual forms of hiring and service of employees on the North Western Railway.

NOTE.—If an apprentice in pursuance of this paragraph officiates in a definite vacancy (due to leave or otherwise) which carries pay higher than his own, he is entitled to draw officiating and travelling allowances in accordance with the rules governing such allowances.

- (9) No guarantee can, however, be given of permanent employment after the apprentice shall have served his time as above, as this must depend on vacancies occurring; but should he be retained on the line when fully qualified, he will, as a rule, be designated as a sub-inspector, drawing a salary of Rs. 135 a month, until such time as an opportunity occurs of appointing him on probation to an assistant inspectorship, the minimum pay of which post is fixed at Rs. 170 a month and carries no pension with it. After being appointed to an assistant inspectorship, he will have to work for one year on probation, and his confirmation will depend on the report received on his work at the end of that period.
- (10) The Chief Engineer reserves the right of appointing an apprentice to an assistant inspectorship, before completion of the full course of apprenticeship, if circumstances render this advisable.
- (11) When an apprentice has completed satisfactorily his full course, and is certified as eligible for an appointment, a bonus of Rs. 100 will be apportioned to the signal inspectors and shop foremen under whom he has been trained according to the period he has been under each.
- (12) A candidate before being taken on as an apprentice must enter into the agreement, which must also be attested by a parent or guardian, in order that the candidate may be given fully to understand the terms and conditions of his service.
- (13) The parent or guardian of a candidate will be required to deposit a sum of Rs. 100 with the Chief Accounts Officer of the North Western Railway as security, which will be forfeited should the candidate terminate his agreement during the period of apprenticeship. Further, it shall be optional for the Chief Engineer to withhold repayment of this deposit should he terminate the apprenticeship for any of the reasons stated in the agreement form.

We hereby agree to hold ourselves bound by the above.

Witnesses.	}	(1) _____	_____
		_____	<i>Signature of employee.</i>
		_____	<i>Place</i> _____
		_____	<i>Date</i> _____
}	}	(2) _____	_____
		_____	<i>Signature of parent or guardian.</i>
		_____	<i>Place</i> _____
		_____	<i>Date</i> _____

W.W. 30.

NORTH WESTERN RAILWAY.

ENGINEERING DEPARTMENT.

The following rules will be observed in the engagement and training of apprentices to qualify for bridge inspectors :—

- (1) An apprentice before being accepted will be required to pass an entrance examination and must have passed an examination equivalent to Standard VI of the Government Educational Code and shall produce a certificate of good character from the school at which he has been taught. A medical certificate of sound physique must also be obtained from the medical officer of the railway.
- (2) The apprentice must be of sound and healthy constitution. Preference will be given to those whose parents are, or have been, employed on the North Western Railway and who can themselves produce certificates of good character from the head of their department. He should have had practical training as a smith, carpenter or fitter and so know the use of tools.
- (3) He will, at the time he begins his apprenticeship, be between 17 and 21 years of age.
- (4) He must be required to enter into an agreement to serve four years as an apprentice and will receive subsistence allowances as follows :—

					<i>Per mensem.</i>
					Rs.
First year	..	..	..	..	.. 65
Second do	..	..	..	..	.. 80
Third do	..	..	..	..	.. 95
Fourth do	..	..	..	..	.. 120

but subject to the conditions of para. 6, provided always that, before any increment is granted the report of his diligence, progress and behaviour from the inspector and engineer under whom he is being trained, shall, in every way, prove satisfactory. Appointments will be made on occurrence of vacancies at the discretion of the Chief Engineer and the subsistence allowance of an apprentice will commence from the date he reports himself for duty to the bridge engineer.

- (5) He will be permitted to subscribe to the State Railway Provident Fund according to the State Railway Provident Fund and Gratuity Rules.
- (6) The apprentice will be placed for purposes of instructions under chief draftsman, workshop foreman, bridge inspector or district stores munshi, whose orders he must implicitly obey. He will not ordinarily be kept under the same teacher for more than 12 months at a time.
- (7) His training will consist of—
  - (a) 6 months in drawing office.
  - (b) 6 do in stores.
  - (c) 12 do on field work.
  - (d) 6 do in shops.
  - (e) 6 do in drawing office.
  - (f) 3 do in office of bridge engineer.
  - (g) 9 do on field work.
- (8) To test the abilities of the apprentices and eliminate unpromising ones, examinations will be held—
  - (a) at the end of 12 months.
  - (b) do do 18 do.
  - (c) do do 30 do.

The examinations (a) and (b) will be on the work the apprentice has been engaged on or the period from the commencement of his apprenticeship to date of examination.

Examination (c) will be a test of his knowledge of the duties of bridge inspector, both theoretical and practical, his capacity for organizing labour and his acquaintance with ordinary colloquial Hindustani, especially with reference to technical terms used by Indian workmen, and with the rules and regulations. Special care

should be taken to examine very thoroughly in chapters XIV, XIX and XX of Rules and Regulations, Part I, and no candidate is to be considered qualified who does not show that he is fully acquainted with the rules. Failure in any two consecutive examinations will entail loss of apprenticeship. If the apprentice passes (a) and (b) and fails at (c), his pay will remain at Rs. 95 per mensem for another six months when, if he passes, he may proceed to the final year of training. If he fails, his apprenticeship ceases.

The examination board will be ordered by the Chief Engineer, and will ordinarily consist of the bridge engineer, an assistant bridge engineer and a bridge inspector. The decision of the Chief Engineer as to the result of any examination will be final.

- (9) After passing examination (c) specified in para. 7 successfully, the apprentice will, for three months of the fourth year of his training (if considered suitable by the bridge engineer), be posted to the office of the bridge engineer, where he will be trained in the preparation of returns as usually submitted by bridge inspectors and will also be instructed in the ordinary method of official correspondence and in the Public Works Department procedure for the disbursement of money and the initial forms for accounting for labour and materials.

The remaining nine months of the fourth year will be devoted to special training in matters which the apprentice's examination showed him to be least well qualified in and if considered fit in holding charge as sub-bridge inspector as occasion offers.

- (10) At the expiration of this period, should his reports have been uniformly satisfactory, he will be eligible for an appointment as bridge inspector on the North Western Railway on the non-pensionable establishment and will be granted a certificate to that effect. If retained in service after the completion of four years, he will have to enter into a fresh agreement in the usual forms of hiring and service of employees on the North Western Railway.

NOTE.—If an apprentice in pursuance of this paragraph, officiates in a definite vacancy (due to leave or otherwise) which carries pay higher than his own, he is eligible to draw officiating and travelling allowances in accordance with the rules governing such allowance.

- (11) No guarantee can, however, be given of permanent employment after the apprentice shall have served his time as above, as this must depend on vacancies occurring; but should he be retained on the line when fully qualified, he will, as a rule, be designated as an assistant bridge inspector (special class), drawing a salary of Rs. 135 a month, until such time as an opportunity occurs of appointing him, on probation, to a bridge inspectorship, the minimum pay of which post is fixed at Rs. 170 a month and carries no pension with it. After having worked for one year on probation, his confirmation and further retention on the railway will depend on the report received on his work at the end of that period.

- (12) The Chief Engineer reserves the right of appointing an apprentice to an inspectorship before completion of the full course of apprenticeship, if circumstances render this advisable.
- (13) When an apprentice has completed satisfactorily his full course and is certified as eligible for an appointment, a bonus of Rs. 100 will be apportioned to the bridge inspectors and shop foremen under whom he has been trained according to the period he has been under each.
- (14) A candidate before being taken on as an apprentice must enter into the agreement, which must also be attested by a parent or guardian, in order that the candidate may be given fully to understand the terms and conditions of his service.
- (15) The parent or guardian of a candidate will be required to deposit a sum of Rs. 100 with the Chief Accounts Officer of the North Western Railway as security, which will be forfeited should the candidate terminate his agreement during the period of apprenticeship. Further, it shall be optional for the Chief Engineer to withhold repayment of this deposit should he terminate the apprenticeship for any of the reasons stated in para. 2 of the agreement form.
- (16) We hereby agree to hold ourselves bound by the above.

Witnesses.	{	(1)		
				<i>Signature of employeé.</i>
			<i>Place</i> _____	
			<i>Date</i> _____	
	{	(2)		
			<i>Signature of parent or guardian.</i>	
				<i>Place</i> _____
				<i>Date</i> _____

### NORTH WESTERN RAILWAY.

#### RULES REGARDING APPOINTMENT OF APPRENTICE TRAIN EXAMINERS.

Apprentice train examiners will be appointed in the Carriage & Wagon Shops, Moghalpura, as follows.

2. Pay will be as follows :—

		<i>Per mensem.</i>
		Rs.
First year .. .. .	..	.. 45
Second do .. .. .	..	.. 50
Third do .. .. .	..	.. 55
Fourth do .. .. .	..	.. 60
Fifth do .. .. .	..	.. 65



3. Age on appointment must not be under 16 years.

4. The appointment of apprentice train examiners will be made by the Chief Mechanical Engineer, Lahore, and they will be posted to the Carriage & Wagon Shops, Moghalpura, for five years.

5. The recruitment of apprentice train examiners will be made partly from "suitable mechanics in the carriage and wagon shops" or from "number-takers recommended by divisional superintendents, who have rendered at least two years' service," and partly from "those who either passed the Matriculation Examination or have completed a course of study in a recognized technical or mechanical institution," or by "selection from other suitable applicants".

Any literate apprentice who is not a student of the Maclagan Engineering College, Lahore, and who is desirous of taking up the apprentice train examiners' course, will be allowed to represent his case after he has completed two years' course of apprenticeship, but it should be clearly understood that such apprentices, if taken on, will have to start from the first year of apprentice train examiners' course and will be paid accordingly.

6. The course will consist of five years as under :—

	<i>Months.</i>
(i) Fitting Shop .. .. .	9
(ii) Lifting Shop .. .. .	6
(iii) Vacuum and Gas Shops .. .. .	6
(iv) Electric Shop .. .. .	9
(v) Blacksmith Shop .. .. .	6
(vi) Carriage Repairs Shop .. .. .	6
(vii) Wagon Repairs Shop .. .. .	6
(viii) Paint Shop .. .. .	3
(ix) Train Ready Lines .. .. .	6
(x) Clerical training in Train Examiners' Office, Lahore Station .. .. .	3
	5 years.

7. At the end of five years and after passing the final test, the successful apprentice train examiners become eligible to fill vacancies for train examiners, but appointment to the post of "train examiner" is not guaranteed.

8. A "record of training" of apprentice train examiners will be maintained in the works manager's office, and one copy thereof will remain in the possession of the apprentice train examiners.

At the end of each period of training the apprentice train examiner must apply, through the subordinate officer under whom he is working, to the works manager for orders as to his transfer to the next period.

At the conclusion of the training the works manager will fill up the recommendation at foot of the training report and send it in original to the Chief Mechanical Engineer.

9. Apprentice train examiners who fail to pass the necessary test at the end of any period will be required to remain in that period until they are declared competent by the works manager. In such cases the apprentice train examiners will not receive the next higher rate of pay during their subsequent year of service, until they have passed through that course and have been declared competent by the works manager.

Apprentice train examiners who fail to pass the *final* test at the end of five years or fail to satisfy the works manager as to their fitness to become train examiners will be discharged.

10. While apprentices, they will be entitled to the following leave :—

- (a) On medical certificate, leave on half average pay for a period not exceeding one month in any year of apprenticeship ;
- (b) extraordinary leave without pay under Fundamental Rule 85 ;
- (c) casual leave up to 15 days in a year.

11. They will be allowed privilege passes similar to daily-rated staff employed in the shops.

While apprentices, they can be discharged on 24 hours' notice and can, likewise, leave the service on 24 hours' notice.

No service or character certificate will be granted to apprentices who leave the service before completing their training.

Each apprentice train examiner, before joining, has to pass the health examination in Class "A" and sign an agreement on one-rupee stamped paper, the cost of the stamp being met by him.

Apprentice train examiners will be on probation for the first 12 months, after which they will be confirmed if their work and conduct have been satisfactory. On confirmation, they will become members of the State Railway Provident Institution Fund and pay one-twelfth of their salary monthly into the fund.

Apprentices who are recruited from the workshops or divisions, and are already members of the State Railway Provident Fund, will continue to subscribe towards the Provident Institution Fund while under training as apprentice train examiners.

Annual increments will be granted to apprentice train examiners if their work and conduct are satisfactory.

*Chief Mechanical Engineer.*

(2) *Number of permanent employees on the rolls of the railway on the 1st April 1925, and on the 1st April 1929, respectively (excluding gazetted officers, subordinate supervising staff, and clerical establishment employed both in administrative and executive offices).*

	<i>Workshop staff, including Printing Press.</i>	<i>Other staff.</i>
On 1st April 1925 .. .. .	20,029	85,457
On 1st April 1929 .. .. .	14,112	103,039

(3) *Are the services of any employment agency utilized ?*

No.

## II.—WAGES.

(4) *Prevailing rates of wages and movement in recent years, i.e., since 1920.*

The last general revision in the rates of pay of the staff took place early in 1920, with a view to meet the high cost of living due to economic conditions created by the War. Since then, there has been no upward tendency in the cost of living, to such an extent as to call for a further revision on a general scale, and the few alterations in the rates of pay that have occurred since 1920 have been mainly due to the exigencies of the service, and not to any economic reasons. The statement at Appendix "A" gives the comparative scales of pay existing in 1920 and those in vogue in 1929.

(5) *Methods of fixing wages, whether any agreements are made with the employees, the extent of standardization.*

There is no hard and fast method of fixing wages, which are based generally on economic considerations, supply and demand, the nature and responsibility of the work involved, the initial technical skill required, etc.

In order to ensure continuity of service and afford adequate scope of advancement, graduated scales are fixed for the several categories of employment, and generally labour is recruited on the minimum rate of pay of the grade rising by periodical increments to the maximum; promotion from class to class depends upon vacancies and the suitability of the employee to fill a higher grade.

No agreements are made with employees in respect of their pay, but agreements embodying other conditions of service are executed by all superior and certain classes of the inferior staff, who are permitted to subscribe to the State Railway Provident Fund.

**Workshop staff.**—The method of fixing wages for this class of staff is in principle the same as that outlined above. Workshop staff may be grouped under three categories:—

- (i) Daily-rated staff.
- (ii) Monthly-rated staff (technical).
- (iii) Do do (non-technical).

Staff recruited under (i) and (ii) are given a trade test and are started at a point in a scale of pay commensurate with their market value as determined by the test. Appointments to (iii) are generally made on the minimum rates of pay of the different grades to which appointed.

(6) *Whether the labour supply is affected by wage-changes?*

No. The labour supply is always in excess of the demand. Moreover, the wages paid by the railway, together with the many privileges and amenities, such as free passes, free medical attendance, and in many cases free housing, the benefit of the provident fund, etc., provide an inducement to continuity of service which counteracts the effect of wage-changes in other industrial activities.

(7) *Relation of minimum wages given to the corresponding wages in other industrial undertakings in the locality and to what is generally accepted as the minimum living wage in the locality.*

1. The statement below gives figures of the wages paid by the North Western Railway as compared with the wages paid by industrial undertakings to workmen in similar categories, in the Punjab and Delhi provinces. Figures for Sind, Baluchistan and the United Provinces are not available.

2. The daily wages paid by the North Western Railway to the workshop staff have been equated on the basis of a 26 days' month, as the workshops are closed on Sundays, except in very exceptional circumstances. All other staff are equated to a 30 days' month.

3. Regarding the question as to what is generally accepted as the minimum living wage; it is difficult to express an opinion on this point as the administration has no index figure or data on which to base an opinion, but it may be generally accepted that the amenities provided by the North Western Railway combined with the several allowances as detailed in question IV (17), together with the wages paid to the several categories of the staff, constitutes what may be taken as an adequate living wage.

*Comparative statement showing the minimum monthly and daily wages of skilled and unskilled labour employed in different provinces which are traversed by the North Western Railway.*

Class of staff.	Punjab.	Delhi.	North Western Railway.				
			Workshop.		Transportation.		Printing Press.
			Minimum.	Maximum.	Minimum.	Maximum.	Minimum.
	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.
Stationary engine driver	43 0	45 0	37 8	60 0	37 8	60 0	..
Boilerman .. ..	32 0	..	22 12	29 4	26 4	33 12	..
Blacksmith .. ..	45 0	45 0	32 8	65 0	37 8	75 0	..
Fitter .. ..	63 0	50 0	32 8	65 0	37 8	75 0	..
Carpenter .. ..	45 0	54 0	32 8	65 0	37 8	75 0	..
Oilman .. ..	25 0	21 0	22 12	29 4	26 4	33 12	..
Mochi .. ..	46 0	24 8	32 8	65 0	..	..	..
Mason .. ..	..	45 0	32 8	65 0	37 8	75 0	..
Mistry .. ..	..	65 0	68 4	143 0	78 12	165 0	..
Fireman, stationary engine	..	30 8	22 12	29 4	26 4	33 12	..
Turner .. ..	..	32 0	32 8	65 0	37 8	75 0	..

Class of staff.	Punjab.	Delhi.	North Western Railway.				
			Workshop.		Transportation.		Printing Press.
			Minimum.	Maximum.	Minimum.	Maximum.	Minimum.
	Rs. a. p.	Rs. a. p.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.
Moulder .. .. .	..	35 0 0	32 8	65 0	37 8	75 0	..
Painter .. .. .	..	24 0 0	32 8	65 0	37 8	75 0	..
Coolie (man) (cotton mill)	1 0 0	0 10 6	16 4	29 4	18 12	33 12	..
Do (woman) ( do )	(Opener) per day. 0 8 0	0 7 0	(No female labour employed).				..
Do (minor) ( do )	On gin. 0 6 0	0 4 0	..	..	10 0	13 0	..
Press compositor ..	43 0 0	30 0 0	..	..	..	Grade I .. Rs. 60. Do II .. Rs. 50. Do III .. Rs. 45. Do IV .. Rs. 38. Permanent compositor (Press) Rs. 30 to 40. Permanent compositor (Ticket Printing) Rs. 25 to 55.	
Do distributor ..	22 0 0	22 0 0	..	..	..	Grade I .. Rs. 16. Do II .. Rs. 15. Do III .. Rs. 13	

(8) *Periods of wage payment, and periods elapsing before payment.*

The wages of the staff of the North Western Railway are paid on various dates and for the purpose of replying to the question they may be classified as follows :—

- (i) Transportation staff (station masters' group, signallers, ticket collectors, booking clerks, etc.).
- (ii) Running staff (guards, drivers, firemen, etc.).
- (iii) Engineering staff (gangmen, labourers, etc.).
- (iv) Mechanical workshop staff.
- (v) Running shed staff (shed fitters, washout staff, fuelling staff, etc.).
- (vi) Stores.
- (vii) Printing press.
- (viii) Signal shop.

(i) **Transportation staff.**—The staff under this head is paid for the calendar month between the 4th and 8th, and as it is not paid overtime, this question does not arise—the period elapsing before payment varies from four to eight days.

(ii) **Running staff.**—The substantive wages for this class of staff are paid for the calendar month between the 9th and 13th, and the period elapsing before payment therefore varies from 9 to 13 days. Overtime for the running staff, however, is paid for the calendar month with the substantive wages earned for that month, but it is calculated from the 15th of the month for which the substantive wages are paid to the 16th of the month preceding that for which the substantive wage is paid. The period therefore elapsing before payment in this case varies from 23 to 27 days.

(iii) **Engineering staff.**—The substantive wages for this class of staff are paid for the calendar month, between the 14th and 21st of the month, and the overtime is paid with the substantive wages for the calendar month subsequent to that for which the wages were paid—the period elapsing before payment in this case varies from 13 to 20 days.

(iv) **Mechanical workshop staff.**—The substantive wages for the mechanical workshop staff are paid for the calendar month between the 9th and 14th, and the number of days elapsing, therefore, vary from 9 to 14 days. Any overtime earned is calculated for the calendar month and is paid with the substantive wages. The period elapsing in this case being from 9 to 14 days. Payment for piece-work is calculated for the month preceding that for which the wages are paid, the time elapsing in the case of piece-work payment, therefore, varies from 39 to 44 days.

(v) **Running shed staff.**—The substantive wages for this class of staff are paid for the calendar month between 16th and 18th, and any overtime earned is paid for the calendar month with the substantive wages. The period elapsing before payment varies therefore from 16 to 18 days.

(vi) **Stores.**—The staff working in the General Stores get paid by the calendar month between the 5th and 12th. The period elapsing before payment varies from 5 to 12 days.

(vii) **Printing press.**—The printing press staff is paid for the calendar month. The dates of payment varying for the different classes of staff, viz., the composing section being paid on the 8th, the machine staff on the 10th, the binding staff on the 12th and the ticket printing and proof reading staff on the 1st. Any overtime or bonus earned by the staff is calculated for the calendar month and is paid for the month preceding that for which the substantive wages are paid. The time elapsing, therefore, in this case being 38 days for piece-work and from 1 to 12 days for substantive wages.

(viii) **Signal workshops.**—The substantive wages for the staff of the signal shops is calculated for the calendar month and is paid between the 11th and 15th of the month. Any overtime earned is paid with the substantive wages—the period elapsing before payment therefore varies from 11 to 15 days.

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III.—QUARTERS.

(9) *Extent to which housing is provided by railways for their employees—*

(a) *free of rent ;*

(b) *on payment of rent.*

1. Prior to 1st August 1928, the grant of free quarters to the subordinate staff on open lines of railways was only permitted in those cases where an employee, under ordinary circumstances of work, was liable to be called upon at any time without notice, to attend to the business of the railway.

2. The following are the classes of employees for whom free quarters were generally provided :—

(a) **Station and gate staff.**—All subordinate traffic and telegraph staff, station masters, assistant station masters, yard gunners, telegraph signallers, booking and other clerks, gate sergeants, pointsmen, semaphore signalmen, station and telegraph peons, station lampmen, level-crossing gatekeepers, chowkidars, watchmen, menials, bhisties, Hindu watermen and sweepers.

NOTE.—Sweepers of the Engineering Department were also entitled to free quarters.

(b) **Maintenance staff.**—Sub-inspectors of maintenance in charge of lengths of line, yard inspectors, telegraph maintenance inspectors and battery-men of the Electrical Department, assistant and sub-assistant inspectors of signals, interlocking cabin inspectors, linemen or regular permanent-way labourers, trollymen of engineer officers, bridge watchmen and sanitary inspectors, interlocking fitters, interlocking khalassis, electric fitters employed under the signal engineers in maintaining train control, key transmitters and block instruments, carpenters, blacksmiths, hammermen, bellowsmen under permanent-way inspectors, coolies under carpenters and chowkidars.

NOTE.—Bridge watchmen and chowkidars were granted free quarters where they were compelled to reside close to their charges.

(c) **Medical.**—All medical subordinates, whether belonging to the Military or Civil Department, sanitary inspectors employed by the railway and dhomes (a low caste of menial).

(d) **Locomotive and Carriage & Wagon departments.**—Assistant shed foremen, night assistant foremen, carriage examiners and assistant carriage examiners, also the following staff of running sheds, viz. :—

Chargemen, boilermakers, fitters, vacuum-brake chargemen, out-door electricians, cleaners, engine lighters, wheel-tappers, running-shed fitters, coalmen or khalassis, trollymen, running shed coolies, greasers, ghat khalassis and mistries, wagon ferry khalassis at ghat stations, carriage shed trainmen, tindals and fitters of the Electrical Department, who have to attend to the lighting of trains.

3. From 1st August 1928, the policy has been changed, and no staff is now entitled to rent free quarters, excepting inferior staff drawing Rs. 30 and below, and also the staff provided with railway quarters holding appointments detailed as under.

4. The revised policy of the Board is to provide suitable quarters in healthy surroundings, for as large a proportion of the staff as may be practicable, at places where private enterprise does not adequately meet the demand for housing the staff, and also where it is necessary for special reasons, to provide quarters for certain classes of staff near to their work.

*Statement referred to in para. 3 above.*

(i) Provisionally, pending further orders, members of the staff provided with railway quarters holding the appointments detailed below will also be entitled to rent free quarters:—

<i>Designation.</i>				<i>Scale per mensem.</i>
				Ra.
Firemen (fire brigade staff) .. .. .	..	..	..	26-1-35
Challanders .. .. .	..	..	..	25-1-35
Material checkers .. .. .	..	..	..	25-1-35
Jemadar pointamen .. .. .	..	..	..	23-2-31
Mates (permanent-way) .. .. .	..	..	..	24-2-34
Do (timber store depots) .. .. .	..	..	..	27-1-35
Sweeper jemadars .. .. .	..	..	..	23-2-35
Malis .. .. .	..	..	..	23-2-35
Hammermen .. .. .	..	..	..	} 24-2-32
Lifters .. .. .	..	..	..	
Repackers .. .. .	..	..	..	
Wheelmen .. .. .	..	..	..	
Assistant jemadars .. .. .	..	..	..	
Gas fillers .. .. .	..	..	..	
Lampmen .. .. .	..	..	..	
Electric coolies .. .. .	..	..	..	
Greasers .. .. .	..	..	..	
Stencillers .. .. .	..	..	..	
Riveters .. .. .	..	..	..	
Tool checkers .. .. .	..	..	..	23-2-35
Fuel mates .. .. .	..	..	Grade VI ..	23-2-35
Running-room bearers .. .. .	..	..	..	23-2-35
Fuel coolies .. .. .	..	..	Grade VI ..	23-2-35
Lighters .. .. .	..	..	..	23-2-35
Washout coolies .. .. .	..	..	Grade VII ..	26-2-40
Fuel mates .. .. .	..	..	Do VII ..	26-2-40
Running-room cooks .. .. .	..	..	..	25-2-35
Shunting porters .. .. .	..	..	Grade II ..	24-2-32
Points and lines jemadars .. .. .	..	..	Do II ..	24-2-32
Duftries .. .. .	..	..	..	26-1-33
Permanent-way carpenters .. .. .	..	..	..	} 26-2-44
Do blacksmiths .. .. .	..	..	..	
Linesmen .. .. .	..	..	..	



<i>Designation.</i>				<i>Scale per mensem.</i>
				Rs.
Switchboard attendants .. .. .	..	..	..	} 26-2-44
Masons and painters .. .. .	..	..	..	
Skilled labour .. .. .	..	..	..	As. 14-11-Re. 1/2/-
Do do .. .. .	..	..	..	As. 15-11-Re. 1/2/-
Do do .. .. .	..	..	..	Re. 1-11-Re. 1/2/-
Do do .. .. .	..	..	..	As. 14-2/-Re. 1/4/-
Shed shop boys (illiterate) .. .. .	..	..	..	As. 14-11-Re. 1/2/-
Do do (literate) .. .. .	..	..	..	As. 14-2/-Re. 1/6/-

(ii) Those members of the staff who were recruited or transferred prior to 1st August 1928, whether on promotion or otherwise, to posts which carried the concession of rent free quarters or house allowance in lieu will continue to enjoy this privilege personal to themselves.

(iii) All posts of the Nushki Extension Railway which on 31st July 1928 carried the concession of rent free quarters or house allowance in lieu will continue to carry this concession.

(iv) Timekeepers of the Engineering Branch appointed prior to 13th September 1926, who were entitled to rent free quarters under Railway Board's No. 4831-F. of 12th June 1928, will continue to be eligible for this concession.

(v) The incumbent of the post of Sub-Storekeeper, Chaman, together with the staff employed under him, who were posted or appointed to posts at Chaman prior to 13th September 1926, and were entitled to rent free quarters under Railway Board's No. 4857-F. of 14th June 1928, will continue to be eligible for this concession.

(10) *Capital expenditure on staff quarters.*

	<i>Workshop staff.</i>	<i>Other staff.</i>
	Rs.	Rs.
1. Incurred since the construction of the railway ..	1,01,212	1,60,00,000
2. Incurred during the last four years ..	3,46,095	21,26,048
3. Contemplated during the next two years ..	1,70,000	12,00,000

(11) *Scale of accommodation provided for different classes.*

The actual number of types of quarters on the North Western Railway (including all old types) is much too great to be detailed. The latest types have been evolved as a result of progressive improvement and which have been in use for some years past are Q. 6 to Q. 16. Skeleton diagrams showing the accommodation provided in these types for the various categories of staff are printed overleaf.

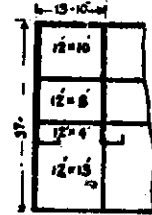
It is pointed out that types Q. 6 to Q. 10, both inclusive, are suitable for Indian style of living; whereas Q. 11 to Q. 16, both inclusive, are suitable for European style of living. These quarters are, however, allotted to the staff on the basis of their rank and pay irrespective of race. In actual practice the administration is finding difficulty in reconciling these types with the two modes of living, and is therefore designing new types which will be equally suitable for the Indian and European style of living. The accommodation provided will also need modification in order to comply with the orders of the Railway Board for the pooling of rents and according to which the capital cost of a quarter is to be such as to ensure a return of 4% on the capital.

TYPES OF STAFF QUARTERS.



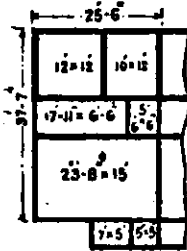
Q-6

MENIALS

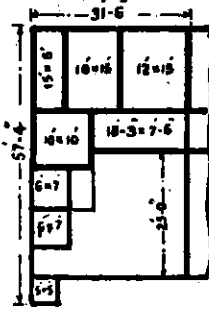


Q-7

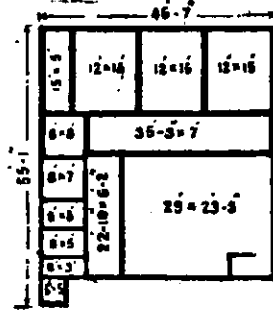
ARTISANS



Q-8

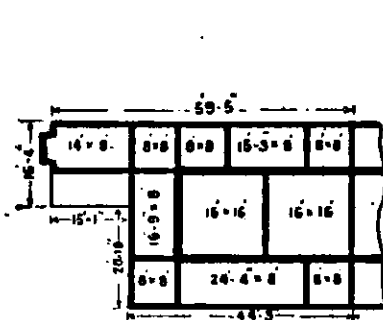


Q-9

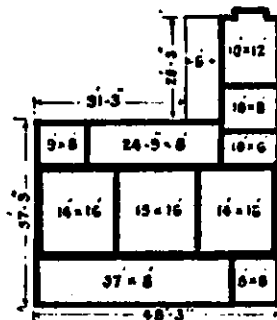


Q-10

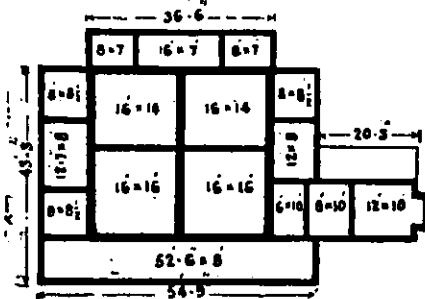
SUBORDINATES, INDIAN TYPES



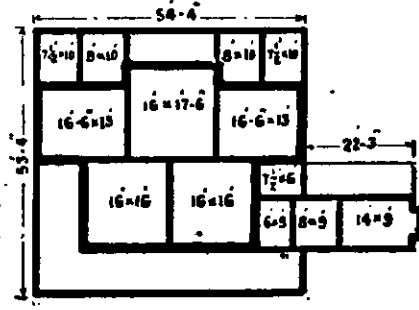
Q-11



Q-13



Q-15



Q-16

SUBORDINATES, EUROPEAN TYPES

(12) *Whether accommodation supplied is fully utilized by employees.*

The difficulty of obtaining suitable accommodation, other than that provided by the railway, in the larger towns and cities on the North Western Railway system, coupled with the high rents charged, is such, that any facility in the way of accommodation that is provided by the administration is fully utilized. The administration, bearing this in mind, has been building quarters for many years past on a generous scale and its policy is to continue to do so.

(13) *Where rent is charged, the rate charged and the proportion it bears to wages.*

The administration provides quarters where possible for its subordinate employees, and the rent is charged on the basis of floor area, subject to a limit of 10% of the emoluments of the occupant.

From 1st August 1928, the rates charged are as under :—

Re. 1-8-0 per 100 square feet of floor area for main rooms.

Re. 1-0-0 per 100 square feet of floor area for side rooms, verandahs, and outhouses, etc.

NOTE.—For the purpose of calculating emoluments, the staff is divided into two categories, viz. :—

(a) those recruited prior to 1st August 1928.

(b) those recruited on and subsequent to 1st August 1928.

In the case of category (a) an individual's emoluments will be taken as comprising (i) his substantive or officiating pay, and plus (ii) all allowances in the nature of compensatory allowance, other than travelling allowance. In the case of train and running staff in this category, mileage and overtime allowances will not be included; and for category (b) the emoluments of an individual shall, in addition to the above (i) and (ii), include (iii) in the case of train and running staff mileage and overtime allowances, the latter being calculated at 50% of their substantive or officiating pay.

Mechanical workshops and printing press staff, who are provided with quarters for which they pay rent, are charged rent in accordance with the rules laid down above.

(14) *Problems connected with sub-letting and eviction.*

Sub-letting of quarters is not countenanced by the administration, nor is it resorted to in practice, as the occupants reside in their quarters throughout the year, unlike some of the government departments who migrate yearly to the hills.

Evictions ordinarily are of so rare an occurrence that there is not a single case on record for the last four years ending 31st March 1929. During the strike of 1920 and the labour unrest of 1925, the inferior staff and workshop staff who participated and absented from duty for over a fortnight were requested to either return to work or vacate their quarters for the purposes of housing the newly recruited staff. This request being ignored by the staff concerned, judicial aid was applied for, and a final notice was affixed to the door of each house, M.R.C.—5.

the occupants of which were required to vacate by a certain date. This procedure not having the desired effect, the police authorities under the supervision of the deputy commissioner, or the competent authority deputed by him, had the houses vacated. There was no disturbance or breach of the peace in consequence; and this is the procedure usually adopted by the administration, when the necessity arises.

(15) *Where men are not given railway quarters, the conditions under which they live.*

At the smaller stations, viz., those in rural areas, provision usually exists for the housing of the majority of the staff, as there are few staff at those stations that are not liable to be called on for duty at odd hours. The small proportion of staff that are not so liable if not provided with railway quarters have to find accommodation in adjoining villages. These rural villages are in many cases backward and insanitary, and are frequently without amenities in the way of schools or dispensaries.

2. The permanent-way staff, i.e., the gangmen and mates and the supervising staff, are all provided with railway quarters, as their duties require that they be housed on their beats.

3. At stations of larger size, viz., those at places where there are municipalities, provision is generally made to house only those who are liable to be called on for duty at odd hours. At these stations there is generally a considerable proportion of the staff who are not so liable to be called on and the policy is to let them find accommodation in the adjoining municipalities. The conditions in these municipalities are generally considerably superior to those found in rural villages and amenities exist which are provided under the Municipalities Act, such as schools, hospitals, water supply, lighting, conservancy, etc., and the houses are, as a rule, subject to some form of building regulations and are generally superior to those in rural villages.

In the bigger municipalities, such as Lahore, Delhi, Karachi, etc., house rent is generally high; and staff, other than those whose houses are at these places, are not keen to be transferred to these stations if they are not provided with railway quarters, or an allowance in lieu.

4. In case of workshop staff, the policy is not to go in for any housing schemes for these employees, as the workshops are generally located near big towns and they can live in these towns, as they are not usually required to perform duty after certain fixed hours daily. On this railway the large workshops are at Lahore and Sukkur, and the men live according to their means in different parts of the cities. A considerable proportion of them live within municipal limits, where reasonably satisfactory standards of sanitation, housing, etc., exist, but in the particular case of Lahore, a large number of the staff live in villages outside the limits of Lahore Municipality and near to the workshops; the biggest of these villages is Bagbanpura, near the Shalimar Gardens.

(16) *Whether arrangements exist for the staff to live with their families and whether they generally do so.*

The accommodation provided by the North Western Railway Administration in quarters built for its employees generally is sufficient to enable their families to live with them, but it must be admitted that the older type of quarters built many years ago does not admit of an employee with an average family living

in what may be termed a normal degree of comfort. This question is engaging the attention of the administration which intends to remodel the older type of quarters, and bring them into line with the more modern type of quarters being built as funds permit; but it cannot be said that in all cases advantage is taken of this facility by staff. The reasons for this are—

- (i) **Isolation.**—In certain localities traversed by the system, the staff live in circumstances where it is not always desirable to have their families living with them, for example frontier sections, in which the staff have to live in fortified stations, where the ordinary amenities of life, such as medical attention, schooling for children, and other local commodities, etc., are difficult to obtain.
- (ii) **Ancestral obligations.**—Where employees having landed property keep their families on it, for the purpose of husbandry and the many questions which necessarily affect the ownership of land. Their families in this case pay periodical visits to them, which generally are of short duration.
- (iii) **Migratory considerations.**—A certain class of the lower paid staff on this railway belong to trans-border tribes, and only serve the administration for periods varying from three to four years, when they go back to their homes—in this case they do not bring their families with them when seeking service in India.
- (iv) **Relieving staff.**—Staff detailed for relief duty do not as a rule take their families about with them, but for the period they are on the relieving list they send their families to their native places.

#### IV.—OTHER ALLOWANCES AND PERQUISITES.

##### (17) *State each separately, and the extent to which allowed.*

**NOTE.**—Under this head will be included allowances of all kinds, uniforms, free passes, etc.

(a) **Pecuniary allowances.**—Agent's Circular No. 1 of 1927, Part "C", is forwarded as an appendix, which gives all information under this head.

(b) **Uniforms.**—The Dress Regulations of the North Western Railway are forwarded as an appendix, which give the designations of the staff who are given free issue of uniform, warm clothing, and waterproofs, with the scale on which such uniforms are issued.

(c) **Passes.**—The Pass Rules of the North Western Railway, 1928, amended and corrected up to date, are forwarded as an appendix. These rules govern the issue of all passes, privilege ticket orders and suburban tickets issued to staff working under the administration.

##### (18) *Any scheme for granting bonuses to employees.*

In addition to the bonus earned by those employees who subscribe to the State Railway Provident Fund—there are other bonuses which employees receive, details of which are as under:—

- (i) Signallers and guards who qualify themselves in the duties of assistant station master, receive a bonus of Rs. 30.

- (ii) A bonus of Rs. 5 is paid to the Chief Instructor in Telegraphy and Re. 1 to his assistant for each student who passes the Final Telegraph Examination in the North Western Railway Training School.
- (iii) A bonus of Rs. 5 is paid to each student of the North Western Railway Training School who passes the examinations laid down in telegraphy, transportation and coaching, within 10 months of the date of entering the school, provided his conduct during the period of his training is satisfactory.
- (iv) A bonus of Re. 1-8-0 is paid to the senior commercial instructor, and Re. 1 to the junior commercial instructor and the assistant transportation instructor, respectively, for each student who qualifies within the prescribed period (10 months) by passing the examination mentioned in para. (iii), the papers for which are set by an external examiner.
- (v) A bonus of Rs. 15 is paid to each railway employee who passes the "First-aid" test of the St. John Ambulance Association, and subsequent bonuses of Rs. 15 and Rs. 10, respectively, are paid to those employees who pass the test in re-examination at intervals of one year and two years from the date of passing the initial test.
- (vi) With a view of encouraging in its employees inventive talent and thoughtful interest, the administration gives bonuses to employees for useful suggestions and inventions which may be accepted by the suggestions committee and which may lead to an improvement in the working of the railway.
- (vii) In addition to the above, the administration recognizes, by the grant of rewards, individual acts of personal service rendered to the railway by its employees in circumstances which call for a high order of courage, or a display of initiative beyond the ordinary, the exercise of which has averted a serious accident involving loss of life and damage to public property.
- (viii) **Mechanical workshops.**—A system of "payment by results" has been introduced in the locomotives shops, and partly introduced in the carriage and wagon shops of the North Western Railway, whereby a workman can earn more than his daily wage; the amount varying according to the working capacity of the individual. The basis of this system of "payment by results" or "piece-work system" is, that a workman of average ability working individually should earn, in addition to his basic or daily wage, at least 33% more, and correspondingly more if skilled. The basic wage is a guaranteed wage, based on economic considerations, due regard being paid to the prevailing standard of wages in other industrial concerns, outside the railway sphere; thus it will be seen that the system of "payment by results" or "piece-work system" is an incentive to an honest and capable workman to earn more than his basic wage, and it has been found from actual experience that, where the necessary facilities to earn more than his normal pay are offered to a workman, he is quick to take advantage of the facilities to the betterment of himself and his family.

(ix) **printing press.**—A bonus is paid to the monotype caster attendants per thousand "ens" in excess of a predetermined outturn.

(x) A bonus is also paid to the compositors, readers, printers and checkers of the ticket printing staff on the number of "stick" produced in excess of a fixed outturn.

V.—PROVISION FOR OLD AGE AND DEATH.

(19) *Extent to which provident fund benefits are allowed.*

In this connection, please refer to the State Railway Provident Fund and Gratuity Rules, Part I, issued by the Railway Board and corrected up to 31st March 1929, which is sent as an appendix.

(20) *Gratuities.*

In this connection please refer to the State Railway Provident Fund Rules, Part II, issued by the Railway Board and corrected up to 31st March 1929, which is sent as an appendix.

(21) *Any other benefits.*

In addition to the benefits of the State Railway Provident Fund and Gratuity, the administration in certain cases educates free, up to the age of 16, the children of employees, both Indian and European, who die or are killed while in the execution of their duty, and where it is proved that their families have been left in straitened circumstances. The following statement gives the amount spent by the administration in this respect, funds for which are provided from the Fine Fund :—

Year.	Number of children.			Annual cost to the administration.
	Indian.	European.	Total.	
1925-26 .. .. .	4	11	15	Rs. 4,818
1926-27 .. .. .	5	12	17	5,200
1927-28 .. .. .	4	11	15	4,451
1928-29 .. .. .	7	9	16	4,026
1929-30 .. .. .	7	9	16	4,026
	27	52	79	22,521

The administration also makes an annual contribution of Rs. 660 to the Punjab Branch of the British & Anglo-Indian Children's Relief Association, Punjab and Sind; a charitable body, which educates the children of Anglo-Indians and Europeans who are in straitened circumstances. Children of deceased and retired railway employees in straitened circumstances are eligible

for the benefits of the association, and for the past five years an average of two railway children have been educated each year by the association up to the age of 16.

The following further concessions of free passes are granted to retired employees and their families, and to the families of deceased employees over the home line :—

- |  |                                   |
|--|-----------------------------------|
| (1) Retired subordinates with 30 years' approved service and over.   | Two single journey passes a year. |
| (2) Widows of retired subordinates with not less than 30 years' approved service or those whose husbands have died in the execution of duty and who had been left badly off.       | One return privilege pass a year. |
| (3) Children of deceased railway employees with not less than 30 years' approved service or in whose case the administration had agreed to provide facilities for their education. | One return school pass a year.    |

## VI.—ORGANIZATION OF MANAGING STAFF.

### (22) Selection of managing staff.

NOTE.—For each class of employees mention the supervising subordinate under whom they immediately work and the authority which controls their leave, increments, etc.

Generally speaking, the selection of managing staff is done with due consideration being given to efficiency, seniority, experience, and ability to handle staff. Selections for posts are generally made on a year's probation in the first instance, and at the expiry of this period, confidential reports are called for from the officers under whom the man has worked; these confidential reports are wide and comprehensive in their scope, and deal with all the factors which enables the man's suitability to be judged.

If a man on the expiry of his probationary period is suitable, he is confirmed, but otherwise he is reverted. In this way the administration endeavours to secure, as far as possible, a type of man who will have the qualifications necessary to manage and control staff under him.

Senior subordinates as shown on pages 39 to 41 have been delegated powers to grant only casual leave, local passes, and privilege ticket orders to the staff working under them.

The maximum amount of casual leave admissible to an employee in one calendar year, *i.e.*, from 1st January to 31st December, is 15 days, and it is limited to 10 days at a time.

These subordinates have no power to discharge or dismiss any employee working under them.

Increments are sanctioned by a gazetted officer on the recommendation of the subordinate in charge.

**Workshop staff.**—Workshop employees work under the immediate supervision of a chargeman, who is in turn controlled by a foreman. The foreman directly controls leave and passes. Fines and punishments are controlled by the works manager, while discharges and dismissals are controlled by the Superintendent, Mechanical Workshops.



Statement showing the different categories of staff working under supervising subordinates.

Train examiners.	Divisional electricians.	Office superintendents.	Transportation inspectors.	Station superintendents.	Station masters (Special E and F classes).	Station masters Special class (Rs. 150—10—190).	Goods supervisors.	Carriage and wagon inspectors.
Saloon attendants. Peons.	Electric examiners.	Lifters.	Shunting jemadars.	Shunting jemadars.	Shunting jemadars.	Shunting jemadars.	Station peons.	Box porters.
Carpenter mistries. Vacuum mistries.	Assistant electric examiners.	Duftries.	Cabinmen.	Shunting porters.	Shunting porters.	Shunting porters.	Van-porters.	
Carpenters. Vacuum fitters.	Electric coolies.	Head jemadar, peons.	Shunting porters.	Gatemen.	Gatemen.	Gatemen.	Sweepers.	
Brass fitters. Bench fitters.	Carpenter mistries.	Assistant jemadar, peons.	Pointsmen.	Pointsmen.	Pointsmen.	Points and pilot jemadars.	Chowkidars.	
Pipe fitters. Gas fitters.	Carpenters.	Peons.	Box porters.	Points and pilot jemadars.	Points and pilot jemadars.	Chowkidars.	Markers.	
Blacksmiths. Painters.	Assistant carpenters.	Ferro coolies.		Chowkidars.	Chowkidars.	Watermen.	Crane jemadars.	
Polishers. Trimmers	Painters.	Watermen.		Watermen.	Watermen.	Lampmen.		
Tinkers. Oil enginemn.	Assistant painters.	Cleaners.		Lampmen.	Lampmen.	Luggage porters.		
Assistant vacuum fitters. Washing line fitters. Repacking jemadars.	Oil engine drivers.	Sweepers.		Luggage porters.	Luggage porters.	Station peons.		
	Assistant battery-men	Chowkidars.		Coupling porters.	Station peons.	Sweepers.		
	Electric cooly jemadars.			Station peons.	Sweepers.	Running-room staff.		
	Gas and washing line mistries.			Sweepers.	Running-room staff.	Waiting-room staff.		
				Running-room staff.	Waiting-room staff.	Markers.		
				Waiting-room staff.	Waiting-room staff.			

Statement showing the different categories of staff working under supervising subordinates—contd.

Train examiners.	Divisional electricians.	Office superintendents.	Transportation inspectors.	Station superintendents.	Station masters (Special E and F classes).	Station masters Special class (Rs. 150—10—190).	Goods supervisors.	Carriage and wagon inspectors.
Cleaning jemadars. Repackers. Riveters. Wheelmen. Greasers. Hammermen. Lifters. Lampmen.  Chowkidars. Vacuum coolies. Stores do. Cleaners. Bhishties.  Sweepers. Bhishties. Chowkidars. Gas coolies. Forge boys. Buffer cleaners.  Electric examiners. Assistant electric-examiners. Bellows boys. Wrenchmen. Water fillers.	Gas fitters. Assistant gas fitters.  Gas fillers. Lampmen. Fitters. Peons. Box porters.  Electric cleaners.				Markers.  Gatemen jemadars.			

Statement showing the different categories of staff working under supervising subordinates—concl'd.

Running shed foremen.		Mechanical boiler inspectors.	Loco inspectors.	Shedmen.
Daily-rated shed Indian special mistries.	Head shed cleaning jemadars.	Sweeper jemadars.	Boilermakers.	Same as in case of foremen as per requirement of shed.
Do do mistries, i.e.—	Assistant shed cleaning jemadars.	Sweepers.	Daily-rated skilled labourers or coolies.	
Head mistries.	Fire cleaning jemadars.	Chowkidars.	Box porters.	
Boilermaker-mistries.	Fire cleaners or droppers.	Tube cleaning mates		
Fitter-mistries.	Washout jemadars.	Tube cleaners.		
Relief steam crane mistries.	Do coolies.	Fuel supervisors.		
Crane mistries.	Shunting jemadars.	Coal checkers.		
Vacuum mistries.	Hook porters.	Ashpit coolies.		
Coppersmith mistries.	Pointamen.	Telephone attendants.		
Pump fitter-mistries.	Steam crane drivers.	Cinder pickers.		
	Do do firemen.	Rail motor drivers.		
Daily-rated shed mechanics, i.e.—	Shop boiler drivers.	Fire carriers.		
Boilermakers.	Do do firemen.	Pump engine drivers.		
Fitters.	Coal crane drivers.	Do do firemen.		
Carpenters.	Tool checkers.	Do coolies.		
Coppersmiths.	Turner-firemen.	Do coolie jemadars.		
Blacksmiths.	Lighters.			
Masons.	Fuel mates.			
Painters.	Do coolies.			
Turners.	Head callmen.			
Drillers.	Callmen.			
Tinsmiths.	Running-room cooks.			
Planers.	Do bearers.			
Pump fitters.	Watermen.			
Fitter-coolie jemadars.	Assistant ticket distributors.			
Daily-rated skilled labourers.	Stores issuers.			
Do coolies.	Cleaners, Grade I.			
Shed shop boys.	Do do II.			
Relief steam crane jemadars.	Box porters.			
Hammermen.	Bar boys.			
Bellowamen.	Shed messengers.			
	Electric turntable drivers.			

*(23) Facilities offered to employees for training and promotion.*

1. The North Western Railway Administration has recognized the need for providing facilities, to induce its staff to improve and train themselves with a view to promotion and advancement in the service. It has established for this purpose a training school, which was located at Lyallpur as a temporary measure, and which has now been transferred near to Lahore, where suitable buildings have been constructed for the purpose.

2. The school is situated at Kot Lakhpat, about five miles from Lahore, and consists of lecture-rooms, and a model-room containing a model railway with stations equipped with signals, block instruments, and control apparatus. Models are also provided of interlocking gear, vacuum-brake apparatus, and train-lighting equipment for instructional purposes; and for the instruction of permanent-way staff, a portion of broad-gauge track is provided for the purposes of practical demonstration in permanent-way construction and maintenance. The students are housed in hostels, and the school provides messing facilities to suit all communities. Adequate medical arrangements for the students are also provided free by the administration. The school also has a sports field and all students are expected to take an active part in the games organized by the school.

3. The school is under the charge of a superintendent, who is assisted by a staff of instructors. A board of direction consisting of the Chief Operating Superintendent, the Chief Engineer, the Chief Commercial Manager and the Deputy Agent, Personnel, with the Superintendent, Railway Telegraphs, as Secretary, controls and regulates the activities of the school.

4. As regards facilities for training and promotion, the school provides instruction and courses for staff to qualify for promotion, e.g., guard to qualify for assistant station master; assistant station master to qualify for traffic inspector; assistant way inspector to qualify for permanent-way inspector; shunter to qualify for driver.

5. Full details of the various courses which the school provides will be found in the school calendar for 1929-30, which has been sent as an appendix to question I (1). Attention is invited in this respect to pages 21 to 30 and for details of refresher courses, pages 34 to 45 of the school calendar.

6. From 3rd January 1927 to 31st December 1928, the school imparted instruction by means of training and refresher courses to 583 employees, while from 1st April 1928 to 31st March 1929, 706 employees received training and instruction. The foregoing figures do not include 1,413 students who received training and instruction in commercial and transportation working of the railway on their first appointment.

7. As regards facilities for the illiterate staff to train themselves for promotion—such staff, who by their work exhibit a desire to improve themselves, are given every encouragement to train, and are permitted to come up for examination to determine their fitness for promotion; the results of such examinations are noted, and the men are promoted as vacancies occur.

*(24) Nature of relations between the managing staff and employees.*

NOTE.—Here state also the disciplinary powers exercised by the managing staff over the workmen, and the extent to which such exercise leads to complaints of unfairness or hardship.

1. The relations between the managing staff and the employees are normally of a cordial nature. Isolated instances of lack of tact sometimes occur, usually due to inexperience, or ignorance of conditions. When such instances have come to the notice of the administration, immediate steps have been taken to rectify matters.

2. Disciplinary powers are only vested in selected upper subordinates of the various departments, and the limit of punishment is fixed by the administrative officer of the particular branch. Such powers are only exercised in the case of the menial and daily-rated staff, and cannot exceed a fine of annas 8 for a single offence to the unskilled class and Re. 1 to the mechanic, nor may the maximum fine in any one month exceed three days' pay. The fining powers are rarely resorted to, and are usually limited to fines of annas 8 for offences such as frequent unauthorized absences, wilful negligence, etc., etc.

3. In cases where offences are more serious, charge sheets are issued, and the subordinate-in-charge completes the case and forwards it to the executive officer for orders, who reviews it in a detached atmosphere and awards such punishment as appears equitable.

*(25) Extent of, and results obtained from, the working of staff committees.*

1. Early in 1924 a workshop committee, comprised of workmen elected from amongst themselves, was formed as an experimental measure in the Carriage & Wagon Shops of the North Western Railway at Moghalpura. This committee met the works manager periodically and made suggestions for improving the working conditions of their fellow-workmen, and also represented grievances and disabilities (if any) under which the workmen were suffering. But, in spite of the sympathetic consideration and encouragement given to them by the workshop management, the committee after one or two meetings ceased to function, and the movement died a natural death, due mainly to lack of interest by the employees themselves.

2. With the formation of the labour bureau in the Carriage & Wagon Shops at Moghalpura, the administration felt that the workshop committee should be elected, and should function on the "panchayat system" free from official restraint; as it was thought that the failure of the previous workshop committee was due mainly to diffidence on the part of the workmen to speak their minds, and to discuss questions, and put up suggestions freely in the presence of officials.

3. Bearing this in mind the administration has recently established a workshop committee in the Carriage & Wagon Shops, Moghalpura, and it is their intention to establish similar committees in the Locomotive Shops, Moghalpura, and to extend gradually the inauguration of such committees to the outlying workshops and divisions as soon as sufficient experience has been gained from the committees already functioning.

4. **Organization of Carriage & Wagon Shops Committee.**—The committee consists of 30 members, which includes a president and vice-president elected by the committee members. The members are all elected by the workmen from among themselves, the subordinate supervising and clerical staff being represented by 3 members, and the remaining 27 members representing all grades of workmen working in the shops. The duties of secretary (who is *ex-officio*) are carried out by the labour warden, who arranges for the preparation and distribution of the agenda among the committee members seven days prior to the meeting at which the agenda is to be discussed. The committee meetings are held once a fortnight outside working hours, usually on a Saturday, unless it be a holiday, when another convenient date is fixed. The duration of the life of the committee has been fixed at two years after which period it dissolves and a fresh election is held. There is no objection to members offering themselves for re-election should they desire to stand.

5. **Functions of the committee.**—Questions which pertain to the discipline and general welfare of the staff are discussed, and it is the duty of the committee to formulate recommendations and suggestions for submission to the employment officer, who forwards the suggestion with the necessary observations on all the points raised to the competent authority for necessary action; the employment officer, or in his absence his assistant, meets the committee once a month and advises and explains to the members as to the suggestions or recommendations which have been accepted or rejected, at the same time he takes the opportunity of talking to the members on general welfare work, disseminates "safety-first" propaganda, and brings to the notice of the committee members any points such as abnormal increase in the number of absentees, or increase in the number of accidents in the shops, etc., and asks the committee to co-operate, and assist the administration in keeping such figures to a normal level.

**Results.**—The reorganized and re-established workshop committee of the carriage and wagon shops as functioning at present is in its infancy, but from observations made, the committee members appear to be keen, and they take the confidence placed in them by their fellow-workmen seriously—the general atmosphere of the committee meetings is businesslike, and the impression conveyed to the onlooker is, that the committee members have a genuine desire to render service to their fellow-workmen, and the administration feel that the formation of staff committees will go a long way towards creating a better understanding between the administration and the employees, to the benefit of the latter as a whole.

(26) (a) *Extent and nature of work given on contract.*

(b) *Extent of sub-contracting.*

(c) *Control exercised over working condition.*

(a) The nature and extent of work which the administration gives out on contract to firms, or private individuals, varies considerably, and is not confined to any one branch of the railway. A list of such work is given :—

(1) **Engineering.**—

- (i) Structural work of all kinds, including excavations.
- (ii) Work in concrete.
- (iii) Masonry work.

- (iv) Woodwork.
- (v) Ironwork.
- (vi) Platform roofing.
- (vii) Supplying building material, such as bricks, lime, surkhi, etc.
- (viii) Supplying sleepers and ballast for permanent-way.

**(2) Transportation.—**

- (i) Unloading, loading and stacking of coal in running sheds.
- (ii) Sale of cinders.
- (iii) Picking of cinders.
- (iv) Sale of ashes.
- (v) Removing ashes from pits to dumping grounds.

**(3) Commercial.—**

- (i) Refreshment-rooms and dining car catering.
- (ii) Vending on platforms.
- (iii) Supply of licensed porters at certain of the more important stations.
- (iv) Loading and unloading of public goods at goods sheds.

**(4) Accounts Branch.—**

The cash disbursement of the wages of the staff on the North Western Railway system is done by contract, under the supervision and control of the Chief Accounts Officer.

**(5) Stores Branch.—**

- (i) Clothing Factory—Making uniforms for railway employees.

**(6) Mechanical workshops.—**

- (i) Carriage building.
- (ii) Carriage painting.
- (iii) Wagon painting.
- (iv) Wagon reconditioning.

Such work is usually given on contract to outside firms or individuals, when its inclusion in the shop programme would be likely to cause a dislocation in the normal working of the shops, due to congestion and the employment of a large quantity of temporary labour.

(b) **Sub-contracting** is not permitted by the administration and a prohibiting clause is inserted to this effect in the terms of contract.

(c) In the case of items (1), (2), (3), (5) and (6) control is exercised by the administration to the extent of supervising the work, and seeing that it is carried out in a satisfactory manner, and in accordance with the terms of contract; that the labour employed by the contractor is sufficient for the work in hand; that the housing arrangements for the labour employed (if provided by the contractor) are satisfactory, and that the sanitary arrangements in places where the labour is employed are adequate, and that the labour employed is not exploited to an unreasonable degree in regard to hours of work.

In the case of item (4), the Chief Accounts Officer controls the contractors by seeing that items of revenue received by them are accounted for, and that the amounts entrusted to them for payment are duly paid and vouchers submitted, or returned unpaid within a specified time.

## VII.—FINES.

(27) *Extent of deductions on account of fines, and what proportion they generally bear to gross wages and to net wages.*

As a rule employees are only fined for serious offences, or where repeated admonitions and reprimands have proved of no avail; and in such cases it may be generally accepted that fines do not exceed one-eighth of a man's pay.

As far as can be ascertained the following figures give the ratio of fines to gross wages for the various branches of the railway noted against each:—

Mechanical workshop staff	..	..	..	..	..	·016%
Signal shop staff	..	..	..	..	..	·03%
Electrical Department staff	..	..	..	..	..	Nil.
Other staff	..	..	..	..	..	·03%

As regards the proportion which deductions on account of fines bear to the net wages, it is very difficult to give even approximate figures, as recoveries on account of income-tax, provident fund, house rent, etc., in assessing net wages, cannot be ascertained without a considerable amount of labour, and even then figures could not be given with any degree of correctness, as the net wages per employee vary considerably even with staff in the same category.

(28) *Offences for which fines are generally inflicted.*

Fines in the Transportation and Commercial branches of the railway are usually inflicted for errors and omissions in line-clears, for errors in booking coaching and goods traffic, for failure to conform to standing orders after



warnings, for avoidable detention to trains including loss of time by drivers, for bad work in sheds as regards repairs to locomotives, for slackness in train examination by the train-examining staff, etc.

Fines inflicted in General Stores are confined to the labour staff for such offences as smoking in restricted areas while on duty, for disobedience of orders, and other petty offences where a warning would not be enough.

Fines inflicted in workshops are usually for bad work, the outcome of negligence, habitual idling, and bad attendance after warnings have proved of no avail.

*(29) Utilization of fines.*

1. The Fine Fund of the North Western Railway is credited with fines inflicted on the staff for offences during the course of their work.

2. The money in the Fine Fund is used for the benefit of the employees, and its disbursement is so arranged that the staff in general (with the exception of the gazetted officers) derive benefit. Below are given particulars of the disbursement:—

- (a) The development of sports and athletics amongst all grades of the staff.
- (b) Education of children of employees killed in the execution of their duty.
- (c) Grants-in-aid of institutes, both European and Indian, in cases where the membership is so small as not to admit of the institute being self-supporting from the subscriptions of members; these grants are made monthly and are recurring.
- (d) Lump-sum grants for the purchase of sporting gear, tennis nets, and screens, library books, etc., etc.
- (e) The North Western Railway Band and the North Western Railway Holiday Home are also subsidized to a certain extent, and the activities of the St. John Ambulance Association are also assisted.
- (f) Grants towards annual treats for children of the staff.
- (g) Grants to railway schools (sparingly) for the purchase of certain articles necessary for instruction where the funds of the school do not permit of such purchases being made.

3. The following statement gives the transactions of the Fine Fund for the past five years ending 31st March 1929:—

*Statement showing transactions of the Fine Fund for the financial years 1924-25, 1925-26, 1926-27, 1927-28 and 1928-29.*

Assets.					Disbursements.							
Year.	Balance at close of each financial year.	Fines and bonus forfeited during the year.	Interest on balance.	Total.	Hospital for sick employees.	Compassionate allowances.	Schools.	Recreation clubs.	Miscellaneous, including North Western Railway Employees Holiday Home.	Total.	Balance.	
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
1924-25	84,006 on 31st March 1924 .. ..	56,360	2,809	1,43,181	..	..	7,122	28,068	27,396	62,586	80,595	
1925-26	80,595 on 31st March 1925 .. ..	1,32,749	3,200	2,16,544	..	..	6,367	21,298	47,838	75,503	1,41,041	
1926-27	1,41,041 on 31st March 1926 .. ..	86,434	4,685	2,32,160	..	..	9,476	30,474	35,900	75,850	1,56,310	
1927-28	1,56,310 on 31st March 1927 .. ..	1,09,450	5,318	2,71,043	..	..	5,415	34,985	44,078	84,478	1,86,565	
1928-29	1,86,565 on 31st March 1928 .. ..	98,458	6,092	2,91,115	..	..	4,511	41,667	41,469	87,647	2,03,468	
						Totals ..	32,891	1,56,492	1,96,681	3,86,064	..	

(30) *Unauthorized absence, and its ratio to total strength and measures taken to correct it.*

1. Unauthorized absence of staff, is mainly confined to the inferior staff who absent themselves from work without previously obtaining permission. Approximate figures for this are given below :—

Workshop staff	..	..	..	4.25%
Other staff	..	..	..	2.5%

2. In regard to deterrent measures—rules lay down that if an employee is absent from work without permission for over seven consecutive days, he is treated as absconded, and discharged.

3. Staff absent from duty without permission get no pay for the period of their absence. Periods of unauthorized absence less than seven days, are treated according to the merits of the case after investigation; and staff are warned, and if this does not avail, they are fined. Habitual and incorrigible absentees are given every chance of improving, and if punishing is of no avail, are discharged from the service as unprofitable.

4. In regard to the workshop staff, it is one of the duties of the Labour Warden to investigate cases of unauthorized absence, and if possible to try and persuade staff, to first obtain permission before absenting themselves. It is found that heavy increases in the number of unauthorized absences are seasonable, particularly with the labour staff, and correspond with the sowing and harvesting of crops, and constructional undertakings in the locality from which the labour is recruited.

(31) *Indebtedness.*

1. To obtain accurate and reliable information under this head, affecting as it does the private life of the employee, is extremely difficult, as any attempt to obtain information by means of investigations or enquiries would be resented. The only other means of obtaining information on the point is (i) by an assessment of the attachment orders from courts attaching the pay of the employee, and (ii) by the transactions of the North Western Railway Co-operative Credit Society.

2. In regard to (i) the total amount of attachment orders issued by the courts against our employees for the years 1927-28 and 1928-29 was Rs. 1,04,728 and Rs. 1,28,894 respectively.

3. In regard to (ii)—There are 117,151 employees working under the administration. [See question I (2)] of this number, 10,000 are members of the co-operative credit society. For the purpose of this questionnaire 6,800 members come within the scope of enquiry, and approximately 2.5 lakhs of rupees have been granted in loans to 2,500 members of the society.

4. Reasons for this indebtedness are many and varied, in many cases beyond the employees' control; social customs being one of the principal M.R.C.—6.

causes, such as marriages of daughters and sons, various religious ceremonies, and standing surety for relatives and friends in financial difficulties. To obtain money for these purposes the employee has recourse to professional money-lenders whose interest charges are very often so exorbitant as to embarrass the employee financially for the rest of his life. Litigation is another cause of debt, and sums of money out of all proportion to the employees' means are spent on lawyers' and court fees, all of which has to be borrowed at high rates of interest.

5. The North Western Railway Co-operative Credit Society has recently extended its benefits to the railway staff who are literate in the vernacular (previously only those literate in English were admitted to the benefits of membership) and it is hoped that instead of going to professional money-lenders, the staff will avail themselves of the services of the co-operative credit society.

## VIII.—HOURS OF WORK.

### (32) Hours worked per week and per day—

- (i) *Normal hours of effective work, i.e., as determined by custom or agreement.*
- (ii) *Actual hours of effective work, i.e., including overtime.*
- (iii) *Spread over, i.e., relation between hours of effective work and hours of duty during which the worker is on call.*

(The terms "continuous" and "intermittent" worker are here used with the meanings ascribed to them in the Hours of Work Rules.)

1. **Locomotive shed staff.**—As much work as possible is done in sheds during the hours of daylight; the normal working hours being 8—12 and 13—17=8 hours, though these are sometimes changed to suit the climate (*e.g.*—in the highlands of Baluchistan and on some desert sections). Night work is carried out either in split or continuous shifts. At most sheds as much work as possible is closed down during the latter part of Sunday, but even those continuous workers who cannot be spared, rarely do more than 56 hours' work in the week. In large sheds, practically all workers are continuous, but in some small sheds the work is intermittent, and at these, men may be on duty for as much as 12 hours a day, though they rarely, if ever, do more than 8 hours of continuous work.

Overtime is paid to mechanical shed staff when they are called upon to do more than eight hours a day in the case of accidents and in a few other cases, but payments on this account are strictly limited.

2. **Carriage and wagon staff.**—Train-examining stations and in sick lines work is very much under the same conditions as locomotive shed staff, but there is less night work.

3. **Station staff.**—The work at stations varies enormously according to the size of the station. At large stations practically the whole staff are continuous workers and there are very few of these who do more than 8 hours a day or 56 hours a week. Staff engaged in train working are generally rostered in these shifts, 0—8, 8—16 and 16—24 hours, while weekly adjustments to avoid continuous night duty results in a "long off" of between 30 to 36 hours once every three weeks. At small stations, where work is intermittent, some employees are on duty for between 9 and 12 hours daily, or work in split-shifts,

the aggregate of which rarely exceeds 8 hours. No overtime is paid to station staff and apart from occasional accidents which may cause men to work beyond their roster, the only occasion on which their normal hours are greatly exceeded is when their fellowworkers go sick, causing extended shifts for the remaining men until a relief is provided. Reliefs, however, are not supplied in the case of menial staff unconnected directly with the running of trains.

4. **Running staff.**—There is a tendency for this class to work long hours in addition to their basic pay they receive remuneration according to mileage worked, and time spent on duty, so that long hours are remunerative. The number of hours of work per day, both for engine crews and guards, varies a very great deal, both within the link, and in different links. It may be said, however, that less than 25% do more than 60 hours a week, including the normal allowance for shed duty before and after the running of trains, and the time during which a driver is definitely booked for shed duty.

5. **Workshop staff.**—The locomotive staff at Moghalpura and workshop staff at outstation shops usually work 7—11 and 12—16½=8½ hours per day for five days with 7—12½=5½ hours on Saturday. This totals 48 hours in a week. These are summer timings. In winter the hours of work are half hour later throughout, while the Carriage & Wagon Shops at Moghalpura always commence work half hour earlier than the Locomotive Shops. Practically all shop hands are continuous workers and overtime is paid for any time worked in excess of the above daily hours, whether men are working on piece-work or not.

6. **Printing press.**—The printing press staff usually works from 8-30 to 12-30 and 13-30 to 16-0=6½ hours daily and 8-30 to 13-0=4½ hours on Saturday. This totals 37 hours a week. In addition to this, during a rush period they sometimes work 3 hours overtime daily except Sundays, which brings it to a total of 55 hours a week. In any case 60 hours a week is never exceeded except in very special circumstances, when competent sanction is obtained.

(33) *Weekly rest.*

See reply to question 34, below.

(34) *Extent of application of International Labour Conventions relating to—*

(i) *Hours.*

(ii) *Periods of rest.*

1. The application of the Washington and Geneva Conventions to this railway has now been under investigation for a number of years. The workshop staff have presented little difficulty, as they were already under the Factories Act before the promulgation of the Conventions referred to, and this Act has been amended so as to cover the provisions of the two Conventions. The problem has not been so easy with regard to staff other than workshops, and the difficulties which have been experienced in the application of the Conventions in Europe and elsewhere, have often been accentuated in India by local conditions and social customs. A revised estimate has, however, just been completed showing the additional staff (other than running staff) which will be required in order to fulfil the provisions of the recently issued "Hours of Work Rules". This scheme will take about 14 months to carry out after the allotment of funds, and a perusal of the estimate is indicative of the extent to which staff are already working within the provisions of the rules.

Only 1,700 additional men will be required, which represents under 2% of the staff affected. This indicates that more than 95% of the staff are

either wholly, or partially, working within the provisions of the Hours of Work Rules. An analysis has shown that there are very few continuous workers who at present do more than an average of 60 hours a week in a calendar month, or intermittent workers who do more than 84 hours a week. With regard to the stipulated period of rest, the situation is not so good. The idea of a weekly rest has so far been foreign to the great majority of Indian workers, and the requirements have been adequately met by a system of casual leave more suited to conditions where many employees work at considerable distances from their homes and villages. Apart from casual leave, the present systems of rostering have made possible a "long off" of 30 hours or more in every three or four weeks. In order to allow all employees to enjoy 24 consecutive hours' rest every seven days, considerable adjustments in rostering will be necessary and this is now in hand. Where the work can be arranged so as to fit in with the necessary changes in the rosters, no additional staff will be necessary, but where the work cannot be re-arranged, extra staff have been estimated for, and this, together with a small percentage of staff who, according to the Hours of Work Rules, may be considered to have been slightly overworked, make up the 1,700 men already referred to.

The above does not apply to running staff, the greater number of whom receive part payment on a time and mileage basis and who will suffer in total emoluments if their hours of work are restricted. This staff will, therefore, need further consideration, and investigations are now in progress.

(35) *Intervals.*—

(i) *In relation to fatigue.*

(ii) *In relation to workers' meal times.*

1. With continuous workers working in continuous shifts of eight hours, the daily rest period will normally be 16 hours, and this is only modified periodically when shifts have to be adjusted either to provide the worker with his weekly 24 consecutive hours, or to avoid continuous night duty. In this connection it has been customary in the past to consider as reasonable, an occasional short "off" of eight hours duration to the maximum extent of one "short off" in a week, with sometimes an additional "short off" every third or fourth week. The double "short off" has generally been compensated by an adjacent "long off" extending to 30 or more hours.

2. With regard to continuous workers working in split-shifts so as to provide meal intervals, the daily periods of rest average 14 to 15 hours. This covers all shop staff and the majority of shed staff, though in the latter case periodic "short offs" are necessary for reasons explained above. Split-shifts are also resorted to in certain classes of work, as in the case of booking clerks, and other similar staff. Here the longest period of daily rest may be in the neighbourhood of eight hours, although effective work does not exceed eight hours per day.

3. The daily rest interval for intermittent workers varies between 12 and 15 hours, except for occasional "short offs" as explained above.

4. The special conditions which obtain in railway working make it difficult, if not impossible, to arrange that every class of staff shall be provided with regular meal intervals. As in Europe and elsewhere, it is customary for intermittent workers to take food during their hours of duty if they wish to do so.

Regular meal intervals are, however, provided wherever possible, as in workshop staff and most shed staff, and it is only with regard to staff who are directly connected with the running of trains, that it is not always possible to achieve this ideal.

(36) *Possibility of regulations.*

NOTE.—This last item is being dealt with in detail in the Railway Board's Office.

NOTE.—Under this subject state also the extent of the application of the Factory and Mines Acts and whether the provisions of these Acts are consistently observed.

1. The following operations of this railway come under the provisions of the Factories Acts :—

(a) At Moghalpura—Loco Shops, Carriage & Wagon Shops, Power House, Printing Press, Clothing Factory and Gas Factory.

(b) At Lahore—Signal Shops.

(c) At Karachi—Wagon Shops and Gas Factory.

(d) At Sukkur—Bridge Workshops and Loco & Carriage Shops.

(e) At Jhelum—Bridge Workshops.

(f) At Dhilwan —The Sleeper Creosoting Depot.

(g) At Quetta—Shed Shop and

(h) At Kalka—Shed Shop.

2. These factories are inspected by inspectors appointed by the Local Government, and the Act, is strictly applied, modified only by such exceptions as are allowed in the regulations.

3. With regard to the remaining staff, it is proposed to introduce shortly the "Hours of Work Rules" provided funds for the additional staff and quarters are allotted and this will only leave the running staff for further consideration.

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IX.—LEAVE.

(37) *Amount of leave admissible.*

All staff in the subordinate service of the North Western Railway, except drivers, shunters and firemen in grades I, II and III, earn and get their leave either under Fundamental and Supplementary Rules, or under the 1920 Leave Rules, or under the Civil Service Regulations as each one may have elected.

2. Drivers, shunters and firemen in grades I, II and III are granted leave on half pay on medical certificate only to the extent of 60 days in any calendar year, provided the illness has not been caused by the employee's own misconduct. No leave on full pay except casual leave is granted to them.

3. All skilled and unskilled labour (such as carpenters, tinkers, sailmen, etc.) employed in offices, and at all stations including train-examining stations, and railway servants in inferior service, earn and get their leave under Fundamental Rules, provided that their leave salary shall be subject to the restrictions imposed by Articles 147 (iii) and 321 (a), Civil Service Regulations, *i.e.*, the leave shall be given subject to the provision that no extra cost is imposed. When, however, a substitute is engaged in place of an employee on leave with half pay, the difference between the substantive pay of the latter, and his leave salary plus the substitute's pay can be written off at the discretion of the authority sanctioning leave.

4. All skilled and unskilled labour on monthly rates of pay, employed in sheds, and on ferry steamers, and pump engines, do not get any leave with allowances except 15 days' casual leave in any calendar year, which they may be given subject to the limit of 10 days at a time only after completion of one year's approved service.

5. All skilled and unskilled workmen employed under permanent-way inspectors ordinarily get every alternate Sunday off, and are granted casual leave twice a year on full pay up to a maximum of three days at a time which may be combined with a Sunday off in case of deserving men, whose homes, and families, are at a distance from their work, subject to the condition that not more than half the gang is absent on any one day.

In deserving cases, the concessions regarding Sundays off, and casual leave may be commuted into 32 days' leave in any calendar year at the rate of not more than 4 days at any one time, subject to the conditions referred to in the concluding sentence of the preceding sub-paragraph.

In genuine cases, a sick man who remains at the gang hut, is paid full pay for the period of his absence from work, subject to the limit of 15 days in any calendar year.

6. Works staff employed under inspectors of work, and staff employed under sanitary inspectors get either 15 days' casual leave, or 17 days' paid holidays in any calendar year.

7. **Workshop staff.**—All skilled and unskilled labour employed in the various shops, *e.g.*, locomotive, electrical, carriage, signal, etc., get only 17 days' paid holidays in a calendar year after completion of one year's service.

NOTE.—Paras. 1 to 7 (both inclusive) apply to staff of the various classes referred to therein who were recruited on or before 31st March 1927. Staff recruited on or after 1st April 1927, if their leave is at present governed by leave rules either in the Fundamental Rules or in the Civil Service Regulations will, pending the issue of the revised State Railway Leave Rules, be entitled to leave under the existing rules in respect of their services prior to the date of the issue of the revised State Railway Leave Rules, and to leave under the revised State Railway Leave Rules in respect of their service from the date the new Revised State Railway Leave Rules come into force.

8. Injury or hospital leave to all staff, whether in subordinate service or in inferior service, is granted under Supplementary Rules.

9. **Printing press.**—The above rules apply to the printing press also according as the staff is daily or monthly-rated.



10. As regards East Indian Railway staff transferred to this railway, leave is governed by the following decision :—

“(c) As regards leave, the leave in respect of your service prior to 1st April 1927 will be calculated under the East Indian Railway Leave Rules and placed at your credit as balance. In respect of your service with effect from 1st April 1927, your leave will be governed by the existing leave rules in force on the North Western Railway until such time as the new State Railway Leave Rules which the Railway Board contemplate issuing for all staff employed on the State railways are issued. When these new rules are issued, you will be given in respect of your service from the date of their issue the option to elect for the revised State Railway Leave Rules or to revert to the East Indian Railway Leave Rules, the option once exercised by you being final.”

(38) *Extent of annual leave generally taken and percentage of absence on leave to total strength.*

	<i>Extent of annual leave generally taken.</i>	<i>Percentage of absence on leave to total strength.</i>
Workshop staff .. .. .	.. 14 days ..	5%
Other staff .. .. .	.. 22 do ..	6%

(39) *Number of annual holidays generally allowed—*

(a) *on full pay ;*

(b) *without wages.*

	(a) <i>On full pay.</i>	(b) <i>Without wages.</i>
Workshop staff ..	17 days on completion of one year's service.	6 days.
Printing press ..	31+52 Sundays ..	Nil.
<i>Other staff.—</i>		
Running, station and shed staff.	Nil .. ..	Nil

*N.B.*—Goods sheds and offices are, however, entirely closed on Good Friday and Christmas Day, for which day goods clerks are paid, but arrangements are made for the delivery of perishable goods and live-stock.

## X.—EFFICIENCY.

(40) *Comparative changes in efficiency of railway employees in India in recent years and possible methods of securing increased efficiency.*

1. Railways in common with other industrial undertakings, have, generally speaking, improved in efficiency in recent years, and this improvement is continuing day by day, as new methods in the handling of freight, train operation and general organization are introduced.

2. But improvement in efficient working in the direction quoted above could not have been attained had the staff not improved in efficiency as well this has been achieved, by the administration during recent years demanding—

- (i) such a minimum standard of education from its recruits as to enable them to start equipped with the basic knowledge necessary for the training of the railwaymen of to-day, and
- (ii) providing facilities for the instruction of the staff already in the service in new and improved methods of railway working.

3. To meet the demand for efficient railwaymen a training school has been established which takes the raw recruits and gives them a thorough and comprehensive course of instruction in the branch of railway working for which they have been selected; in this way the embryo railwayman starts his service equipped with the first principles of his work, which he augments by practical experience when he is drafted out of the school to his particular branch of the railway. Refresher courses are also provided at the school for the employee already in the service, with a view to brushing up his knowledge and to bring him into line with the most modern practice.

4. *Mechanical workshops.*—In regard to this particular branch of the railway improvement in efficiency has been most marked in recent years. This has been brought about by—

- (i) a systematic and organized scheme of production;
- (ii) augmenting the supervising staff;
- (iii) the introduction of more automatic machinery; and
- (iv) the introduction of jigs and other repetition devices which enable a system on the lines of mass production to be carried out.

But as is the case in all other branches of railway working an increase in efficiency on the part of the workmen has been a potent factor which has contributed in a large measure to the general progress in the efficient working of the department as a whole.

5. At the same time it must be remembered that in common with other branches of industry the introduction of modern machinery and mechanical processes is lessening the need for individual skill and craftsmanship; and it is found that now-a-days the tendency is for semi-skilled labour to be recruited in proportion as mechanical processes are perfected.

## XI.—SECURITY OF TENURE.

(41) *Number of men discharged in each class during the last five years otherwise than on grounds of superannuation or physical unfitness. Number discharged on reduction of establishment should be shown.*

Figures for the last five years under the above heads for the different classes are given below

			Number of men discharged otherwise than on ground of superannuation.	Number of men discharged on reduction of establishment.
Workshop staff ..	.....	..	2,524	*3,760
Printing Press staff .. ..	..	..	146	8
Other staff .. ..	..	..	8,341	402

\* The large number of staff discharged under this head is mainly due to the closing down of the Rawalpindi Locomotive and Carriage & Wagon Shops and the Karachi Locomotive Shops during 1927 on the recommendation of the Raven Committee, which was appointed by the Government of India to enquire into the methods of production in the Indian State railway workshops.

(42) *Number of appeals received during the last five years and the proportion entertained.*

The appeals received in the Headquarters and subordinate offices mainly relate to grievances arising out of the orders passed in respect of an employee's dismissal, discharge, promotion, transfer, supersession, forfeiture of bonus and gratuity, or non-payment of dues in connection with injuries received in the execution of his duties, etc.

2. Most of the appeals received in the Headquarters Office relate to matters which are entirely within the competence of divisional superintendents or other heads of branches to deal with, and are forwarded to them for disposal and no record is kept of such appeals.

3. Such appeals, however, which on the face of them call for an investigation by the Headquarters Office are dealt with there, and after full scrutiny and examination of the points involved, the appellant is duly informed of the decision.

4. Before the introduction of the divisional system on this railway, appeals received from the staff were dealt with on the personal file of the appellant, but since the introduction of the reorganization scheme appeals are dealt with on a file independent of the personal file. In order to give a rough idea of the number of appeals received from the staff of the railway, which numbers about 1,22,400, it may be noted that over 1,600 cases were started in the Personnel Branch of the Headquarters Office to deal with appeals which called for an investigation. This, however, does not embrace all the appeals, since many appeals which start with a grievance about the non-payment of certain dues, ultimately end in the question of condonation of break in service, payment under the Workmen's Compensation Act, or injury, gratuity, etc., and are dealt with on the relevant files under their heads.

5. Unless therefore it is definitely known for what particular kinds of appeal information is required, and unless a laborious investigation involving a considerable expenditure of labour and energy is undertaken, it is not possible to reply to the item in the questionnaire, with even an approximate degree of accuracy.

## XII.—SAFETY.

### (43) Existing regulations for the safety of employees and methods of enforcement.

The various working manuals of the North Western Railway lay down comprehensive rules and regulations for the guidance of the staff on all matters pertaining to their safety in the course of their work.

Officers and subordinates-in-charge are expected to see that these rules are rigidly adhered to, and cases are punished which point to disobedience on the part of the staff of rules which are expressly framed for their safety, or slackness of a subordinate-in-charge in not enforcing safety regulations. Below are given a number of safety regulations for the various branches of railway working :—

#### (a) Transportation Branch.—

- (i) Shunting is forbidden against any vehicle on which staff are at work.
- (ii) Shunting staff are forbidden to pass between vehicles fitted with vestibules.
- (iii) Coolies and others are forbidden to hand shunt vehicles by pushing at the buffers.
- (iv) Staff are forbidden to sit or lie under vehicles.
- (v) Staff are forbidden to ride on brake-levers ; tierods ; axle-boxes ; and buffers of vehicles or of locomotives.
- (vi) Vehicles are not permitted to be moved until coupling-porters have got clear of vehicles which are being coupled or uncoupled.
- (vii) Shunting and coupling porters are forbidden to get in between trucks, the end flaps of which are down until the buffers have met and they must be warned not to lift their heads between the end flaps.
- (viii) Staff conducting shunting operations are warned to exercise caution and to keep to the maximum speed permissible, *i.e.*, 10 miles per hour while shunting and, to exhibit signals to reduce speed whilst passing, or approaching vehicles, or parties of men working on the track.
- (ix) Guards are required to take every precaution to safeguard coolies while shunting operations are being carried out on ballast or material trains.
- (x) Staff are warned to go under, and not between buffers when it is found necessary to pass between vehicles.
- (xi) Staff are warned to look after themselves while attending to the safety of other people.

- (xii) Red banner flags are required to be placed each side of a vehicle or rake and a man is to be deputed to warn staff before any repair work or examination of vehicles are carried out which necessitate staff getting underneath a vehicle.
- (xiii) Staff are prohibited from walking along the line and are instructed to walk clear of the track and on the right where there is a double track so as to face approaching trains.
- (xiv) Staff are prohibited from going between a vehicle and an engine fitted with a cow-catcher for the purpose of coupling up, until the engine has come to a stand.
- (xv) Staff are forbidden to stand on the tender of an engine so that their body projects above the cab roof.
- (xvi) Staff working on engines are warned to exercise care in looking out of the cab to avoid signals, water columns, and other fixed structures.
- (xvii) Staff are required to screw hand-brakes hard down, leave cylinder cocks open and reversing lever in mid-gear before leaving or stabling an engine in shed.

**(b) Workshops and printing press.—**

- (i) Staff are warned against removing guards, or if guards have to be removed for reasons connected with work, they must be immediately replaced.
- (ii) Before replacing a belt the main shaft has to be stopped.
- (iii) Belters and oilmen are expected to wear the correct type of clothing supplied, *i.e.*, tight fitting clothing without any loose ends.
- (iv) Staff working on grinding machines and emery wheels are warned against non-use of goggles supplied by the administration.
- (v) Staff working electric or oxy-acetylene welding plants are required to wear dark goggles and to use shields supplied by the railway.
- (vi) Staff are warned to keep away from high tension electric switch-boards.

**(44) Incidence and causes of accidents.**

“Familiarity breeds contempt” may be said to sum up in a few words the causes of the majority of accidents which occur in the course of railway working.

Some of the more frequent causes of accidents are enumerated below :—

- (i) Coupling or uncoupling vehicles.

- (ii) Whilst riding on vehicles during shunting, coming in contact with other vehicles, etc., standing on an adjacent line.
- (iii) Being trapped whilst passing over, or standing upon buffers during shunting.
- (iv) Falling off engines and wagons during shunting and movements about the yards.
- (v) By coming into contact with overbridges and other fixed structures.
- (vi) Being run over whilst walking on, attending to, or crossing the line in the course of duty.
- (vii) Being caught between vehicles.
- (viii) Falling over points, interlocking rods and falling into drains, ashpits, etc.
- (ix) Whilst unloading wagons, by contents falling on a workman.
- (x) Being thrown off light riding trollies by derailment of same.
- (xi) Falling off platforms.

**In mechanical workshops and printing press.—**

- (i) By trying to put belts on to pulleys while the main shaft is in motion.
- (ii) By holding material with the bare hands instead of with tongs specially supplied whilst shearing or punching metal plates.
- (iii) By loose sleeves, turbans and other portions of clothing catching in gear wheels.
- (iv) By working on high speed wood machinery such as planers, band and circular saws with the guards removed.
- (v) By working on electrical live wires without first ensuring that the current had been cut off.

**Permanent-way staff.—**

- (i) Through not keeping a sharp look-out for trains while working on the permanent-way.
- (ii) By not taking advantage of refuges whilst crossing bridges or in tunnels.
- (iii) By not observing trolly signals whilst trollying through cuttings.
- (iv) By jumping off riding trollies whilst in motion.
- (v) Fingers getting crushed, whilst examining or cleaning points and switches which are controlled from cabins.

(45) *Measures taken for accident prevention—*

*“Safety-first” propaganda.*

1. During recent years the administration has instituted and carried on “Safety-first” propaganda, by means of notices printed in English and vernacular, warning the staff of all branches against accidents.

2. A special page is devoted to “Safety-first” recommendations and suggestions in the *North Western Railway Supplement to the Indian State Railways Magazine*.

3. The publication and issue of “Safety-first” posters is in the hands of the Chief Publicity Officer, Indian State Railways, Delhi.

In addition to the above, a “Safety-first” cinema film is exhibited to the staff and the public by the North Western Railway touring cinema car, and also by the cinema on the North Western Railway demonstration train.

4. In accordance with the requirements of the Indian Factories Act of 1922, machinery is adequately guarded. The administration, however, is always on the look out to see in which direction further and improved safeguards can be introduced.

5. Belters and oilers are provided with specially tight-fitting clothing to preclude, as far as possible, their being caught up in belts and pulleys.

6. Staff employed in electric and oxy-acetylene welding are provided with goggles and shields for the protection of their eyes.

7. Staff employed on grinding machines are provided with goggles to shield their eyes.

8. All switchboards in the electric power houses have rubber mats as a protection for employees operating switches.

9. All high tension electric switchboards are suitably caged and locked to prevent unauthorized persons having access to them.

(46) *First-aid and medical relief.*

The scheme of arrangements for rendering first-aid to injured persons is as follows and covers the whole line. At about 40 selected stations throughout the railway, accident relief trains are stationed. More than half of these trains, viz., those at the more important locations, have a special medical vehicle containing a complete set of accident relief medical equipment. On the remaining relief trains there is no special medical vehicle, but medical chests and stretchers are provided. At other stations, and in running sheds, workshops, etc., first-aid boxes and stretchers are located. In the workshops these first-aid boxes are suitably distributed so that every part of the shops may be served.

After first-aid has been rendered to injured persons, they are removed for further treatment to the railway dispensaries or hospitals as necessary. There is a railway dispensary in each section of the line, the section averaging about 75 miles in length. For the larger workshops there are special dispensaries.

Under the auspices of the St. John Ambulance Association, an ambulance training centre is run by the railway administration. The president of the centre is the Chief Medical & Health Officer of the North Western Railway and the local honorary secretary is the Deputy Chief Medical & Health Officer, North Western Railway. Through this organization the staff is encouraged to attend "first-aid" lectures and sit for the examinations conducted according to the rules of the St. John Ambulance Association. The successful candidates are awarded certificates, vouchers, medallions, labels, etc., of the St. John Ambulance Association, and also small monetary rewards. Further interest in the first-aid work is thereafter maintained by the ambulance brigade organization under the auspices of the St. John Ambulance Brigade Overseas.

2. Since January 1927, all the students that pass through the North Western Railway Training School attend lectures in first-aid, and are duly examined according to the rules of the St. John Ambulance Association. Many other classes are also held at different stations on the railway, and the numbers of staff trained in first-aid are increasing every year.

3. The numbers of employees of the North Western Railway who have obtained first-aid certificates, vouchers, medallions, labels, etc., up to 1st January 1929, are as shown below:—

First-aid certificates .. .. .	3,195
Vouchers .. .. .	274
Medallions .. .. .	142
Labels .. .. .	208
Home nursing .. .. .	26
Total .. .. .	3,845

### XIII.—PROVISION OF OTHER AMENITIES.

#### (47) *Sanitary and other conditions in place of work.*

1. **General sanitation.**—The question of sanitation, both in places of work, and in the residential areas, is one which is always receiving the close attention of the administration, and the sanitary conditions under which employees work are always under close surveillance. Galvanized iron latrines of an approved type and built on cement plinths (to permit of them being flushed down with disinfectant) are provided for the use of the staff adjoining their places of work. These latrines are kept in a sanitary condition by staff specially appointed for the purpose who are provided with disinfectant, the nightsoil being removed by night in specially constructed carts, to dumping grounds outside the residential area, where it is disposed of either by means of incinerators, or buried in deep trenches dug for the purpose.

2. At the divisional headquarters of each division, a sanitary committee, detailed by the divisional superintendent, and consisting of the divisional engineer and two executive officers, nominated by the divisional superintendent and the senior subordinates of each branch, makes periodical inspections, and brings to the notice of the divisional superintendent any cases which, in the opinion of the committee, require attention for improving the sanitary conditions



under which the staff have to work and live; at the smaller stations, the sanitation is supervised by the sub-divisional officer, of the particular section in which the station is situated.

3. In the mechanical workshops at Moghalpura, septic tank latrines on the flushing principle are provided.

4. The administration has examined the question of providing cattle pens of a suitable type for cattle owned by the staff, but they have felt that the attitude of the staff towards this experiment, if put into practical effect, would not justify the provision of such buildings, the reason for this being, that the staff contend, that if cattle were tethered anywhere but in the immediate vicinity of the owner's quarters, unauthorized persons would steal the milk. The administration has, therefore, felt that in the face of this attitude of the staff towards the building of cattle pens, it would be unwise to proceed further in the matter.

5. **Drinking water.**—The administration provides pure drinking water for its staff. In the larger stations, the water is taken from the municipal supply, but in the smaller stations the administration is self-supporting in this respect, and tube wells and open wells supply water to the railway staff. In all cases, however, samples of water are periodically tested as to its fitness for human consumption, and open wells and reservoirs are cleaned out at regular fixed periods. On certain sections of the system where the drinking water is either scanty or unfit for human consumption, travelling water tanks are attached to trains and convey drinking water to the staff.

6. **Abattoirs and markets.**—Abattoirs and markets, when provided by the administration for the staff, are kept under close sanitary supervision. The buildings are provided with gauze doors and adequately drained. The medical officer makes periodical surprise visits, and inspects the meat offered for sale to see if it is of a good quality and fit for human consumption.

7. **Fresh air and open spaces.**—When building quarters for the staff, every endeavour is made to select sites which are well drained, fairly free from vegetation and situated in a healthy locality, and as close to the work as is conveniently possible, having regard to the financial outlay involved and the exigencies of the service.

8. **Heating, cooling, lighting and ventilation of workshops.**—In the mechanical workshops at Lahore during the winter months (1st November to 1st March) heating stoves of an approved type are provided for the use of the workmen; there is no system of cooling, but the shops in design are large and commodious, and in accordance with the latest modern practice, and in the summer they cannot be said to be so hot as to interfere with the normal comfort of the workmen; in offices and enclosed spaces electric fans are provided to keep the air in motion. The mechanical workshops at Lahore are provided with "saw tooth" roofing with "north light" glazing in order that the fullest advantage may be taken of natural light. The mechanical workshops are also fitted with high power electric lights for use in the dark winter mornings. All shops have their interiors whitewashed annually.

An amenity has recently been provided by the administration in the shape of "comfort fires" for the use of the transportation staff working in yards and in goods sheds. Braziers of an approved type and fuel are supplied free for the use of the staff during the months 1st November to the 1st March between

the hours of 5 p.m. and 9 a.m. These "comfort fires" are provided at certain fixed places in yards and sheds and it is found that the amenity thus provided has been much appreciated, and tends towards stopping the staff from sitting around open coal and coke fires in small rooms with little or no ventilation which leads to chest complaints, and in some cases to complete or partial asphyxiation.

(48) *Facilities provided or available for going from residence to places of work when the latter are situated at a considerable distance from the town or quarters.*

A workmen's train travels daily (except Sundays and holidays) between Lahore and Moghalpura, a distance of approximately three miles, which conveys the workmen of the central mechanical workshops, printing press and general stores, to and from their work. A shuttle also runs daily at fixed times between Lahore and Moghalpura for the purpose of conveying workmen and others whose business necessitates their travelling backwards and forwards between Lahore and Moghalpura. These facilities are provided free by the administration.

The difficulty connected with housing and accommodation, coupled with the high rents prevalent at the more important centres of the railway such as Lahore, Karachi, Amritsar, Delhi, etc., has induced a number of the staff to live in villages adjacent to these places, and the administration, realizing this difficulty, has given the staff the facility of residing in these suburban areas by issuing them monthly suburban tickets on payment of six single fares of the class of the ticket purchased, which is one-quarter of the rate paid by the ordinary travelling public for season tickets.

At Karachi which possesses a tram service, subordinate staff who work at Kiamari but who reside at Karachi, get a tram allowance of Rs. 6-8-0 per month plus Re. 1 for those who work on Sundays.

## XIV.—WORKMEN'S COMPENSATION:

(49) Number of cases resulting in death, total disablement and partial disablement, and amount of compensation paid under Workmen's Compensation Act during the last five years.

	Number of cases resulting in *			Compensation paid under the Workmen's Compensation Act during the last five years.			Remarks.
	Death.	Permanent disablement.	Temporary disablement.	Death.	Permanent disablement.	Temporary disablement.	
Workshops staff .. .. .	34	43	2,382	Rs. a. p. 18,871 8 0	Rs. a. p. 23,411 12 7	Rs. a. p. *55,805 14 0	* Represents hospital leave allowance paid under Supplementary Rules 269 to 273 and 290. These include compensation payable under the Workmen's Compensation Act.
Printing press staff .. .. .	..	..	12	..	..	*340 4 0	
Other staff .. .. .	259	103	986	1,23,152 10 0	32,699 13 0	83,681 8 0	

(50) Compensation paid otherwise than under the Act during the last five years.

NOTE.—When a larger amount is awarded than that admissible under the Act, the latter should be included under (49) and the excess awarded under (50).

	Number of cases resulting in			Compensation paid otherwise than under the Workmen's Compensation Act during the last five years.		
	Death.	Permanent disablement.	Temporary disablement.	Date.	Permanent disablement.	Temporary disablement.
				Rs. a. p.	Rs. a. p.	Rs. a. p.
Workshops staff .. .. .	2	Nil	1,737	600 5 0	Nil	19,434 13 0
Printing press staff .. .. .	Nil	Nil	Nil	Nil	Nil	Nil
Other staff .. .. .	15	2	423	24,955 0 0	2,299 0 0	4,323 9 0

## XV.—HEALTH.

(51) *General conditions of health of employees with figures of mortality.*

1. The health of employees varies considerably according to the local conditions and seasons. The climatic conditions on the North Western Railway vary very greatly, e.g., there is Jacobabad notorious for its intense heat in summer, and not far away there is Baluchistan, where in winter more severe cold is experienced than in Britain.

2. The standard of physique of the North Western Railway employees is generally good. The statistics of sickness show the following figures:—

*For the year 1928-29—*

- (a) Among the subordinates drawing Rs. 250 per mensem and over, or on scales of pay rising to Rs. 250 per mensem and over, approximately 4·14% reported sick during each month.
- (b) Among other subordinates excluding those drawing less than Rs. 30 per mensem, and on scales of pay terminating under Rs. 30 per mensem, approximately 5% reported sick every month.
- (c) Among subordinates drawing less than Rs. 30 per mensem, and on scales of pay terminating under Rs. 30 per mensem, approximately 2·88% reported sick every month.

3. The months of September and October are as a rule, the months in which the heaviest incidence of sickness occurs.

4. The statistics published by the various provincial administrations, show the figures of mortality, birth-rate, and infant mortality, for the districts through which the railway runs; no separate statistics for the railway population only, as distinct from the total population in the districts, are published.

(52) *Medical facilities for employees and the extent to which they are utilized.*

All employees and their families are entitled to gratuitous medical attendance when seeking it at the railway hospital or dispensary either as in or outpatients to the extent of the accommodation available. Employees are also entitled to gratuitous attendance from the medical officer appointed for the purpose for themselves, (and in the case of those drawing salaries below Rs. 50 per mensem, for their families also) at their own houses in serious cases. Employees who are not provided with railway quarters, and who reside at places remote from the railway line make their own arrangements for any medical attendance at their houses.

2. There is a complete scheme of arrangements for provision of medical facilities for employees. The railway system is divided up into medical sections and a qualified medical man (assistant surgeon or sub-assistant surgeon) is placed in charge of each section; no portion of the line is left undealt with. There are over 80 sections and the average length of each section is about 85 miles. Within each section there is a railway dispensary and this is the headquarters of the assistant surgeon or sub-assistant surgeon in charge of the section, who is assisted by a travelling sub-assistant surgeon in cases where the conditions

on the section are such as to require the provision of one. The sections are grouped in districts, and each district is in charge of a medical officer. Hitherto the duties of medical officers have been carried out by the civil surgeons of the provinces through which the line runs, and these officers were paid an allowance for the performance of the duties of railway medical officers. Under the hitherto existing arrangements the medical districts were small, and contained not more than two sections on the average. A scheme of reorganization is now being carried into effect whereby the duties of medical officers in charge of districts will be performed by whole-time railway district medical officers who will be able to supervise a large number of sections each. Each dispensary at the headquarters of a section has the necessary staff of compounders and menials, while at a few of the more important dispensaries where wards are provided for indoor treatment, there are in addition nurses and ward staff.

At the headquarters of the medical districts there is usually a civil hospital in the charge of the civil surgeon, who is the medical officer of the railway district. The railway pays a contribution to this hospital, and railway cases requiring indoor treatment are admitted. At a few places these civil institutions subsidized by the railway are of considerable importance, e.g., in Lahore, the railway subsidizes the Mayo and Albert Victor Hospital, which is attached to the Medical College of the Punjab University. At Delhi the Hindu Rao Hospital is subsidized in addition to the Delhi Civil Hospital, and at Karachi the Civil Hospital, which is a comparatively new institution of considerable size. At Quetta the arrangement hitherto has been, that the Quetta hospital is run as a joint civil and railway institution. At a limited number of places, viz., those where there are no suitable civil medical institutions available, special railway hospitals have been provided, e.g., Saharanpur and Rawalpindi, and these are fully equipped and staffed by the railway. Under the medical reorganization scheme it is proposed to increase the number of hospitals provided by the railway.

3. The railway dispensaries treated during the calendar year 1928—351,871 patients outdoor and 3,542 patients indoor (railway employees and their families and dependents). Every kind of disease was treated, and malaria cases formed the largest number. Next to malaria came injuries, general and local, on account of the fact that railway employees are liable to meet with injuries in the course of their occupation. Except in the larger centres where non-railway medical facilities exist, the staff and their families make full use of the railway medical provisions.

(53) *Number of notoriously unhealthy places and number of staff employed there.*

There are no such places on the North Western Railway system.

#### XVI.—WELFARE.

(54) *Educational facilities provided for adult workmen and for the children of railway servants.*

##### ADULT SCHOOLS.

1. This is a matter which is seriously engaging the attention of the administration, and to begin with, two experimental schools have been started at the Lahore Locomotive Shed and at the Sibi Locomotive Shed, respectively; and it is intended to open another one at Kotri Locomotive Shed shortly. The object in opening these schools, is to ensure a greater percentage of literate staff who would qualify for higher paid posts to their own advantage.

2. The experiment has so far been confined to the locomotive staff as it is in this branch of the railway service that the majority of the staff are illiterate, and the advantages of education provide the greatest inducement, inasmuch as their wages can practically be doubled by attaining a degree of literacy, which will enable them to qualify for promotion to Grade III running staff, *i.e.*, drivers, firemen, shunters, etc.

3. The Railway Board have expressed a desire that the provision of this simple facility required for the illiterate adult employees may be proceeded with, and with this object in view divisional superintendents have been addressed with a view to obtaining their proposals for the extension of such education. From the replies received from the divisional superintendents it is apparent that the majority of them favour the extension of the scheme to stations other than those mentioned in para. 1, and it is hoped to give effect to the Board's desire to proceed with the education of adult employees as soon as financial and other considerations will permit of this being done.

#### SCHOOLS FOR THE CHILDREN OF EMPLOYEES.

1. On the 1st April 1929 there were 2,700 children of railway employees being educated at—

- (a) schools wholly maintained by the railway,
- (b) schools aided by the railway ;
- (c) schools at which the railway pay a portion of the children's education.

2. For the year ending 31st March 1929, a sum of Rs. 2,00,219 was spent by the North Western Railway Administration out of its revenue education grant for the education of the children of its employees.

3. The statement below gives, in a concise form, the details of the number of schools, the number of pupils being educated therein, and the expenditure under various heads for the schools mentioned in para. 1.

4. Divisional superintendents depute officers to make periodical visits of inspection to schools at which railway children are being educated, and these inspecting officers submit reports on the standard of education which is being given, and whether or not the school is recognized by the Education Department, the general state of the school, the appearance of the children, whether the teaching and discipline is satisfactory, whether the school is adequately supplied with furniture and apparatus, the general state of the school accounts, and any other interesting information regarding the scholastic success of the pupils, particularly with regard to children of railway employees.

5. On the whole it may be said that the railway administration takes a real interest in the education of the children of its employees and provides every inducement to enable the children to acquire the necessary education to fit them for good citizenship.

#### *Statement of railway schools and pupils, 1928-29.*

1. Number of railway schools maintained—

					No.
Europeans and Anglo-Indians	..	..	..	..	5
Indians, other than primary	..	..	..	..	2
Do primary	..	..	..	..	1
Technical	..	..	..	..	Nil

2. Number of pupils (children of railway employees only) on the 1st April 1929 at railway schools—

	Boys.	Girls.
	No.	No.
Europeans and Anglo-Indians .. .. .	82	77
Indians, other than primary .. .. .	383	112
Do primary .. .. .	19	20
Technical .. .. .	Nil	Nil

3. Number of pupils (children of railway employees only) at railway-aided schools on the 1st April 1929—

	No.
Europeans and Anglo-Indians .. .. .	1,096
Indians .. .. .	911

4. Total expenditure during the year from revenue on railway schools maintained—

	Rs.
Europeans and Anglo-Indians .. .. .	15,205
Indians, other than primary .. .. .	8,582
Do primary .. .. .	1,560
Technical .. .. .	Nil

5. Total grants made during the year from revenue, to parents, etc., in connection with the education of their children—

	Rs.
Europeans and Anglo-Indians .. .. .	1,41,297
Indians .. .. .	1,120

6. Total grants made during the year from revenue to non-railway schools—

	Rs.
Europeans and Anglo-Indians .. .. .	18,422
Indians .. .. .	15,033

7. Taxes paid to municipal or other local authorities in the form of education tax during the year—Nil.

8. Total capital expenditure during the year—Nil.

(55) *Institutes.*

1. From early days it was the accepted policy of the railway to provide institutes for their European and Anglo-Indian employees for purposes of recreation, and all such employees are required to be members of the institute, if stationed where one exists. There exist on the North Western Railway 32 European institutes with a membership of 1,881.

2. The accommodation provided in these institutes depends on the number of employees using them. At the larger institutes, dance-halls,



billiard-rooms, reading-rooms and bars, with the necessary outoffices have been provided, while at the smaller institutes, reading-rooms, small assembly-halls (suitable for small dances and dramatic performances), billiard-rooms and bars, have been provided. Nearly all the institutes possess one or more tennis courts, and the larger ones possess in addition recreation grounds, suitable for cricket, hockey, football, etc.

3. Indian institutes have also been provided in ~~10~~ stations and their membership amounts to 3,683. All Indian employees drawing Rs. 33 per mensem and over, who joined the railway since 1st January 1910 are required to be members, if stationed where an Indian institute exists.

4. In addition, there are a few recreation clubs, reading-rooms, and open-air theatres for dramatic performances. Efforts are being made to extend the provision of playing fields for outdoor sports and games.

5. Each institute is managed by a committee consisting of members elected from among themselves, and a certain number of nominated members. The Agent of the North Western Railway is the patron of all the institutes, and the divisional superintendent is the vice-patron of the institutes in his division, with the exception of the Burt Institute at Lahore, and the institute at Moghalpura, of which the Agent is patron, the Chief Operating Superintendent being vice-patron of the former, while the Superintendent, Mechanical Workshops, is vice-patron of the latter. The executive committee of each institute consists of a president and vice-president, nominated by the vice-patron, and an honorary secretary, two members nominated by the vice-patron, and four members elected at a general meeting.

6. Institutes are financed (a) by subscriptions from the members in accordance with a fixed scale laid down which depends on the salary of the employees, (b) bar receipts derived from the sale of refreshments, (c) proceeds of charges for the use of the billiard table (if the institute possesses one), and (d) financial assistance rendered by the administration to those institutes whose membership is so small as not to admit of their being self-supporting. Committee meetings are held monthly, at which the accounts are presented and passed after scrutiny by the committee, who are held responsible for the financial solvency of the institutes whose affairs they manage. These accounts after being passed by the institute committee are forwarded to the headquarters half-yearly for scrutiny, and if it is considered that the funds of the institutes have not been spent to the best advantage, the fact is noted, and the vice-patron informed accordingly.

7. Special grants to institutes on account of heavy expenditure which it is proposed to incur by the purchase of such articles as pianos, billiard tables, library books, sports gear, etc., are made by the Agent from the Fine Fund, after adequate justification has been provided, arrangements are also made for festivities for the children of members.

8. During the past five years ending 31st March 1929, the undernoted sums have been paid by the administration to the various European and Indian institutes :—

	Rs.
European institutes and clubs .. .. .	32,890
Indian do do .. .. .	42,985
Grants for children's fetes (European) .. .. .	33,293
Do do (Indian) .. .. .	1,821

With reference to the latter it may be mentioned that grants to Indian institutes for the purpose of children's fetes was only started quite recently, and full advantage of this facility has not been taken by the Indian staff.

9. Copies of rules laid down by the administration for the management of railway institutes for Europeans and Indians are forwarded as appendices.

(56) *Sports.*

1. In early days, sports and athletics were mainly confined to the European and Anglo-Indian employees, and teams from the North Western Railway took part in hockey and football tournaments all over India with marked success. Within recent years the Indian staff have taken a very keen interest in sports and athletics, and have gained considerable proficiency. The administration has encouraged this keenness wherever it has been possible, and the recent formation of the Indian Railways Athletic Association under the vice-presidency of Mr. A. M. Hayman, O.B.E., Member of the Railway Board, has further stimulated the interest of all grades of the staff. The President is Colonel C. Walton, D.S.O., Agent, North Western Railway.

2. With the object of further encouraging the staff to improve in sports and athletics, a senior selected subordinate has been appointed temporarily, and as an experimental measure, as a sports warden, attached to the Headquarters Office, for the purpose of organizing, training and advising the staff, in all matters pertaining to sports and athletics, and to encourage and bring out any latent talent. On the divisions, an officer nominated by the divisional superintendent organizes and guides the sporting activities of the staff. Annual athletic meetings are held by each division, at which silver and bronze medals are competed for, and at which representative teams are chosen to compete in the annual inter-divisional athletic meetings which take place at Lahore during August and March of each year. At these meetings, the opportunity is taken of selecting individuals to represent the North Western Railway in the inter-railway football, boxing, hockey and athletic competitions, conducted under the auspices of the Indian Railways Athletic Association.

3. Selection boards, through which appointments to the railways are made, lay considerable stress on a candidate's sports record, and for literate candidates, certificates from schools or colleges are required, to show what part they took in the outdoor activities of their school or college, thus ensuring as far as possible a good physical standard of fitness. In the North Western Railway Training School great attention is paid to the physical side of the students' training, by ensuring that as far as possible all students take an active part in the organized games. Staff who attend the school for refresher courses are also encouraged to take part in sports.

4. It is found that the competitions denoted above promote a healthy spirit of rivalry especially among the lower grades of employees, and the athletic meetings are looked forward to very keenly, both as an occasion to renew friendships, and on account of the *izzat* of representing one's division.

5. The administration is encouraged to find that its efforts to promote sports and athletics amongst its employees is meeting with widening success, as the desire to take part in such activities is spreading, especially in the lower grades of the Indian staff, who are, generally speaking, sportsmen at heart and quick to take advantage of any opportunity to show their abilities in this respect with advantage to themselves both physically and morally.

6. It may be mentioned in conclusion that for the year ending March 1929, a sum of approximately Rs. 18,000 has been spent by the administration for the furtherance of sports and athletics amongst its employees.

(57) *Co-operative stores.*

1. There exists at Lahore, the headquarters of the North Western Railway Administration, an association known as the North Western Railway Co-operative Stores Association, Ltd. It is a limited liability company, and its business is managed by a board of seven directors, elected by the shareholders, one-third of whom retire annually by rotation, but who are eligible for re-election. The capital for the business was raised by the sale of shares, and dividends are paid out from the profits that accrue from the business. The railway administration has the right to nominate two working directors (who must be gazetted officers) and who sit on the directorate.

2. The North Western Railway Co-operative Stores Association, Ltd., was instituted in 1886 for the purpose of catering for the needs of the railway community living in Lahore, and in the outlying stations of the line. At the time of its inception, and during the years that followed, the stores filled a very useful purpose, as it ensured the supply of good wholesome provisions and other commodities to the railway community, at a price cheaper than the market rate. It was enabled to do this by concessions granted by the railway administration of (i) free conveyance of goods over the entire system and (ii) collection through the salary bills of the employees of the accounts due to the association by the employees. The former concession has been withdrawn under orders from the Railway Board, as the outcome of a case decided by the Railway Rates Tribunal—Grain merchants of Ajmere *versus* Rajputana-Malwa Railway Co-operative Society.

3. Due to the expansion of trade in general, and the opening up of markets and large stores in Lahore and other towns of the mofussil, the usefulness of the co-operative stores has diminished, although a number of the Indian staff still deal there, as they are allowed six weeks' credit in making purchases which is an inducement to the lower paid and less affluent of the railway staff.

(58) *Co-operative credit societies.*

1. A co-operative credit society, known as the North Western Railway Co-operative Credit Society, exists at Lahore, the headquarters of the administration. This society is registered under the Co-operative Societies Act; and its activities extend over the entire North Western Railway system.

2. The society was first inaugurated on 3rd January 1917 with 94 members representing a share capital of Rs. 5,420. At its inception it was received with suspicion, as the employees had an idea that it was an attempt on the part of the administration to gain an insight into the extent of indebtedness prevalent amongst the staff, as well as to find out the wealth of the staff. This prejudice was, however, overcome and its membership has now reached the figure of 10,000 which represents—

	Rs.
A share capital amounting to .. .. .	3,44,255
A Reserve Fund do .. .. .	64,000
Fixed deposits do .. .. .	20,65,587

3. In addition to this, for the year ending 31st July 1929, loans aggregating Rs. 14,53,534 were advanced. Interest on loans is fixed at 9% per annum, but a rebate of  $\frac{3}{4}$ % has been allowed to borrowers, due to the flourishing state of the society's finances.

4. A dividend of 9% has been paid to shareholders for the last 10 years, the value of a share being Rs. 10, but it is stipulated that no shareholder may hold more than 100 shares. Cessation of service with the railway involves cessation of membership with the society, but in this case, shareholders have the option of transferring their shares to employees in service, and if this cannot be done, the society buys the shares back.

5. The condition of membership up till recently has been restricted to permanent railway employees who were subscribers to the provident institution, and who were literate in English. The society felt that it would fill a long-felt want, and be of great benefit to the staff, if the benefits of membership of the society were extended to the staff who were literate in the vernacular, and who fulfilled the other conditions of membership, and with this object in view the society has approached the Registrar of Co-operative Credit Societies for permission to extend its membership to the staff literate in the vernacular. The Registrar's sanction to this proposition of the society has just been received, and it is intended to throw open the benefits of membership to the latter class of employees who it is estimated will number about 10,000 as soon as arrangements for accommodating the increased staff necessitated by the increased membership have been made. To encourage thrift, the society has opened up a savings bank for the employees and its popularity may be judged by the fact that from the 2nd August 1926 up to date there are 754 savings bank accounts, aggregating Rs. 2,48,082.

6. The North Western Railway Administration has contributed towards the success of the co-operative movement, during the society's infancy, by (i) allowing the society the concession of deducting the cost of shares through the salary bills, (ii) by carrying all its correspondence free, (iii) by granting the society free accommodation, (iv) by cashing members' cheques issued by the society at the local booking office, and (v) by deducting instalments payable to the society on account of loans through the employees' salary bills. Now that the society is firmly established, the first three concessions mentioned above have been withdrawn, while the withdrawal of the fourth concession is under consideration.

*(59) Employment bureaux and staff and welfare committees.*

1. There are two employment bureaux functioning on this railway, viz., one in the Locomotive Workshops, and one in the Carriage & Wagon Shops, Moghalpura, whilst one is in process of being established on the Lahore Division.

2. These bureaux were established by the administration, as it was felt that suitable machinery was required for the satisfactory solution of the many problems affecting the relations of the staff, particularly workmen, with the administration. Proposals were put up to the Railway Board, and with their concurrence, the above two bureaux were established under the direction of an employment officer sanctioned for the purpose.

3. The objects to be achieved by the establishment of labour bureaux were—

(a) to maintain adequate records in co-operation with personnel officers.

- (b) to recruit and engage workers systematically.
- (c) to investigate cases of loss of time, incapacity, and, if necessary, sickness.
- (d) to study the economic aspect of wages.
- (e) to examine reasons for discharges and dismissals, with a view to preventing unfair treatment of employees.
- (f) to study the hours of work, intervals, rest periods, facilities for rest, and in this connection, to study the conditions in regard to ventilation, sanitation, etc., with a view to seeing that they are adequate.
- (g) to inculcate, as far as possible, a high standard of discipline, and esprit de corps, both on and off duty.
- (h) to study the needs of individual employees with a view to encouraging them to keep out of debt by obtaining advice from the bureau, which would engender and cultivate a sense of trust in such societies, as the co-operative credit society and the co-operative stores.
- (i) to provide suitable means for recreation outside working hours.

4. The scope of the bureaux is divided into three main categories :—

- (a) Employment and all the routine connected therewith.
- (b) Prompt disposal of petitions.
- (c) Provision of amenities.

5. The bureaux function under the direction of the employment officer, who works in close co-operation with the Superintendent, Mechanical Workshops, in all matters pertaining to personnel in the mechanical workshops.

6. The bureaux also watch over the interests of the employees and enquire into all complaints and alleged cases of unfair treatment and bring to the notice of the Superintendent, Mechanical Workshops, such cases as it is considered require his personal attention.

7. All workmen have access to the bureaux and they are made to feel that they can bring their troubles and difficulties to an organization, which will endeavour to either ameliorate their difficulties, or will advise them as to the best method of overcoming them.

8. Attached are copies of Organization Order No. 2 which details the organization and functions of the existing labour bureaux and the lines on which future labour bureaux on the North Western Railway will be organized.

9. As regards staff and welfare committees, please see reply to question VI (25), page 43.

## LABOUR BUREAU, CARRIAGE &amp; WAGON SHOPS.

## ORGANIZATION ORDER No. 2, DATED 19TH MARCH 1929.

## 1.—ORGANIZATION AND FUNCTION OF EMPLOYMENT BUREAU.

(i) As explained in the Headquarters Office Organization Order No. 55 of 29th August 1928, a labour bureau has been established in the Carriage & Wagon Shops, Moghalpura, with effect from 1st October 1928.

(ii) The main object of the bureau is to assist in the maintaining and encouraging of good relations between the administration and its employees. Through the bureau "hiring" and "firing" will be centralized. Applicants for appointments in the workshops will be interviewed, hired by careful selection and distributed in the workshops to the best advantage. Discharging will be handled through a well-defined plan. The bureau will be an organized channel of communication through which workmen's cases will be investigated and dealt with promptly.

## 2.—FUNCTIONS OF THE BUREAU.

The functions of the bureau will be as follows :—

- (i) To ensure that the rules framed by the Superintendent, Mechanical Workshops, for the recruitment of all daily-rated staff and all monthly-rated staff (except foremen) employed in the shops are strictly adhered to.
- (ii) To maintain complete records of service of all staff, including foremen, employed in the shops, and to attest all entries in service records and leave accounts of all workshop staff as "for Superintendent, Mechanical Workshops" or "for Assistant Personnel Officer, Mechanical Workshops."
- (iii) To prepare gratuity applications and compensation papers. The labour warden is authorized to sanction service gratuity if earned, for 12 years' service or over due to the posts being brought under reduction, or compensation gratuity or gratuity for 30 years' service or on superannuation. All other cases regarding gratuities will be submitted to Assistant Personnel Officer, Mechanical Workshops, for orders.
- (iv) To sanction increments to the daily-rated and monthly-rated staff of the shops as they fall due. The labour warden can sanction these as "for Superintendent, Mechanical Workshops" or "for Assistant Personnel Officer, Mechanical Workshops".
- (v) To have the skilled and semi-skilled workmen tested according to the tests to be prescribed by Superintendent, Mechanical Workshops, and graded according to the results of the tests.
- (vi) Applications for leave will be submitted by monthly-rated staff through their foremen to works manager, or assistant works manager (General) as necessary, who will send such applications with his orders to the labour warden for necessary action.

Applications from foremen or assistant foremen, for leave exceeding four months should be sent duly verified, with works manager's remarks, to Superintendent, Mechanical Workshops, for orders. Applications for leave from daily-rated staff will continue to be dealt with by foremen, who will report action taken thereon to the head timekeeper. Applications for leave from staff referred to in para. 3 (iv) will be dealt with by the labour warden on the recommendation of the subordinate-in-charge of the establishment.

- (vii) To ensure prompt payment of wages, suspension allowance, hospital leave and other leave salary, and other allowances, Provident Fund Institution, gratuity, compensation as necessary to the staff employed in the shops.
- (viii) To investigate all complaints and to bring to the notice of the works managers or to the notice of the Superintendent, Mechanical Workshops, as necessary, all cases requiring executive action.
- (ix) To submit with remarks any proposals from the works manager regarding dismissal of staff, both permanent and temporary, or their discharge from service to the Superintendent, Mechanical Workshops, for orders.
- (x) To ensure compliance with the Factory Act rules so far as employment of labour is concerned.
- (xi) To investigate cases of loss of time, incapacity and sickness.
- (xii) To inculcate a high standard of discipline.
- (xiii) To encourage the employees to keep out of debt by cultivating a sense of trust in such societies as the co-operative credit society and the co-operative stores.
- (xiv) To provide suitable means for recreation outside working hours.
- (xv) To deal with accident reports.

### 3.—RECRUITMENT OF MONTHLY-RATED STAFF.

(i) All subordinate staff (except foremen and clerks) will in future be appointed by a selection board consisting of an officer and a foreman, to be nominated by the works manager, and the labour warden.

(ii) No appointment, whatever, will be given to an outsider which can be filled suitably by appointing any one already surplus in the service, or by appointing any one whose services have been terminated due to reduction in establishment, or by promoting suitable employees from lower grades.

(iii) Recruitment of foremen and draftsmen in all grades and clerks in Grade I, including timekeepers and shop clerks, in the same grade, will be arranged by the Superintendent, Mechanical Workshops. Similarly promotions to the posts of assistant foremen or foremen and to clerical posts in Grade IV and above will be controlled by the Superintendent, Mechanical Workshops.

(iv) Recruitment of office menial establishment; watch and ward and fire brigade menial establishment, will be made by the selection board consisting of an officer and senior subordinate, nominated for the purpose, by the works manager and labour warden.

(v) When appointments are to be made, at least twice as many candidates as there are appointments for, will be called up. These will appear before a selection board.

#### 4.—RECRUITMENT OF DAILY-RATED STAFF.

(i) The present system of recruitment of skilled, semi-skilled and unskilled workmen in the shops will be discontinued with immediate effect. In future, each foreman will ask the employment bureau to recruit men when there are vacancies within the allotment sanctioned by Superintendent, Mechanical Workshops, for his shops.

(ii) No additional appointment above the sanctioned cadre will be made unless and until formal sanction of the Superintendent, Mechanical Workshops, has been obtained to its creation. The labour warden will be personally responsible to ensure this.

(iii) Daily-rated workmen of all classes will be recruited by a selection board consisting of an officer and foreman nominated by works manager for the purpose. The tests will be supervised by the chargeman or the foreman attached to the bureau. Such appointments will only be made on the 1st and the 15th of each month.

(iv) The names, father's names, ticket numbers, designations and rates of pay, etc., of the newly appointed men will be shown in the engagement order (form Loco 74-B), a copy of which will be sent to the foreman of the shops for which the men are recruited. If a foreman has any remarks to offer about a recruit, he must do so in writing within a week of the man having been sent to him. One copy of the engagement sheet will be sent to the head timekeeper. Similar information will be furnished by the bureau to the Accounts Officer through the monthly list of changes (form Genl. 56).

#### 5.—TEST FOR PROMOTION TO HIGHER GRADES.

Trade tests will be held on dates notified from time to time and daily-rated workmen offering themselves for the same with a view to qualifying themselves for promotion to skilled grade, or higher posts will be permitted to sit for those tests and results of the tests will be recorded in their service cards.

#### 6.—RE-EMPLOYMENT OF WORKMEN.

Any workman who has been dismissed, discharged, or has resigned of his own accord, will, in no circumstances, be employed in the shops, as one of the objects of the bureau is to encourage continuity of service.

#### 7.—ANNUAL INCREMENTS TO MONTHLY-RATED STAFF.

(i) At the beginning of each month, the labour warden will grant increments which are due on a time-scale, without reference to the works manager, unless the latter has previously notified him in writing that an increment is to



be withheld or postponed. In the latter case the period and reasons for which the increment is withheld should be specified and these will be communicated to the employee concerned by the labour warden.

(ii) All intimations withholding or postponing increments ordered by the works manager will be recorded by the bureau in the man's service card.

#### 8.—ANNUAL INCREMENTS TO DAILY-RATED STAFF.

(i) All increments within the scale will be automatically granted by the labour warden from the dates they fall due unless previously withheld.

If it is desired to withhold or postpone the annual increment of a workman, the foreman concerned must previously notify the bureau to that effect in writing, giving full reasons and justification for such recommendations and specifying the period in each case.

(ii) The practice of stopping or postponing increments for reasons such as "Drawing his market value" will be discontinued. Any complaint about the skill of a workman will necessitate his being trade tested.

#### 9.—PROMOTION OF MONTHLY-RATED STAFF.

(i) The labour bureau will maintain seniority lists of monthly-rated employees in each class for purposes of promotion.

(ii) Class promotions will not necessarily be given in order of seniority, but the seniormost man of the lower class will, however, invariably be considered for selection, and promotions to posts other than those of assistant foremen, foremen, draftsmen and train examiners and clerks in Grade IV and above will be sanctioned by the works manager.

#### 10.—PROMOTION OF DAILY-RATED STAFF.

Class promotions of daily-rated workmen will not necessarily be given in order of seniority. Seniority lists of daily-rated workmen qualified for promotion to skilled grade or higher posts according to the trade tests to be prescribed, will be maintained by the labour bureau and, all other things being equal, class promotions will be made according to the seniority. When making promotions, service cards of the staff concerned and their cards showing their attendance and the fines inflicted on them should be examined. Promotions of daily-rated workmen from unskilled to semi-skilled grade, and from semi-skilled to skilled grade, will be sanctioned by an assistant works manager nominated for the purpose by the works manager.

#### 11.—TESTS FOR TRADE AND LITERACY.

In cases where skilled or semi-skilled staff are recommended for promotion to higher grades, the employment bureau will arrange to test them in the trade testing-room attached to the bureau. In cases where promotion to a higher grade is subject to the condition of literacy, the labour warden will examine the men as regards their literacy.

#### 12.—RESIGNATION OF MONTHLY-RATED STAFF.

The labour warden will note in the proper records the resignations of the monthly-rated staff on the acceptance of their resignation by the Superintendent, Mechanical Workshops, the works manager, or the assistant works manager, as the case may be.

### 13.—RESIGNATIONS OF DAILY-RATED STAFF.

(i) The resignations of daily-rated staff will be accepted by the labour warden on the recommendation of their foremen.

(ii) All workmen who are subscribers to State Railway Provident Fund, are required to give the month's notice for termination of their services under the terms of their service agreements. If they fail to do so, they will forfeit one month's pay in lieu of notice.

### 14.—ABSENCE WITHOUT LEAVE.

(i) In the case of monthly-rated staff, all cases of absence without leave must be reported by the head timekeeper, head gate sergeant, or fire master or the head clerk, works manager's office, as necessary in each case, to the labour warden, who will deal with the same under the orders of competent authority.

(ii) If, and when, daily-rated staff remain absent from duty without leave, the head timekeeper will advise the labour warden, who will address the staff concerned with a view to ascertaining reasons for their absence. If good, sound reasons are not forthcoming within a fortnight from date of absence, their names will be removed from the books.

### 15.—DISCHARGE AND DISMISSAL.

(i) All cases in which it is proposed, by the works manager or any of his assistants, to discharge or dismiss an employee must be submitted through the agency of the labour bureau to the Superintendent, Mechanical Workshops, for orders. Cases of staff discharged or dismissed on account of being convicted of a cognizable offence or for unexplained absence, vide Superintendent, Mechanical Workshops' letter No. 123-E/17, dated 16th November 1928, as modified in the case of daily-rated staff by para. 14 (ii) should not be referred to the Superintendent, Mechanical Workshops.

(ii) No monthly-rated employee should ordinarily be dismissed the service until he has been served with a charge sheet and his defence taken in writing. The daily-rated staff, who subscribe to the provident fund, and sign an agreement of service, must be treated in this respect in the same way as monthly-rated staff.

(iii) Reasons for summary dismissal should be clearly recorded in the case of daily-rated staff *who have signed no agreement*.

### 16.—TRANSFERS.

(i) Subordinates such as foremen, electricians, train examiners, etc., whose appointments and promotions are controlled by the Superintendent, Mechanical Workshops, or Agent, are liable to be transferred from one shop to another or from one division to another to fill vacancies or to meet the exigencies of the service. Such transfers will only be made with the sanction of the Agent or the Superintendent, Mechanical Workshops, as necessary in each case.

(ii) Transfers of workmen from one shop to another to fill vacancies will be arranged by the labour bureau in consultation with the works manager or his assistants.

**17.—DISCIPLINE.**

All cases of discipline will be dealt with by the works manager or his assistants, who should report punishments or commendations awarded, to the labour bureau for entry in the employee's service records.

**18.—PASSES AND PRIVILEGE TICKET ORDERS.**

The labour warden is authorized to issue home line passes and privilege ticket orders (home and foreign line) as detailed below, in conformity with the Pass Rules to all clerical staff and monthly-rated staff employed in the offices of works managers, Locomotive Shops, and Carriage & Wagon Shops, Moghalpura, and in the office of the bureau and to all watch and ward and fire brigade staff :—

- (i) Cheque passes (privilege, duty and school).
- (ii) Duty card passes to the staff employed in the carriage and wagon shops.
- (iii) Passes to retired subordinates of the carriage and wagon shops.
- (iv) Provision passes.
- (v) School card passes.
- (vi) Luggage and live-stock passes on transfer.

Foremen will continue to issue passes and privilege ticket orders to the staff employed under them as heretofore, and the labour warden will have periodical and surprise checks made.

**19.—CONFIDENTIAL REPORTS.**

Confidential reports on foremen will be submitted by the works manager, direct to the Superintendent, Mechanical Workshops.

**20.—QUARTERS.**

- The allotment of quarters to subordinate staff will be controlled by the Superintendent, Mechanical Workshops' Office, as at present.

**21.—VENDORS AND SHOPKEEPERS.**

The grant of licenses to vendors and shopkeepers attached to the carriage and wagon shops will in future be controlled by the labour warden, and the rents thereof collected by him.

**22.—PASSAGES.**

The Superintendent, Mechanical Workshops, will arrange for and sanction the free passages, or assisted passages to and from the United Kingdom, etc., to covenanted staff employed in the shops, in accordance with the rules prescribed by the Government of India.

**23.—ADVANCES.**

Advances from provident fund on account of sickness, and advances of pay on transfer, etc., will be sanctioned by the labour warden.

*Superintendent, Mechanical Workshops.*

(60) *Labour exchange, whether arrangements exist for discharged employees to be re-employed at other places where employees may be required.*

1. In connection with the labour bureaux functioning in the locomotive and carriage and wagon shops of the North Western Railway at Moghalpura, a labour exchange has been established for the purpose of absorbing staff surplus on certain branches of the railway, by transferring them to other branches where such staff are required.

2. The labour exchange maintains lists of mechanical and electrical staff, who are surplus both in the workshops and on the divisions, as well as staff surplus in the bridge engineer's workshop, the signal and interlocking workshops, all engineering workshops in the divisions, and surplus staff working under the Chief Engineer, Surveys & Constructions. No staff is permitted to be recruited for these branches of the railway until a reference has first been made to the labour exchange.

3. In addition to the above, a list of staff discharged due to reduction of establishment is maintained, and if demands cannot be met from staff who are already in service on the surplus list, discharged employees are re-engaged to meet requirements.

4. It often happens that demands for staff with special qualifications are made on the labour exchange, which cannot be met from staff mentioned in paras. 2 and 3 above. Applications are, therefore, registered from men of all trades, and from these applicants, men are selected and given a trade test, and if found satisfactory, they are engaged.

5. The following figures give details of the transactions of the labour exchange since its establishment in November 1928 up to date:—

Staff absorbed from surplus in service	..	..	..	117
Do do discharge list	..	..	..	109

(61) *Any disabilities under which the employees serve; what they are, and what can be done to remove them?*

Before attempting to answer this question, this administration desires to make it quite clear that it is unable to subscribe to the underlying implication suggested by being called upon to answer this question, viz., that the staff suffer from disabilities which the administration has taken no pains to redress. That there are inequalities in the several conditions of service applicable to the different classes of staff is admitted, but the cause of failure to remedy such a state of affairs must be looked for elsewhere than any disinclination on the part of the railway to rectify them, as will be observed from the cases cited below:—

- (i) **Inferior staff, scales of pay.**—Since the abolition of the old departmental system, and the grouping together of similar classes under one administrative control, certain differences in the scales of pay applicable to inferior staff bearing the same nomenclature have become more apparent to the employees themselves than when working under their respective departmental heads, and although at one time it was considered desirable and feasible that differences of pay should be set right and steps were taken to form a committee to do this, it was realized that differences were not confined to pay only, but that other considerations such as leave concessions, and conditions of work, varied in some cases very considerably and that complete uniformity in all these respects could only be achieved by the expenditure of a considerable sum of money.

**(ii) Superior subordinate staff.—Prospects of advancement.—**

The various classes of the subordinate staff of this railway are split up into grades with scales that ensure yearly promotion for only a few years as promotion from one grade to another is dependent on vacancies in the next higher grade.

The staff have applied for the introduction of a continuous time-scale of pay, but preliminary investigations go to show that these short grades are undoubtedly suitable to the needs of the railway, and that the remedy that will obviate undue blocks in promotion, is to control the number in these various grades in such a manner as to ensure an even flow of promotion. Detailed examination of the position is now in hand.

**(iii) Leave rules.—**There are certain very pronounced anomalies between the rules for the various classes of employees as instanced by the fact that—

(a) leave to inferior servants is governed by the restriction, that the absentee allowance of the substantive incumbent must not exceed what remains from his pay after provision is made for the efficient discharge of his duties during his absence. The effect of this rule is felt in all categories except the few in which provision exists for relieving staff.

(b) leave to drivers in grades I, II and III and shunters and firemen in Grade III is limited to 60 days' sick leave on half-pay in a year, and special leave on full pay on account of injuries sustained in the execution of their duty, whereas Grade IV drivers, shunters and firemen, whose leave was formerly governed by the rules in the Civil Service Regulations, now get the benefit of the Fundamental Rules for the purpose of the grant of leave.

It is understood this question will be set right on the introduction of the new leave rules which are under contemplation by the Railway Board, and a very early decision in the matter is desirable, inasmuch as this anomaly is accentuated by the fact that all other classes of staff earn the leave under Fundamental Rules even though they may not actually get it.

**Leave to workshops staff.—**All staff on daily rates of pay employed in the various shops, *e.g.*, locomotive, electrical, carriage, signal, etc., get only 17 days' paid holidays in a calendar year after completion of one year's service. All other kind of leave is without pay.

All subordinate staff on monthly rates of pay employed in the above shops are allowed leave under the Fundamental and Supplementary Rules.

In addition they are allowed 15 days' casual leave in a calendar year.

**(iv) Eligibility for subscribing to State Railway Provident Fund.—**Differences in the terms and conditions of eligibility for membership to the State Railway Provident Fund. These are outlined in the State Railway Provident Fund Rules, but a suggestion is at present under consideration to the effect, that a minimum monthly limit of emoluments should be the criterion governing subscriptions to the fund, and if this is approved, all those who are in a position to afford to join will be permitted to do so,

- (v) **Failure in physical fitness.**—Every endeavour is made to find employment for those employees, whose failure to maintain the standard of fitness required for the post they occupy, is met by transferring them to another category, where the standard required is not so high.

This, however, reacts unfavourably on the staff already existing in the latter category inasmuch as the transferred employee is fitted into that category according to his pay and service and this creates a block in promotion to those over whom this employee is placed.

- (vi) **Education.**—One of the essentials of railway service is the liability to transfer from one place to another at a moment's notice; and one of the disabilities imposed thereby, is the serious interference with the education of his children which it entails on an employee. The curricula of education and the medium through which it is imparted (particularly the primary education) vary in different provinces according to the local conditions and other factors, and a railway employee transferred from one province to another finds himself confronted with a serious situation so far as the educational progress of his children is concerned. This is particularly so in the case of the North Western Railway which passes through six provinces. In order to help the railway subordinate staff to partly overcome this difficulty, it has been the policy to render financial assistance by means of the railway meeting a certain proportion of boarding and tuition fees of the children studying at the recognized schools on the hills.

This policy is now under review by the Board with a view to extend these facilities to schools in the plains also, particularly in the case of staff employed at stations where suitable facilities do not exist, subject to certain restrictions as regards the standard of education, the maximum pay of the staff and the maximum assistance for each child.

## XVII.—TRADE COMBINATIONS.

### (62) *Extent of organization among railway employees.*

The following statement gives the approximate number of North Western Railway employees, who are members of trade combinations operating within the sphere of the North Western Railway :—

Name of union.	Number of members on 31st March 1929.	Remarks.
1. North Western Railway Union, Lahore .. ..	5,000	Recognized.
2. The General Workers' Union, Lahore .. ..	8,500	Not recognized.
3. North Western Railway Compilation Section Union, Lahore.	114	Do do.
4. North Western Railway Accounts Union, Lahore ..	367	Do do.
5. National Union of Railwaymen of India & Burma, Bombay.	50	Do do.
6. All-India & Burma Covenanted Non-gazetted Railway Service Association, Bombay.	15	Do do.

NOTE.—Information regarding number of members of 1 to 4 has been obtained from the Registrar of Trade Unions, Lahore. As regards 5 and 6, the figures given are approximate. Membership does not apparently denote regular subscriptions, as subscriptions are said to vary considerably from time to time.

*(63) Effect of organization of employees on their conditions generally.*

Our experience has shown that the organizations of employees have not been directed so as to affect conditions generally. It strikes us very forcibly that the entire activities of trade combinations are directed towards dealing with cases which affect the pay, leave, and privileges of their members.

The numerical strength of unions fluctuates very considerably, and usually the funds are barely sufficient to pay for current expenses. In one instance due to a split amongst the office-bearers, the union divided up into two distinct bodies, and have continued as such, one body discrediting the other whenever possible.

The outcome of this dispute was that a court of law issued an injunction restraining both parties from operating on the funds of the union while the case was *sub-judice*.

The decision of the lower court went against the North Western Railway Recognized Union, who thereupon filed an appeal in the higher court, but before any decision could be arrived at, a compromise was effected as a result of which both bodies decided to sink their differences and function as one body.

*64 Nature of activities.*

There are said to be six unions with which the staff of the North Western Railway are concerned. The extent of membership of railway employees is given in reply to question XVII (62) on page 84.

1. **The North Western Railway Union.**—The North Western Railway Union, which is recognized, claims to embrace the interests of all categories of railway employees. As a matter of fact it has never included all the categories, and even at the time of its greatest popularity in 1921 only a small percentage of workshop employees were members. It consists chiefly of running and clerical staff.

Since 1921 it has steadily declined and it has now shrunk to insignificance. In 1928, the union split on the communal rock, and it has more or less since confined itself to the affairs of the Karachi Division. The union has done practically nothing to initiate anything beneficial to its members. As a matter of fact their struggle has been one for existence.

2. **The General Workers' Union.**—The activities of the General Workers' Union do not appear to have anything in common with the ideals of unionism.

3. **North Western Railway Compilation Union.**—This union is composed of clerks belonging to the Statistical Section of the Headquarters Office, and its activities as far as is known to the administration are "Nil".

4. **North Western Railway Accounts Union.**—This union is composed of the staff in the Accounts Section of the railway and its activities as far as known to the administration are "Nil".

5. **National Union of Railwaymen of India & Burma.**—This union has as far as is known 50 members who are employees of the North Western Railway, and it is the only union operating within the sphere of the North

Western Railway which appears to have any benefits attached to membership. These benefits take the form of (i) Voluntary Legal Defence and Provident Fund which takes the form of a levy of Re. 1 on each member for the benefit of a member being prosecuted for some act in connection with his duties, there is no limit to the amount which may be expended on a member's defence up to the highest court of appeal, (ii) Voluntary Death Benefit Fund by which the nominee of a deceased member is paid Rs. 500 on a member's death without any legal formalities, all that is necessary is the membership card of the deceased with the name of the nominee.

**6. All-India & Burma Covenanted Non-gazetted Railway Service Association.**—The activities of this union as far as the North Western Railway is concerned are "Nil".

(65) *History of individual trade unions of railway employees.*

The following trade combinations are in operation on this administration :—

- (1) North Western Railway Union, Lahore (Recognized).
- (2) The General Workers' Union, Lahore.
- (3) North Western Railway Compilation Union, Lahore.
- (4) North Western Railway Accounts Union.
- (5) National Union of Railwaymen of India & Burma, Bombay.
- (6) All-India & Burma Covenanted Non-gazetted Railway Service Association, Bombay.

#### 1) HISTORY OF THE NORTH WESTERN RAILWAY UNION (RECOGNIZED).

1. At the conclusion of the strike of 1920 no recognized union existed. In December 1919, an association calling itself the "North Western Railway Association" was started and survived the strike of 1920. As the result of an undertaking given by the Hon'ble Sir George Barnes, the then Member for Railways with the Government of India, that the railway administration wished to encourage the formation of unions which were representative of the railway employees, heads of departments were requested to forward the views of the staff under them as to whether or not they wished to join a union or unions, on the lines suggested by Sir George Barnes.

2. After several meetings the promotion of the "union" known as "North Western Railway Subordinates' Union" was decided on. It was also decided that steps should be taken to give an opportunity to the existing so-called "North Western Railway Association" which was started in 1919 to associate itself with the newly-formed "North Western Railway Subordinates' Union". After several unsuccessful meetings it was at last agreed in January 1921 that the association be absorbed and the "North Western Railway Subordinates' Union" became the "North Western Railway Union". The "North Western Railway Union" had its official inception on 1st February 1921 and the railway administration gave every possible assistance in its formation. Owing to the practical encouragement given by this administration the union made some progress.



3. About the middle of the year 1922 matters were not well with the union. Dissensions amongst the leaders became apparent and resulted in the resignation of the president in August 1922. The affairs of the union again appear to have fallen into a bad state in February 1924, due to internal strife, and a split in the ranks ensued, resulting in the formation of a body which called itself the "North Western Railway Employees' Union" which was not recognized by the administration, as a recognized union already existed.

4. On the 25th January 1925 the "North Western Railway Employees' Union" raided the recognized union office and took possession of all records and furniture.

5. After this incident the recognized union tried to show itself worthy of appreciation and there was no trouble up to 1928, when there was again a collapse due to further internal dissension amongst the union officials.

#### (2) HISTORY OF THE GENERAL WORKERS' UNION, LAHORE.

1. It will be observed from the history of the North Western Railway Union No. 1, that there have all along been two parties engaged in their activities with different ends in view.

2. From February 1924 the affairs of the recognized union fell into a very bad state and the other party started a "North Western Railway Employees' Union" the members of which were only illiterate workmen of the Moghalpura shops.

3. Shortly after (for reasons best known to themselves), they changed its name to "North Western Railway Union" (the same name which was being used by the recognized union) and began to correspond with this administration, but no reply was ever given to them.

4. In October 1928 the name of the "North Western Railway Union" (not recognized) was changed to the "General Workers' Union, North Western Railway" which has so far succeeded in enlisting 8,500 members (according to returns submitted to the Registrar of Trade Unions).

#### (3) HISTORY OF NORTH WESTERN RAILWAY COMPILATION UNION, LAHORE.

1. The "North Western Railway Compilation Union" was established in 1929 with 114 members on its roll. It was registered under the Trade Unions' Act 1926, on 20th day of March 1929.

2. In June 1929 the secretary of the union addressed this administration for recognition which was refused as a recognized union already existed. This union is composed of clerks in the Statistical Section.

#### (4) HISTORY OF NORTH WESTERN RAILWAY ACCOUNTS UNION.

1. As the staff in the Accounts Department were not under the administrative control of this administration and had no separate union to represent their grievances, they established their separate union in 1927 as "North Western Railway Audit Union" which was recognized by the Chief Auditor of this railway. Owing to the separation of Audit from Accounts recently, the name of the union was changed from "Audit Union" to "Accounts Union" from 27th April 1929.

2. It was registered under the Trade Unions' Act of 1926 and the number of members on the roll is 367.

**(5) HISTORY OF THE NATIONAL UNION OF RAILWAYMEN OF INDIA & BURMA, BOMBAY.**

1. The Amalgamated Society of Railway Servants of India & Burma was registered in 1897 under the Indian Companies' Act as a limited liability concern. It came into existence as a sequel to the Great Indian Peninsula guards' strike in 1897. This society was a factor to be reckoned with in the first decade of its existence as its members were to be found on every railway in India, the total membership running into 30,000 or more, but it has steadily lost ground so that to-day its membership is about 2,000, while the numbers on the North Western Railway do not exceed 50. The greatest number are to be found on the Great Indian Peninsula Railway; the members on the North Western Railway at the present time are confined to the running staff.

2. Any non-gazetted railwayman from the sweeper upwards is eligible for membership.

**(6) HISTORY OF THE ALL-INDIA & BURMA COVENANTED NON-GAZETTED RAILWAY SERVICE ASSOCIATION.**

1. The above association which was established in 1926 and was composed of staff from almost all the railways in India and Burma, addressed the North Western Railway Administration for recognition in August 1927.

2. In order to ascertain how many employees of the North Western Railway were its members, a reference was made to the secretary of the Lahore Branch through the Divisional Superintendent, North Western Railway, Lahore, and it was found that there were 56 employees of this administration who were its members.

3. The Railway Board was therefore asked by the administration whether they had granted their recognition and whether they had any objection to recognition being given by us.

4. The Board replied to the secretary of the association that the recognition of associations of non-gazetted railway staff was left to individual railway administrations.

5. In May 1928 the honorary secretary of the Lahore Branch was finally replied to by this administration, and he was told that the question of official recognition of his association had to be considered in relationship to the possible request for recognition by other associations formed to represent, in a similar way, the views and interests of each separate class of employee; hence recognition was only possible when the position as regards other associations had more clearly developed.

**(66) Attitude of employees and the extent of their control.**

As far as can be judged, generally speaking the attitude of the staff towards trade combinations appears to be apathetic. It cannot be said that the general run of the staff have the cause of trade unionism really at heart, their connection with the unions being of a *quid pro quo* nature.

As regards control by the union over their members, the experience of the administration in this respect is that the union officials appear to have very little or no control. This was exemplified during the unrest of 1925, when the North Western Railway Recognized Union, who professed not to be in sympathy with the strike, was unable to prevent many of their members from joining in the strike engineered by outside influences.

*(67) Relations of the railway trade unions.*

NOTE.—Here also indicate the facilities afforded to the union in the conduct of its business.

There is only the North Western Railway Union which was formed on 1st February 1921, and which is recognized by the administration.

The relations of this union with the administration are satisfactory, the administration being at all time willing to discuss matters which affect the members on principles which apply to them as a whole.

As regards facilities afforded by the administration to the union, it may be mentioned that in the early days of its inauguration, the administration came forward and rendered every possible assistance to make the movement a success; special passes and leave were given to its officials and delegates, to enable them to attend council meetings; certain executive officials of the union, who were also railway employees, were lent whole time to the union for a period of one year; financial assistance in the shape of a loan of Rs. 500 was given for one year, and the administration also undertook for a period of one year, to collect subscriptions for the union from its members through the monthly salary bills.

The special leave and passes given to union members, who are on the executive councils to enable them to attend council meetings, are liable to withdrawal at an early date.

Railway officials have been instructed to give every facility to deputations from the union to discuss matters involving principles, which affect a class, or classes of staff, the majority of whom are union members. The following notes recently issued by the administration for the "Guidance of officers when dealing with the union," are reproduced for information.

### NORTH WESTERN RAILWAY.

#### NOTES FOR THE GUIDANCE OF OFFICERS IN DEALING WITH THE UNION.

1. *Interviews.*—A railway officer's time is usually very much occupied, it is for him to select a convenient time for meeting the representatives of the union regarding any matter which he or they may wish to discuss. An officer may use his discretion in giving or refusing an interview to a paid servant of the union who is not an employee of the railway, but to a properly accredited representative of the union, such as the president, or a deputation of two or three members of a divisional committee, he should not refuse an interview. It will probably be best for both sides if it is generally made the practice that the union representative in such discussions is a man in the active employ of the railway and the subjects requiring discussion are notified beforehand in ample time to enable the railway officer to prepare his case.

2. **Individual cases.**—Generally speaking, the union does not take up individual cases, *vide* para. 3 under Union Rights and Form of Procedure on page 11 of their book of rules, but a railway official should not refuse to receive a deputation from the divisional committee, even on a personal case, when it is shown that the case involves a principle affecting a class or classes of which the majority are members of the union.

3. **Representation.**—Care should be exercised, where it seems necessary, in ascertaining whether the union numbers amongst its members a good majority of the class whose case they desire to represent. It is obvious that if any class of employees has only a small membership in the union, the union has no right to speak for that class as a body.

4. **Advisory capacity.**—The union may be a considerable help to divisional officers' committees and station committees in questions regarding the general welfare of railway employees, and divisional officers may use their discretion in inviting or consenting to receive a deputation from the union in such cases.

5. **Meetings, concessions.**—Meetings of the central, executive and divisional committees, etc., of the union and meetings of members should be held out of working hours; the union cannot expect that the railway administration will treat union business as part of a man's railway work. There will consequently be no general arrangement to let men off duty on full pay to do union work, though divisional officers may use their discretion in permitting this occasionally when special circumstances justify it. But until the formation of staff councils, the members of the central delegates' committees attending the quarterly meetings may be granted special casual leave four times a year for three days plus period of journey to and from the meeting place, and members of divisional committees attending monthly divisional meetings may be granted special casual leave once a month for one day plus period of journey. The meetings of the executive committee will be held once a month, usually on a Sunday, and members attending them may, except in emergent cases, be temporarily relieved of their railway duties and if necessary allowed special casual leave to cover the period of journey to and from the station at which such meetings are held. Members of a central delegates' committee's deputation, which the Agent has consented to meet for a discussion on any subject, will be treated as on duty; their absence from their respective headquarters will, therefore, be treated as on duty, and they would be given duty passes and travelling allowance.

NOTE.—The grant of all such leave and passes is subject to the conditions that the man himself makes personal application and that he can be spared from his duties.

6. **Passes.**—Pending further orders or the formation of staff councils, the following cheque passes may be issued:—

- (a) Once a month to members attending executive committee meetings.
- (b) Once quarterly to delegates attending central delegates' committee meetings.
- (c) Once a month to members of divisional committees attending divisional committee meetings; and
- (d) to the president and general secretary and divisional secretaries when on union business.

These passes may be issued only to railway employees by the offices concerned.

7. **Travelling allowance.**—Union delegates cannot be paid travelling allowance by the railway when moving by rail on union business, except members of a deputation which the Agent has agreed to meet.

8. **Restrictions in meetings.**—Meetings may not be held in shops, yards or anywhere where railway work is done, but, provided such meetings are orderly and properly conducted and convened, they can be held on suitable open spaces on railway land. It is for the institute committee at any station to decide whether they will allow the union to hold a meeting in the institute premises or building.

9. **Working hours.**—Recruitment and enrolment of members can no longer be permitted in working hours.

10. **Union notices.**—There is no objections to union notices in connection with union meetings being put up on notice boards in railway stations, sheds, shops and offices and which are generally used for notices to the staff. But notices which it is desired to have put up should be handed by the union official to the railway official responsible for the display of notices on such boards, e.g., the station masters at railway stations.

NOTE.—The word " notices " is not intended to include " posters " used for propaganda purposes and the officer concerned should use his discretion as regards his acceptance for posting any notices not provided for in the above paragraph.

11. **Collection of union subscriptions.**—(a) The collection of subscriptions must only be done by the men who hold written authority from the president or secretary of the union, a collector should not be interfered with by railway officials provided the collecting is done in a suitable way and by a properly authorized person. (b) A collector will not be permitted to enter any workshop, shed, store yard or building, for the purpose of collecting subscription, but will be permitted to take up his position at an approved spot outside the workshops, sheds, yard or building. The position in such case will be determined by the divisional officer or workshop manager concerned, but must be at such a distance as will not interfere with the work of the pay clerk. (c) At railway stations such collections must not be done on platforms or in yards, nor at the station entry, where it might interfere with the public. (d) Collectors will not be permitted to move about railway premises while collecting subscriptions. (e) Employees who are collecting voluntarily on behalf of the union and who hold the proper authority will be permitted to collect subscriptions from the staff during meal hours or off duty hours ; but not at other times when men are at work. (f) Collectors in the employ of the railway who disregard this rule will be liable to disciplinary treatment by their officers.

12. **Union officials.**—Divisional officers should revise their lists of divisional committee members and secretary in accordance with alterations notified direct by the President of the North Western Railway Union from time to time.

(68) *Extent to which trade unions of railway employees have registered under the Trade Unions' Act and have been recognized by the railway.*

For information in this respect, please see reply to question XVII (62) on page 84.

## XVIII.—STRIKES AND LOCKOUTS ON RAILWAYS.

- (69) *Causes, including demands made by one party or the other, duration, number of employees involved and character, nature of settlement, loss caused to the railways and to the employees.*

NOTE.—Information in regard to this item is required for the last nine years.

## STRIKES OF 1920.

1. **Saharanpur District strike, January 1920.**—A European guard, who was in service at this time on the Saharanpur District, had been carrying on propaganda for sometime amongst the railway employees of that district, and had managed to get a good few over to his view of thinking, that it was only necessary for the workmen to combine, formulate their demands, and if not conceded, to go on strike when the administration would come to terms.

Some sort of secret understanding was arrived at with staff of all nationalities of the non-supervising class, such as guards, drivers, firemen, clerks, carriage-examining staff, etc., to go on strike and with this object in view the traffic staff at Saharanpur ceased work on the 7th January 1920 joined by the guard mentioned above, no other European or Anglo-Indian joining.

The Locomotive Shops at Saharanpur and a small percentage of Indian firemen and drivers also joined the strike, no European or Anglo-Indian in this section joining. The strike spread to all the carriage-examining stations except Ambala, on the Saharanpur Traffic District, as also to the traffic staff of Ambala, Ludhiana, Bhatinda, and a few of the less important traffic stations.

The strike was confined to the Saharanpur District. Personnel for all branches was rushed down from Lahore, and normal services were maintained. The general impression created was, that the staff being dissatisfied with the revision of salaries were pliable tools in the hands of agitators who assured them of fabulous rates of pay and persuaded them to cease work.

The strike commenced on 7th January 1920 and as time elapsed, the unfortunate men began to realize that the beautiful future sketched out for them was a myth, and on the 16th January commenced to show signs of wanting to return to work, and on the next day a number of men of the Carriage & Wagon Department returned, and the day following the balance of that department had returned to work. This apparently was the signal for the break up of the strike and by the 20th strikers of all departments had returned, and things were normal once again.

All but a handful of strikers were taken back, the exception being the few worthless workers who were not worth the wages they were being paid. Breaks of service were ordered but subsequently condoned so that the strikers really lost nothing. So ended the Saharanpur District strike, commenced on 7th January 1920 afternoon, ended 20th January 1920 forenoon.

2. **North Western Railway strike, April—June 1920.**—The aftermath of the war that was being felt since 1917 became acute in 1920 consequent on the failure of rains of the preceding year, and famine conditions prevailed all

over the Punjab, wheat flour, the staple food of this province, having fallen to  $3\frac{1}{2}$ —4 seers to the rupee ; much was done to give relief, as the following will show :—

- (a) War allowance sanctioned from 1st October 1917 at 10% of salary to those in receipt of less than Rs. 25 per mensem plus 5% to those above Rs. 25 per mensem. This was subsequently doubled for those in receipt of Rs. 70 per mensem and under from 1st November 1918.
- (b) Grain Compensation Allowance as prescribed for civil districts.
- (c) Cheap grain shops opened from 17th January 1919.

In spite of these reliefs, economic conditions were so pressing in the case of the lowest paid employees, that discontent was general and it did not need much to ignite this inflammable material. The revisions sanctioned early in the year were also considered inadequate and the European guard referred to in para. 1 who had been discharged from the Saharanpur District for leaving his station, and absenting himself without leave, appeared on the scene in April and found the staff at Lahore in all departments in that frame of mind to listen to agitators and it did not take him long to capture the imagination of the workmen. He with a few others was active day and night preaching to the staff to combine and in a few days had the entire lot of workmen ready to do his bidding.

On 22nd April 1920 some men that were surplus in the vacuum-brake section of the carriage and wagon shops were transferred to another section without loss of pay, but declined to go, and 233 men struck work. Thereafter strikes spread rapidly.

#### *Details of strikes.*

23rd April 1920—Balance of the vacuum-brake section.

24th April 1920—Carriage and wagon shops after completion of work.

27th April 1920—Mechanics, mistries, etc., of power house.

28th April 1920—Staff of carriage washing lines, Lahore Station.

29th April 1920 afternoon.—Locomotive shops, Lahore.

30th April 1920—Lahore Station gas staff.

2nd May 1920—Fitters and boilermakers, Lahore locomotive shed.

3rd May 1920—Cleaners, Lahore locomotive shed.

3rd May 1920—Signal shops after work.

5th May 1920—General exodus from Lahore locomotive shed and station, drivers, shunters, firemen, and other staff from the locomotive shed, cabinmen and menials from Lahore, Lahore Cantonment East, and Lahore Cantonment West.

- 5th May 1920—Clerks of Audit Office, Lahore.
- 5th May 1920—Some clerks and signallers of Lahore Station.
- 5th May 1920—Some 400 men of the Engineering Department, Lahore.
- 8th May 1920—Some of the less important staff, Traffic and Locomotive departments, Ludhiana.
- 10th May 1920—Clerks of Claims Branch, Traffic Manager's Office, Lahore, at 15 hours.
- 11th May 1920—Traffic menials of Shahdara and Badami Bagh.
- 12th May 1920—Lahore fire brigade staff.
- 13th May 1920—Printing press and coolies of Stores Department, Lahore.
- 13th May 1920—Some men at Gujranwala and Amritsar.
- 14th May 1920—Ghakkar and Rahwali station staff.
- 17th May 1920—Some men at Wazirabad.
- 17th May 1920—Five hundred men at Karachi (mostly menials).
- 21st May 1920—About 130 men of traffic, locomotive and carriage staff at Ferozepore.
- 25th May 1920—Rawalpindi shops staff, traffic and locomotive staff, Rawalpindi.
- 28th May 1920—Locomotive running staff and cleaners, Multan District.
- 29th May 1920—Some men of traffic staff at Ferozepore and Jhelum.
- 30th May 1920—Staff of Sarai Alamgir.
- 31st May 1920—Some of the locomotive shed staff at Saharanpur.
- 31st May 1920—Karachi locomotive shops.
- 1st June 1920—Some traffic and carriage menial staff, Multan.
- 2nd June 1920—Some of the Karachi carriage shops staff.
- 4th June 1920—Some of the locomotive staff at Jullundur.
- 5th June 1920—Some of the menial staff, Lyallpur.
- 6/10th June 1920—Some of the staff at Sukkur, Khanewal and Rohri.



The Lahore area strikers returned to work on 10th June 1920; influential Indians asked that the ex-guard who originated the strike, be permitted to lead the various batches of strikers back to work. This request was granted by the administration, and the men were led back to work. Telegrams were also sent to the outstations where the strike was in progress, and instructions were issued for the strikers to be allowed to resume work.

A strike was again declared on 18th June 1920, but it gradually died out, its effects were not noticeable on the daily life of the railway, the strikers returning by the close of the month.

The conditions offered to the strikers by the administration to return to duty were magnanimous, viz., (i) re-instatement on previous rates of pay, (ii) no victimization, and (iii) no loss of promotion. Subsequently, the Railway Board sanctioned the condonation of break of service, so that those who went on strike are to-day in the same position as they were prior to going out on strike.

During the strike the handful of men of the Indian element that remained at their posts had great victimization to contend with, they were outcasted, and in some cases there was none to perform their funeral ceremonies (the greatest indignity an Indian can be subjected to). The European and Anglo-Indians had to do many menial jobs which were done willingly; in consideration of the unusual situation a special reward was sanctioned by the Railway Board to those subordinates and menials who remained loyal in the strike areas and a sum of Rs. 1,69,193 was paid on this account.

The real cause of the strike was the abnormal economic conditions and a demand therefore for immediate revision of rates. The revision was recognized and had *already been taken in hand*, but unfortunately could not be sanctioned without a thorough examination as it was all a matter of finance and beyond the powers of the Agent. Revision as contemplated during the strike was sanctioned in August-September 1920 with retrospective effect from 1st April 1920 as shown in Appendix A, pages 107 to 171.

**Printing press strike of 1921.**—Investigations had been in progress for some time as to the desirability of re-introducing piece-work in the press and bring it into line with the Government Press, in the interest of both employees and the railway, and in pursuance of such policy after a final discussion on 17th November 1920, the Agent issued orders that piece-work should be the basis for payment from 1st January 1921.

A notice relating to the change contemplated was posted on 20th November 1920, giving particulars of the new method as under :—

- (1) Press will be paid on the piece-work system at the rates paid in the Punjab Government Press, plus Famine Allowance.
- (2) Employees will retain all privileges of railway service.
- (3) Machine-room employees will be paid according to rates prevailing in Government presses at Delhi and Calcutta.
- (4) Workshop staff will be paid according to scales of locomotive workshop staff.
- (5) Change to take effect from 1st January 1921, and back pay from 1st April 1920 to be calculated on piece-work to be earned for first three months.

The press opened after the Xmas recess on 7th January 1921, when 400 men of various categories declined to work on the piece-work system and later 281 men struck.

The strikers were informed that if they did not return to work on the 14th January and agree to the new system, efforts would be made to engage new men.

Representations were made by the union to revert to the old system, but this could not be accepted as the men had not given the new system a trial, nor were prepared to do so even on the specific understanding, that if their wages fell below their previous earnings, the whole scheme would be re-examined, as the intention of the railway was to improve the lot of the pressmen.

To give the strikers every opportunity of explaining their view of the situation, the Agent received a deputation of two organizing secretaries of the union and three pressmen (employees) on Saturday, 29th January 1921. As a result of the meeting, the following notice was issued :—

“ If the men do not resume work on the morning of 31st January 1921, it will be understood that they desire settlement in terms of para. 2 of the Organizing Secretary of the North Western Railway Union's letter No. 49/1444, dated 25th January 1921, and preparations will be made to allow of this being done as early as possible.”

The men not only failed to return to work by the date specified, but expressed a wish through the union that they may be settled up, a request the railway reluctantly acceded to.

To carry on the work a local contractor was contracted with to supply the kind of labour needed by the press and through him 36 strikers were re-engaged whose break of service was subsequently condoned, thereby admitting them to the benefits of gratuity.

The contract to supply labour was made for one year, after which the railway resumed its ordinary methods of recruitment.

**Strike in Sukkur locomotive shops on 1st April 1921.**—Eleven workmen, who were old and decrepit, were superannuated on 31st March 1921. The workmen of the shops turned up to work as usual on 1st April 1921, but after taking their tickets sat down and refused to work, demanding the reinstatement of the 11 men discharged.

The works manager told the men that this was not possible and exhorted them to get back to work, in doing so he seems to have got a bit excited and one of the *badmashes* in the crowd shouted *mat maro*, which apparently was the signal for an assault on the works manager, who, however, escaped into his office.

The district locomotive superintendent ordered the shops to be closed and arranged to meet a deputation consisting of the local secretary, and a guard representing the union, as also three workmen.

The deputation asked for the reinstatement of the 11 men, but were informed that this could not be agreed to. They then brought some petty complaints against the works manager of having made alterations in the latrines,

as also be refused to allow some men from the boiler shop to attend a funeral ceremony. The district locomotive superintendent promised to look into the grievances provided the men would resume work unconditionally.

The men resumed work on the 4th, when some Sikhs approached the works manager and asked him to close the shops for the 5th (it being a national day of mourning on account of Nankana Sahab Fair Trial) which was refused. The men again approached the district locomotive superintendent after work hours, by which time they had forgotten the petty complaints they had made against the works manager, and simply asked for the reinstatement of the 11 men discharged.

On the 5th April the men turned up to work as usual, but two Sikh workmen dressed as Akalis started to harangue the men within the shops, persuading them not to work. By 9 o'clock the whole shop was brought to a standstill. After a while one or two of the leading Sikh workmen who appeared to have some influence on the men persuaded them to go back to work and all further trouble ceased.

**Karachi locomotive shops strike on 5th and 6th April 1921.**—The 5th April 1921 was the first day of the trials in connection with the Nankana Sahab massacre and as a preponderating number of Sikhs were workmen in the locomotive and carriage shops, a petition was presented for the shops to be closed on the 5th and 6th; the district carriage and wagon superintendent was in favour of closure, the district locomotive superintendent was not, as the days were not gazetted holidays, and therefore the petition was not accepted.

Workmen turned up on 5th and again presented a petition for leave which was rejected, in consequence of which only some 130 men turned up after breakfast recess.

The 6th April 1921 was the general *hartal* to inaugurate the non-co-operation effort, in consequence of which only 350 men out of a total of 1,400 turned up to work; extensive picketing was responsible for keeping a number of men away from work.

Beyond losing pay for the period of absence, no punishment was meted out, but the workmen were warned that a repetition would mean punishment.

**Sukkur shops strike, 25th June 1921 to 1st July 1921.**—Three workmen of the boiler shop were fined for idling, they represented their case to the district locomotive superintendent who, however, referred them to their foreman.

The men who were fined, with the aid of others, assaulted the foreman. An enquiry was held and these three men were discharged, whereupon the entire lot of workmen of the boiler shop struck. The strikers resumed duty on 2nd July 1921.

The president of the union nominated one of the official members of the union on his behalf to attend the official enquiry which resulted in confirmation of the discharge and the foreman was transferred as it was considered he had not acted tactfully.

**Quetta locomotive shops strike on 8th July 1921.**—A partial strike of the workmen on the afternoon of 8th July; main complaint—that works foreman had suspended a workman for seven days for sleeping on duty and was extorting money from the workmen.

Complaint investigated and works foreman punished and transferred.

**Kotri locomotive shed strike, 7th July 1922 to 13th July 1922.**—A boilermaker of Kotri Shed, who had been badly reported on, was transferred to Karachi, to give him a chance of making good, but refused to carry out orders. A number of the shed staff asked the district locomotive superintendent to cancel the transfer, but the request was refused, in consequence of which there was a partial strike.

Strikers returned to work on 13th July 1922 and further represented: (1) not being paid local allowance similar to Karachi staff; (2) payment of house allowance. They were informed Karachi local allowance was not admissible for Kotri staff and as quarters were lying vacant at Kotri, no allowance could be sanctioned.

#### ORIGIN OF THE 1925 UNREST.

The Works Manager, Locomotive Shops, Rawalpindi, whilst on inspection on Friday, 20th March, noticed a fitter who was a local delegate of the North Western Railway Union going round obtaining signatures to a petition instead of being at his bench working, further enquiries elicited that the man was trying to foment trouble by advising workmen to refuse to work overtime (when necessary) which was compensated by time off in lieu the following day, he was further trying to bring about a drop in output of work so that overtime would have to be paid for and not compensated by time off as was being done. He was, therefore, issued a charge sheet for wasting government time. This apparently had no effect and the man was found doing the same thing on 23rd March during working hours.

An enquiry was held the following day, when it was proved that the above-mentioned fitter did little or no work, and spent his working hours visiting the various shops sowing the seeds of dissension. Discipline had to be maintained, and after careful consideration the fitter was discharged. The workmen turned up to work on 25th March as usual, but when they got inside the shops, instead of starting work, sat down, and all entreaties and persuasion were of no avail to get them to work, their demand being reinstatement of the fitter. The same attitude was maintained after breakfast recess and till shops closed that day. The workmen were admitted again on 26th morning in the hopes that they had thought over the matter, but the result was the same as the preceding day, in consequence of which the shop gates were not opened after the breakfast recess except to admit 103 workers who had all along showed their willingness to work.

One of the members of the unrecognized union turned up at Rawalpindi on the 26th March and started an agitation with the staff to strike until the discharged fitter mentioned above was reinstated and about 1,000 men took the bit between their teeth, their intention being to coerce the rest of the railway staff at Rawalpindi to down tools, in which they were successful.

After this, outside agitators appeared on the scene and concentrated their energies in bringing about sympathetic strikes all over the line, appealing to the passions of the mob, stating that the railway was practising *zoolum* (tyranny) to break the working man's spirit, and that in this way, they would discharge others and bring down the wages, and unless the workers made common cause with the fitter who had been discharged, and come out on strike, nobody would help them.

The progress of the strike can be gathered from the statements on pages 100 and 101 showing the numbers of men affected daily.

A pamphlet over the signatures of outside agitators laid down demands before the strike could be settled, these demands stipulated increases of rates 50% and above, revising rates of locomotive foremen and station superintendents to Rs. 925 and 1,000, respectively.

The remarkable feature in the strike was, that the North Western Railway Union as recognized by the administration was against it, but it had no influence, and was powerless to guide the misguided, who were being driven headlong led by these non-railway men who had nothing to lose themselves. A split also occurred amongst the union officials resulting in the union offices being closed, and a case filed in the Civil Court as to who were the rightful people to run the union and operate on its banking account.

During the strike period normal services, both goods and passenger, were maintained through a considerable portion of the absentees being replaced by recruitment.

General notices issued by the Agent from time to time are to be found at pages 102 to 105 and will show the conditions under which staff were taken back to work, but on account of the absentees not returning to work sooner, quite a number could not be provided for, as their posts had been filled, such men were speedily settled up and granted gratuity where admissible, and also bonus on provident fund.

No representation was made to the Agent and the pamphlet formulating demands was not received till 8th April 1925, whereas the strike commenced on 26th March 1925. This strike forcibly brings to light how easy it is to delude the illiterate worker who lacks the ability to think and act for himself.

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APPENDIX.

Statement showing number of absentees during unrest, 1925.

Workshop staff.					Rawalpindi Shops.	Karachi Shops.	Sukkur Shops.	Kalka Shops.	Moghalpura Shops.	Power House.	Signal Shops.
April 23rd	..	..	..	..	1,030	..	..	..	9,500	..	214
May 1st	..	..	..	..	1,000	2,211	1,936	140	9,500	95	228
Do 8th	..	..	..	..	1,000	2,230	2,000	..	9,500	87	109
Do 15th	..	..	..	..	1,184	2,250	1,949	..	9,377	87	96
Do 22nd	..	..	..	..	988	2,264	1,926	235	8,475	135	74
Do 29th	..	..	..	..	816	2,274	1,941	..	7,908	128	83
June 5th	..	..	..	..	735	2,280	1,915	..	7,768	137	110
Do 12th	..	..	..	..	735	2,285	1,774	..	7,686	143	43
Do 19th	..	..	..	..	735	2,284	1,601	..	5,769	..	62

*Statement showing number of absentees during unrest, 1925—concl'd.*

Other staff.							Rawalpindi Division.	Multan Division.	Karachi Division.	Delhi Division.	Ferozepore Division.	Lahore. Division.
April	23rd	..	..	..	..	..	988	440	835	..	..	765
Do	26th	..	..	..	..	..	..	..	..	..	174	..
May	1st	..	..	..	..	..	1,018	559	1,672	..	195	1,207
Do	8th	..	..	..	..	..	1,308	817	2,145	..	283	1,207
Do	15th	..	..	..	..	..	1,289	1,108	2,361	33	302	1,175
Do	22nd	..	..	..	..	..	1,272	1,098	2,339	148	287	1,138
Do	29th	..	..	..	..	..	1,249	1,189	2,367	311	300	1,102
June	5th	..	..	..	..	..	1,236	1,198	2,364	311	301	1,109
Do	12th	..	..	..	..	..	1,231	1,194	2,326	311	311	1,095
Do	19th	..	..	..	..	..	1,212	1,235	2,288	311	323	1,053

STRIKES AND LOCKOUTS ON RAILWAYS.

## NOTICE.

From date of this notice all absentees from the Locomotive & Carriage Workshops, Rawalpindi, are treated as discharged. The works manager is prepared to consider re-engagement by selection of a limited proportion of those men who have refused work since March 26th from such as offer themselves for re-engagement unconditionally by mid-day, 8th instant.

*By Order of Chief Mechanical Engineer.*

5th April 1925.

## NOTICE.

All shed and running staff of Khanewal now absent from duty without leave, are informed that if they resume duty before 18-0 hours Tuesday, 14th. (three days from first warning), any genuine grievances they may put forward will be carefully investigated.

If they fail to resume duty before 18-0 hours Tuesday, they will be discharged from the service and subsequent re-employment will be by selection.

These are facts; and the staff are advised not to let themselves be led into serious trouble by men who can really do nothing to help them.

MULTAN :

Dated 12th April 1925. }

*Divisional Superintendent.*

From

To

DIVISIONAL SUPERINTENDENT,

*Multan.*

*Official Notice of Discharge.*

Please note that, as already warned, you have been discharged from service as from 18-0 hours on April 14th, 1925.

[*Translation in vernacular.*]

*Divisional Superintendent,*

Dated 16th April 1925.

*Multan.*

## NOTICE No. 5.

The staff who have been induced to absent themselves from duty are hereby informed that, if they fail to report for work on or before 7-30 hours on Monday, 20th April 1925, they will be DISCHARGED.



The railway will, after this time and date, only RE-ENGAGE by SELECTION such men as the railway requires. The re-engagement will be unconditional.

*Works Manager,*

*Dated 17th April 1925.*

*Karachi Shops.*

### NORTH WESTERN RAILWAY.

#### INSTRUCTIONS FOR DEALING WITH THE STAFF WHO HAVE ABSENTED THEMSELVES DURING THE UNREST OF 1925.

I. As regards absentees who do not offer themselves for re-engagement, or whose services are no longer required for any of the following reasons :—

- (a) Inefficiency,
- (b) Unprofitableness,
- (c) Reduction of staff,
- (d) Want of vacancies,

the procedure will be as follows :—

- (i) They will be considered as discharged from the date on which they absented themselves, and should be settled up to, and including the last day on which they worked.
- (ii) Provident fund bonus will be paid, except when special circumstances warrant any other course being adopted, in which case the previous sanction of the Agent must be obtained.
- (iii) Gratuity will be granted, or partially or wholly withheld, according to the merits of each case in accordance with the Gratuity Rules.
- (iv) Any man whom it does not appear profitable to employ on his previous rate of pay should not be re-rated, but should be finally settled up.
- (v) Men who are settled up will receive settlement passes according to the rules.

II. Those absentees who have been efficient and profitable servants, whose posts have not been filled by suitable men, and whom the railway administration is prepared to take back into the service, will be dealt with as follows, provided that, without delay, they apply personally for re-engagement at their time office or other place where they normally report for duty and are accepted for re-engagement before June 1st, 1925 :—

- (i) They will be re-engaged on the rates of pay which they were drawing at the time they absented themselves.

- (ii) In the case of men whose conduct proves satisfactory during a probationary period of six months, the period of absence will be treated as *dies non* and the notice of discharge will be cancelled so as to avoid a break in service for leave and gratuity.
- (iii) Periods of unauthorized absence from duty will not count for leave, gratuity and increment.
- (iv) Every absentee who is permitted to return to the service on the conditions mentioned herein, will be debarred from the privileges of passes and privilege ticket orders for a period of three years from the date on which he is permitted to return to work. The Agent reserves to himself the right to reduce the period of forfeiture in special individual cases brought to his notice by officers concerned through the regular administrative channel.

III. In the future, in regard to allotting railway quarters to any particular class of staff, preference will be given to men of that class who have worked continuously through the period of unrest.

LABORE :  
Dated May 3rd, 1925. }

Agent.

### NORTH WESTERN RAILWAY.

#### INSTRUCTIONS IN CONTINUATION OF THOSE DATED 3RD MAY 1925, FOR DEALING WITH THE STAFF WHO HAVE ABSENTED THEMSELVES DURING THE UNREST OF 1925.

- I. (1) Recruitment will proceed along with re-engagement, selection being applied to both methods in order to fill most efficiently the vacancies remaining.
- (2) Any man who, subsequent to 31st May has left, or may leave his work without authority, and whose absence is not covered by rules, will not be re-engaged.
- (3) In order to minimize hardship for absentees who cannot be taken back for want of vacancies, or the other reasons stated in Section I of the Instructions, dated 3rd May 1925, special arrangements have been made to proceed with expeditious preparation and auditing of settlement papers of all absentees not re-engaged.
- (4) Those absentees failing to be re-engaged who are not subscribers to the provident fund, and who have not earned a gratuity under the rules, can be settled up at once on their applying at their usual place of payment.
- (5) Provident fund where due, and gratuity where granted, will be paid on application at the usual place of payment as soon as the papers are completed.

II. (1) To absentees re-engaged before 1st June, the concession of the grant of privilege ticket orders under the rules is hereby restored, but the remaining items of Section II of the Instructions of 3rd May will remain in force, and continue to be applied to them.

(2) Absentees selected and accepted for re-engagement on 1st June, and up to a date which may be fixed by the Agent without previous warning, will be dealt with according to Section II of the Instructions of 3rd May.

(3) After the termination of the limited period for which re-engagements are open under para. (2) above, no absentees will be re-engaged.

(4) Applications for re-engagement or transfer to any other station to fill vacancies will be considered from suitable absentees for whom there is no vacancy at the station at which they were formerly employed.

LAHORE :

Dated the 14th June 1925. }

Agent.

**INSTRUCTIONS FOR DEALING WITH THE STAFF WHO HAVE ABSENTED THEMSELVES DURING THE UNREST OF 1925.**

With reference to Section II, para. (2), of the Instructions dated the 14th June, it has been decided that the 15th July will be the last date on which absentees will be accepted for re-engagement under the conditions enumerated in Section II of the Instructions dated 3rd May. After that date, no absentee should be allowed to re-enter North Western Railway employment except as a new employee.

LAHORE :

Dated the 10th July 1925. }

Agent.

**(70) Opportunity afforded to employees to represent their grievances.**

1. The administration is prepared to give full consideration to representations from employees when made according to the procedure laid down.

The methods for representing grievances are as follows—

- (a) On a matter of principle, when a class or classes of employees are concerned, either through the recognized union, or by means of a memorial.
  - (b) By a direct representation to the subordinate-in-charge, followed by a request to interview the executive officer.
  - (c) By a written representation through the subordinate-in-charge to the executive officer.
  - (d) On divisional superintendent's inspections of his division, the personnel officer accompanies him to listen to any grievances.
2. Any subordinate can, by obtaining permission from the subordinate-in-charge, obtain a personal interview with his executive officer.

3. Any employee of the mechanical workshops has direct access to the labour bureau, and to the employment officer or his assistant, and it has been

found that since the establishment of the labour bureaux, staff employed in the mechanical workshops have utilized the services of the bureaux for ventilating their grievances in respect of inability to obtain leave, passes, etc.

(71) *Any machinery for the settlement of disputes.*

No machinery has existed hitherto on this railway for the settlement of disputes. The Trade Disputes Act of 1929, which has recently been introduced, will provide adequate means for the settlement of such disputes when they arise.

(72) *Any use made of the Employers' and Workmen's (Disputes) Act, IX of 1860?*

No.

### XIX.—MANNER IN WHICH QUESTIONS AFFECTING PERSONNEL ARE DEALT WITH.

1. When the railway was worked on the departmental system, each district executive officer administered his own staff under the general control of the head of his department. This resulted in conditions of service varying in different departments. With the expansion of the railway and the increase in the size of districts, executive officers (especially those of the Traffic Department) were unable to cope adequately with staff questions and in some cases considerable confusion arose resulting in hardship to the staff.

2. On the introduction of the divisional organization the opportunity was, therefore, taken to create a personnel branch which would deal, as experts, with all personnel questions, with the result that there is now a uniform policy for all staff as regards recruitment, training, conditions of service, leave, pay and passes, etc. Staff questions are also dealt with much more promptly and correctly, so that the hardships above complained of have been removed.

3. The criticisms against this system are two, viz:—

- (i) that the executive officer loses control over his staff; and
- (ii) that there is less direct personal touch between the executive officers and their men.

The first objection calls for close and cordial co-operation between the personnel and executive officers and this is usually forthcoming. The answer to the second objection is that in the Traffic Department at least, touch had already been lost owing to the large number of staff each officer had to deal with, and that under present conditions owing to his being set free from staff routine work he has opportunities not less adequate to cultivate personal relationships even though his charge has been greatly extended.

4. The system admittedly depends on co-operation and good feeling between the personnel and other officers. It has undoubtedly resulted in an improvement of conditions, e.g.:—

- (a) prompt payment of dues;
- (b) fewer outstanding leave applications; and
- (c) promotions dealt with on an impartial basis.

Generally speaking, staff questions are now dealt with by experts, and the results to be expected from this are being obtained.

**APPENDIX "A".**

**II.—WAGES.**

(4) *Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920.*

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<b>TRANSPORTATION.</b>	Rs.	Rs.	
Running staff.			
Guards.			
Second-guards on probation	Grade 25 30-1-35	Brakemen .. .. 24-2-30 On probation .. .. 25 Grade I .. .. 30-1-35	
Guards "A" class on probation.	Grade 35 40-3-52-4-60	On probation .. .. 35 Grade II .. .. 40-3-52-4-60-8-68	
Special .. ..	68		} Plus mileage allowance earned, except guards on probation. No change since 1920.
Guards "B" class on probation.	Grade 70 75-5-105	On probation .. .. 70 Grade III .. .. 75-5-105-10-115	
Special .. ..	115		
Guards "C" class on probation.	Grade 110 125-10-185	On probation .. .. 110 Grade IV .. .. 125-10-185-200-210	
Special, first year ..	200		
Over one year in special grade.	210	Guards must render three years' satisfactory service on Rs. 60, Rs. 105 and Rs. 185 before promotion to Rs. 68, Rs. 115 and Rs. 200, respectively. Guards in Grade IV must render satisfactory service for one year on Rs. 200 before promotion to Rs. 210.	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<b>TRANSPORTATION—</b> contd.	<i>Per mensem.</i>		
Drivers, shunters, firemen and cleaners.	Rs.	<b>Drivers.</b>	
European and Anglo-Indian drivers on old rules.	260		
Special rates .. .. .	270	Nil.	
Do do .. .. .	280		
	} Plus overtime earned.		
	First year 140		
	Second do 150		
	Third do 160		
	Fourth do 170		
	Fifth do 180		
European and Anglo-Indian drivers on new scales.	Sixth do 190	Grade IV on new rules .. Rs. 140-10-220-10 two years-230.	} Plus mileage and overtime earned.
	Seventh do 200		
	Eighth do 210		
	Ninth do } 220		
	Tenth do }		
Special rates .. .. .	Eleventh do 230		

	First year	115						Racial discrimination eliminated and scales revised from 1st March 1923.
	Second do	125						
	Third do	135						
Parsi drivers	Fourth do	145						
	Fifth do	155	Plus mileage and overtime earned.	Grade III ..	.. Rs. 115-10-175-5 two years-130.	Do	do.	
	Sixth do	165						
	Seventh do	175						
	Eighth do							
Special rates	Ninth do	180						
	<i>Per day.</i>							
	<i>Rs. a. p.</i>							
	First year	1 0 0						
Indian drivers	Second do	1 1 0	Do do.	Grade II ..	.. Rs. 38-3-50-5-60-5 two years-75.	Do	do	
	Third do	1 2 0						
	Fourth do	1 3 0						

(i) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<b>TRANSPORTATION—</b> contd	<p style="text-align: center;"><i>Per day.</i> Rs. a. p.</p> Fifth year .. .. 1 4 0 Sixth do .. .. 1 6 0 Seventh do .. .. 1 8 0	Grade I .. Rs. 31-3-46-5-51-5 two years-61-7 two years-68. } Plus mileage and overtime earned .. NOTE (a).—Drivers, Grade I, shall be eligible for promotion to special rate of Rs. 68. Drivers, Grade II, shall be eligible for promotion to special rate of Rs. 75. Drivers, Grade III, shall be eligible for promotion to special rate of Rs. 180. Drivers, Grade IV, on new rules, shall be eligible for promotion to special rate of Rs. 230. .. (b).—Specially selected drivers from Grade III who have completed two years' service on Rs. 175, have a good record and have been light in fuel consumption, will be eligible for transfer to Grade IV and will be rated at Rs. 180 in the latter grade. They will then work their pay up to the maximum of Grade IV, viz., Rs. 230.	Only when they fulfil the following conditions:— (i) Character—Recognized as distinctly good. (ii) Freedom from all serious offences for their previous two years. (iii) Technical ability.—Above the average. In cases where fuel consumption is particularly heavy, promotion to the special rates in each grade may be deferred. Racial discrimination eliminated and scales revised from 1st March 1923.
	Indian drivers—contd. ..		



	Eighth year	1 10 0							
	Tenth do	1 12 0							
	Twelfth do	1 14 0	} Plus mileage and overtime earned.						
Special rates ..	Fourteenth do	2 0 0							
Do do ..	Sixteenth do	2 2 0							
Shunters.									
European and Anglo-Indian shunters.		Rs. 120 per mensem plus mileage and overtime earned.	Grade IV	..	Rs. 120-130 plus mileage and overtime earned	..	..		
Parsi shunters ..		Rs. 90 per mensem plus mileage and overtime earned.	Grade III	..	Rs. 90-100 plus mileage and overtime earned	..	..		
		<i>Per day.</i>							
		Rs. s. p.							
	First year	.. 0 12 0	} Plus mileage and overtime earned.					Do do.	
	Second do	.. 0 13 0							
Indian shunters ..	Third do	.. 0 14 0							
	Fourth do	.. 0 15 0							
Firemen.									
		<i>Per mensem.</i>							
		Rs.							
	First year	.. 75	} Plus mileage and overtime earned.						
	Second do	.. 85							
European and Anglo-Indian firemen.	Third do	.. 95		Grade IV	..	Rs. 80-100	do	do	..
	Fourth do	.. 95							
			NOTE.—Shunters, Grade I, will be eligible for promotion to the special rate of Rs. 15 Shunters, Grade II, will be eligible for promotion to the special rate of Re. 1/1. Shunters, Grade III, will be eligible for special promotion to the special rate of Rs. 100. Shunters, Grade IV, will be eligible for promotion to the special rate of Rs. 130					Only when they have qualified themselves as drivers.	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.			Remarks.	
TRANSPORTATION— contd.  Firemen—contd.		<b>Boy firemen in Grade IV.</b>				
		<i>Age on</i>				
		<i>Age on appointment 16. Age on appointment 17. appointment 18 to 20.</i>				
		First year ..	Rs. 40 per mensem to be employed in shed.	Rs. 45 per mensem to be employed in shed.	Rs. 50 per mensem to be employed in shed.	
		Second do ..	Rs. 45 per mensem to be employed in shed.	Rs. 50 per mensem to be employed in shed.	Rs. 55 per mensem to be employed in shed.	
		Third do ..	Rs. 50 per mensem to be employed in shed.	Rs. 55 per mensem to be employed in shed.	Rs. 70 per mensem plus overtime earned. To be employed on footplate.	
Apprentice firemen	<i>Per mensem.</i>					
		First year ..	Rs. 40	Rs. 55 per mensem to be employed in shed.	Rs. 70 per mensem plus overtime earned. To be employed on footplate.	
		Second do ..	45	Rs. 70 per mensem plus overtime earned. To be employed on footplate.	Rs. 80 per mensem plus overtime earned.	
		Third do ..	45	Rs. 70 per mensem plus overtime earned. To be employed on footplate.	Rs. 80 per mensem plus overtime earned.	
		Fourth do ..	50	Rs. 80 per mensem plus overtime earned.	Rs. 90 per mensem plus overtime earned.	
		Fifth do ..	55	Rs. 80 per mensem plus overtime earned.	Rs. 90 per mensem plus overtime earned.	
		Sixth do ..		Rs. 90 per mensem plus overtime earned.	Rs. 100 per mensem plus overtime earned, only if qualified as a shunter.	

The recruitment of boy firemen in Grade IV has since been stopped.

		Seventh do ..	Rs. 90 per mensem plus overtime earned.	Rs. 100 per mensem plus overtime earned, only if qualified as a shunter.	Eligible for promotion to shunter if qualified and there are vacancies.
		Eighth do ..	Rs. 100 per mensem plus overtime earned, only if qualified as a shunter.	Rs. 100 per mensem plus overtime earned, only if qualified as a shunter. Eligible for promotion to shunter if qualified and there are vacancies.	Do do.
		<b>Boy firemen in Grade III.</b>			
				Rs.	
			First year ..	40	
			Second do ..	45	
			Third do ..	55	plus overtime earned.
		NOTE.—Men of over 20 years if appointed as firemen will be appointed on Rs. 80 per mensem plus overtime.			
Parsi firemen ..	..		<i>Per mensem.</i> Rs.		
			First year ..	50	} Plus mileage and overtime earned.
			Second do ..	60	
			Third do ..	70	
	Fourth do ..	70			
		Grade III ..	Rs. 60—10—80 plus mileage and overtime earned.		

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920— contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<p><b>TRANSPORTATION—</b> contd. <b>Firemen—concd.</b></p>	<p style="text-align: center;"><i>Per day.</i></p> <p style="text-align: center;">Rs. s. p.</p> <p>First year .. 0 7 6</p> <p>Second do .. 0 8 0</p> <p>Third do .. 0 8 6</p> <p>Fourth do .. 0 9 0</p> <p>Fifth do .. 0 9 5</p> <p>Sixth do .. 0 10 0</p> <p>Seventh do .. 0 10 6</p>	<p style="text-align: center;"><i>Per day.</i></p> <p>Grade II .. As. 11-/-/6-12-1-14 plus mileage and overtime earned.</p> <p>Grade I .. As. 8/6-/-/6-10-1-11 do do.</p>	
<p>Indian firemen ..</p>	<p>Plus mileage and overtime earned.</p>	<p>NOTE (i).—Firemen, Grade I, will be eligible for promotion to the special rate of As. 11. Firemen, Grade II, will be eligible for promotion to the special rate of As. 14. Firemen, Grade III, will be eligible for promotion to the special rate of Rs. 80. Firemen, Grade IV, will be eligible for promotion to the special rate of Rs. 100.</p> <p>.. (ii).—In Sind and on the frontier, viz., Quetta Locomotive District and Nushki Extension Railway, the rates of Indian firemen are half-an-anna more throughout.</p>	<p>Only when they have qualified themselves as shunters.</p>

Miscellaneous.		Rs.	Rs.																												
Motor mechanic and driver, Kalka-Simla Railway, I.		215-15-335	215-15-335																												
Motor mechanic and driver, Kalka-Simla Railway, II.		350-15-425	350-15-425																												
Cleaners .. ..	Class I.. 14-1-17	Rs. For Multan, Bah- tinda, Saharan- pur, Ludhiana, Dalbandin, Kun- dian and Kala- bagh Locomotive districts.	Rail motor driver, Kalka-Simla Railway .. 100-10-170																												
			The following rates apply to sheds in Multan, Delhi and Ferozepore divisions and sheds on Ahmedwal-Durdap Section of Quetta Division and sheds at Sher Shah, Bhakkar, Mari, Malakwal, Kundian, Campbellpur, Kalabagh, Bannu and Tank of Rawalpindi Division:—																												
			<b>Scale I (for illiterate cleaners).</b>																												
			<table border="1"> <thead> <tr> <th>Year.</th> <th>Age on appointment 16. Per mensem.</th> <th>Age on appointment 17. Per mensem.</th> <th>Age on appointment 18 or over. Per mensem.</th> </tr> <tr> <td></td> <td>Rs.</td> <td>Rs.</td> <td>Rs.</td> </tr> </thead> <tbody> <tr> <td>First ..</td> <td>14</td> <td>15</td> <td>16</td> </tr> <tr> <td>Second ..</td> <td>15</td> <td>16</td> <td>17</td> </tr> <tr> <td>Third ..</td> <td>16</td> <td>17</td> <td>Eligible for promotion to fireman Rs. 17 per mensem if not promoted.</td> </tr> <tr> <td>Fourth ..</td> <td>17</td> <td>Eligible for promotion to fireman Rs. 17 mensem if not pro- moted.</td> <td>....</td> </tr> <tr> <td>Fifth ..</td> <td>Eligible for promo- tion to fireman Rs. 17 per mensem if not promoted.</td> <td>....</td> <td>....</td> </tr> </tbody> </table>	Year.	Age on appointment 16. Per mensem.	Age on appointment 17. Per mensem.	Age on appointment 18 or over. Per mensem.		Rs.	Rs.	Rs.	First ..	14	15	16	Second ..	15	16	17	Third ..	16	17	Eligible for promotion to fireman Rs. 17 per mensem if not promoted.	Fourth ..	17	Eligible for promotion to fireman Rs. 17 mensem if not pro- moted.	....	Fifth ..	Eligible for promo- tion to fireman Rs. 17 per mensem if not promoted.	....	....
Year.	Age on appointment 16. Per mensem.	Age on appointment 17. Per mensem.	Age on appointment 18 or over. Per mensem.																												
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Fifth ..	Eligible for promo- tion to fireman Rs. 17 per mensem if not promoted.	....	....																												
Cleaners .. ..	Class II.. 15-1-19	For Karachi, Suk- kur, Lahore, Kalka, and Rawal- pindi Locomotive districts only and to Locomotive and Electrical shops, Moghal- pura.	Introduced from 1st March 1923.																												
For all boys under 16 years of age.	10-1-13																														
Rates for Quetta District only Cleaners .. ..	Class III, 17-2-23		Boys under 16 years of age will be appointed in the scale for boys (Rs. 10-1-13),																												

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.			Remarks.
<b>TRANSPORTATION—</b> contd.					
Miscellaneous—contd.					
Rates for Karachi and Lahore divisions, shed at Kalka and sheds in Rawalpindi, Lala Musa, Kohat and Peshawar of Rawalpindi Division—					
		Year.	Age on appointment 16. Per mensem.	Age on appointment 17. Per mensem.	Age on appointment 18 or over. Per mensem.
			Rs.	Rs.	Rs.
		First	15	16	17
		Second	16	17	18
		Third	17	18	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.
		Fourth	18	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.	Do do.
		Fifth	.. Eligible for promotion to fireman Rs. 19 per mensem if not promoted.	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.
Boys under 16 years of age will be appointed in the scale for boys (Rs. 10-1-13).					

Rates for Quetta Division only, excluding Ahmedwal-Duzdap Section—

Introduced from 1st  
March 1923.

Year.	Age on appointment 16.	Age on appointment 17.	Age on appointment 18 or over.	
			Per mensem.	Per mensem.
	Rs.	Rs.	Rs.	Rs.
First ..	17	19	21	
Second ..	19	21	23	
Third ..	21	23	Eligible for promotion to fireman Rs. 23 per mensem if not promoted.	
Fourth ..	23	Eligible for promotion to fireman Rs. 23 per mensem if not promoted.		Do do.
Fifth ..	Eligible for promotion to fireman Rs. 23 per mensem if not promoted.		Do do ..	Do do.

NOTE.—Boys under 16 years of age will be appointed in the scale for boys  
(Rs. 10-1-13).

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.																												
<b>TRANSPORTATION—</b> contd. <b>Miscellaneous—contd.</b>		<p style="text-align: center;"><b>Scale II (for cleaners who qualify in English but have not passed the Matriculation Examination).</b></p> <p style="text-align: center;">Rates for Multan, Delhi and Ferozepore divisions and sheds on Ahmedwal-Duzdap Section of Quetta Division and sheds at Sher Shah, Bhakkar, Mari, Malakwal, Kundian, Campbellpur, Kalabagh, Bannu and Tank of Rawalpindi Division—</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Year.</th> <th style="text-align: center;">Age on appointment 16.</th> <th style="text-align: center;">Age on appointment 17.</th> <th style="text-align: center;">Age on appointment 18 or over.</th> </tr> <tr> <td></td> <th style="text-align: center;">Per mensem.</th> <th style="text-align: center;">Per mensem.</th> <th style="text-align: center;">Per mensem.</th> </tr> <tr> <td></td> <th style="text-align: center;">Rs.</th> <th style="text-align: center;">Rs.</th> <th style="text-align: center;">Rs.</th> </tr> </thead> <tbody> <tr> <td>First ..</td> <td style="text-align: center;">17</td> <td style="text-align: center;">18</td> <td style="text-align: center;">19</td> </tr> <tr> <td>Second ..</td> <td style="text-align: center;">18</td> <td style="text-align: center;">19</td> <td style="text-align: center;">20</td> </tr> <tr> <td>Third ..</td> <td style="text-align: center;">19</td> <td style="text-align: center;">20</td> <td style="text-align: center;">Eligible for promotion to fireman Rs. 20 per mensem if not promoted.</td> </tr> <tr> <td>Fourth ..</td> <td style="text-align: center;">20</td> <td style="text-align: center;">Eligible for promotion to fireman Rs. 20 per mensem if not promoted.</td> <td style="text-align: center;">Do do.</td> </tr> </tbody> </table>				Year.	Age on appointment 16.	Age on appointment 17.	Age on appointment 18 or over.		Per mensem.	Per mensem.	Per mensem.		Rs.	Rs.	Rs.	First ..	17	18	19	Second ..	18	19	20	Third ..	19	20	Eligible for promotion to fireman Rs. 20 per mensem if not promoted.	Fourth ..	20	Eligible for promotion to fireman Rs. 20 per mensem if not promoted.	Do do.	
Year.	Age on appointment 16.	Age on appointment 17.	Age on appointment 18 or over.																															
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<i>Year.</i>	<i>Age on appointment 16. Per mensem. Rs.</i>	<i>Age on appointment 17. Per mensem. Rs.</i>	<i>Age on appointment 18 or over. Per mensem. Rs.</i>	
Fifth ..	Eligible for promotion to fireman Rs. 20 per mensem if not promoted.	Do do	Do do	
Rates for sheds in Karachi and Lahore divisions, to shed at Kalka and to sheds at Rawalpindi, Lala Musa, Kohat and Peshawar of Rawalpindi Division--				
First ..	18	19	20	
Second ..	19	20	21	
Third ..	20	21	Eligible for promotion to fireman Rs. 22 per mensem if not promoted.	
Fourth ..	21	Eligible for promotion to fireman Rs. 22 per mensem if not promoted.		Do do
Fifth ..	Eligible for promotion to fireman Rs. 22 per mensem if not promoted.	Do do	Do do	

Introduced from 1st March 1923.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.					
<b>TRANSPORTATION—</b> contd. <b>Miscellaneous—concl.</b>		<b>Scale II (for cleaners who qualify in English but have not passed the Matriculation Examination)—concl.</b>									
	Rates for Quetta Division only, excluding Ahmedwal-Duzdap Section—										
	Year.	Age on appointment 16. Per mensem.	Age on appointment 17. Per mensem.	Age on appointment 18 or over. Per mensem.							
		Rs.	Rs.	Rs.							
	First	.. 20	22	24					Introduced from 1st March 1923.		
	Second	.. 22	24	26							
	Third	.. 24	26	Eligible for promotion to fireman Rs. 26 per mensem if not promoted.							
Fourth	.. 26	Eligible for promotion to fireman Rs. 26 per mensem if not promoted.		Do do.							
Fifth	.. Eligible for promotion to fireman Rs. 26 per mensem if not promoted.		Do do	Do do.							
NOTE.—The above rates are inclusive of English test allowance,											

**Indian station masters and assistant station masters.**

Assistant station masters .. Rs. 45-5-60

Station masters, "A" class, and assistant station masters, "B" class. 63-3-75

Station masters, "B" class, and assistant station masters, "C" class. 78-4-90-5-95

Station masters, "C" class, and assistant station masters, "D" class. 110-5-140

Special class .. .. 150-10-190

Junior station masters and assistant station masters, "E" class—

(Class II) .. .. 250-10-300

(Do I) .. .. 320-15-350

Plus Rs. 25 charge allowance for certain posts at Rawalpindi, Lahore, Ambala, Saharanpur, Bhatinda, Karachi, Kiamari and Ludhiana.

Station superintendents and station masters—

"F" (Class II) .. .. 360-20-400

"F" (Do I) .. .. 425-25-500

Rs. 45-5-60-3-75 With efficiency bar at Rs. 60, the bar consists in passing station master's examination. 63-3-75 (Under gradual abolition.)

Grade I .. 78-4-90-5-95

Do II .. 110-5-140

Do III .. 150-10-190

Do IV .. 200-10-250

Do V .. 260-10-300

Do VI .. 320-15-350

Plus Rs. 25 per mensem as charge allowance at Rawalpindi, Lahore, Amritsar, Delhi, Ambala, Saharanpur, Bhatinda, Karachi, Kiamari, Ludhiana and Lala Musa.

Revised from 11th November 1927.

Grade V revised in 1928.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.			Scales of pay on 1st April 1929.				Remarks.
			Rs.				Rs.	
<b>TRANSPORTATION— contd.</b>								
European probationary gaamakers and train examiners.	First year	..	110	Apprentice train examiners	..	..	45-5-65	Revised in 1925.
	Second do	..	120		..	..		
	Third do	..	130		..	..		
Indian probationary train examiners.	First year	..	50		..	..		
	Second do	..	53		..	..		
	Third do	..	56		..	..		
Train examiners, Class "C"		Rs. 75-5-130		Train examiners, Grade I	..	..	75-5-130	
Do do do "B"		150-10-250		Do do do II	..	..	150-10-250	
Do do do "A"		260-15-350		Do do do III	..	..	260-15-350	
				Do do do IV	..	..	360-20-400	Post created in 1929.
Numbertakers and storemen		31-3-40		Numbertakers and storemen	..	..	31-3-40	
Indian electricians at out- stations—								
Grade I .. ..		90-5-100		Grade III	..	..	130-10-170-15-350	

Do II .. ..	62-3-82	Do II .. ..	90-5-120
Do III .. ..	35-3-56	Do I .. ..	62-3-82
Do IV .. ..	28-3-34		
<b>Train clerks.</b>		<b>Train clerks.</b>	
	Rs.		Rs.
"A" class .. ..	33-3-60	Grade I .. ..	33-3-60
"B" do .. ..	with efficiency bar at Rs. 42.	Do II .. ..	66-4-90
"C" do .. ..	66-4-90	Do III .. ..	105-5-140
"D" do .. ..	105-5-140	Do IV .. ..	150-10-190
Special class .. ..	150-10-190		
Assistant controllers .. ..	285-10-325		300-10-350
Deputy do .. ..	335-15-350		375
Chief do .. ..	400-25-500		400-25-500
		Recorders .. ..	33-3-60
			With efficiency bar at Rs. 42.

With efficiency bar at Rs. 42.

} Revised from 1st December 1924.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.	
<b>TRANSPORTATION—</b>							
<b>contd.</b>							
<b>“Yard foremen and supervisors.</b>		<b>Yard foremen and supervisors.</b>					
	Rs.				Rs.		
“A” class ..	145-5-60	Grade I ..	..	..	..	145-5-60	
“B” do ..	63-3-75	Do II ..	..	..	..	63-3-75	
“C” do ..	78-4-90-5-95	Do III ..	..	..	..	78-4-90-5-95	
“D” do ..	110-5-140	Do IV ..	..	..	..	110-5-140	
Special class ..	150-10-190	Do V ..	..	..	..	150-10-190	
E. II class ..	250-10-300	Do VI ..	..	..	..	250-10-300	
E. I do ..	320-15-350	Do VII ..	..	..	..	320-15-350	
		<b>Shedmen.</b>			Rs.		
		Grade I ..	..	..	..	50-5-70-10-110-15-125	
		Do II ..	..	..	..	60-5-95-10-115-15-145	
		Do III ..	..	..	..	175-25-300	
		Do IV ..	..	..	..	250-25-350-15-365	
		<p>NOTE 1.—Shedmen, Grade I, must render two years' satisfactory service on the following stages before promotion to the next higher stages :— Rs. 65, 80, 100 and 110.</p> <p>NOTE 2.—Shedmen, Grade II, must render two years' satisfactory service on the following stages before promotion to next higher stages :— Rs. 115 and 130.</p>				} Introduced from 1st January 1924.	

Ferry staff employed on steamers "Kalabagh", "F" and "G".

Ferry staff—	Steamer "Kalabagh". Rs.	Steamer "F". Rs.	Steamer "G". Rs.	Steamer "Kalabagh". Rs.	Steamer "F". Rs.	Steamer "G". Rs.
Ferry clerks ..	39-3-60	39-3-60	..	39-3-60	39-3-60	..
Quartermasters ..	32-2-36	32-2-36	32-2-36	32-2-36	32-2-36	32-2-36
Seangs ..	80-4-100	..	..	80-4-100	..	..
Blacksmiths ..	60-4-76	..	..	60-4-76	..	..
Lascar tindals ..	33-3-45	33-3-45	33-3-45	33-3-45	33-3-45	33-3-45
Khalassis ..	20-2-24	..	..	20-2-24	..	..
Drivers ..	45-3-60-4-76	60-4-76	60-4-76	45-3-60-4-76	60-4-76	60-4-76
Fitters ..	45-3-60-4-68	..	..	45-3-60-4-68	..	..
Fitter coolies ..	22-2-26	..	..	22-2-26	..	..
Oilers ..	30-2-36	26-2-36	26-2-36	30-2-36	26-2-36	26-2-36
Firemen ..	24-2-26	..	..	24-2-26	..	..
Carpenters ..	45-3-51	45-3-51	45-3-51	45-3-51	45-3-51	45-3-51
Gang tindals ..	30-2-36	..	..	30-2-36	..	..
Motor launch drivers ..	51-3-60-4-74	..	..	51-3-60-4-74	..	..
Boiler tindals ..	45-3-60	..	..	45-3-60	..	..
Donkeymen ..	34-2-36	..	..	34-2-36	..	..
Sweepers ..	15-1-19	..	..	15-1-19	..	..
Gangman ..	18-2-26	..	..	18-2-26	..	..
Hammermen ..	22-2-26	..	..	22-2-26	..	..

No change since 1920.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.			Scales of pay on 1st April 1929.			Remarks.
	<i>Steamer "Kalabagh"</i>	<i>Steamer "F"</i>	<i>Steamer "G"</i>	<i>Steamer "Kalabagh"</i>	<i>Steamer "F"</i>	<i>Steamer "G"</i>	
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
<b>TRANSPORTATION— concd.</b>							
<b>Ferry staff employed on steamers "Kalabagh", "F" and "G"—concd.</b>							
<i>Ferry staff—concd.</i>							
"Evenrude" driver ..	32-2-36	..	..	32-2-36	..	..	
Shore gang jemadar ..	30-2-36	..	..	30-2-36	..	..	
Flat and pontoon tindals	40-3-46	..	..	40-3-46	..	..	
Do do ..	45-3-51	..	..	45-3-51	..	..	
Tindals .. ..	..	..	45-3-60	..	..	45-3-60	
Pilots .. ..	..	32-2-88	32-2-38	..	32-2-38	32-2-38	
Stoker tindals ..	..	39-3-60	..	..	39-3-60	..	
Indian masters ..	..	60-4-76	60-4-76	..	60-4-76	60-4-76	
Lascars .. ..	..	23-2-27	22-2-26	..	23-2-27	22-2-26	
Bhandaris .. ..	..	17-2-27	18-2-26	..	17-2-27	18-2-26	



Topas .. ..	15-1-19	15-1-19	..	15-1-19	15-1-19
Barge tindals ..	25-2-29	26-2-28	..	25-2-29	26-2-28
Barge lascars.. ..	22-2-24	22-2-24	..	22-2-24	22-2-24
Stokers .. ..	24-2-26	24-2-26	..	24-2-26	24-2-26

*Ferry off season staff--*

Drivers .. ..	45-3-60-4-76	45-3-60-4-76	..	45-3-60-4-76	45-3-60-4-76
Oilmen .. ..	26-2-30	26-2-30	..	26-2-30	26-2-30
Indianmasters ..	60	60	..	60	60
Pilots .. ..	22-2-24	22-2-24	..	22-2-24	22-2-24
Quartermasters ..	22-2-28	22-2-28	..	22-2-28	22-2-28
Lascars .. ..	18-1-22	18-1-22	..	18-1-22	18-1-22
Carpenters .. ..	45-3-51	45-3-51	..	45-3-51	45-3-51
Topas .. ..	15-1-17	15-1-17	..	15-1-17	15-1-17
Bhandaris .. ..	18-2-22	18-2-22	..	18-2-22	18-2-22
Barge lascars.. ..	..	18-2-22	..	..	18-2-22

Motor launch driver, Kiamari ..	..	..	..	70-5-85
Boiler tinda, Kiamari ..	..	..	..	45-3-63-2-65
Khalassia, Kiamari ..	..	..	..	25-2-29-1-30

} Posts created in 1928.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks:
<b>COMMERCIAL STAFF.</b>			
Station clerks.	Rs.	Rs.	
"A" Class .. ..	33-3-42	} Station clerks, e.g., coaching, goods and ticket collectors, Grade I .. 33-3-60	With efficiency bar at Rs. 42.
"B" do .. ..	45-3-60		
"C" do .. ..	66-4-90		
"D" do .. ..	105-5-140	Station clerks, e.g., coaching, goods and ticket collectors, Grade II .. 66-4-90	
Special class .. ..	150-10-190	Station clerks, e.g., coaching, goods clerks and ticket collectors, 105-5-140 Grade III.	
Wharf supervisors at Karachi Port.	200-10-250	Station clerks, e.g., coaching, goods clerks and ticket collectors, 150-10-190 Grade IV.	
Senior ticket collectors (Special class).	210-10-270	Station clerks, e.g., coaching, goods clerks and ticket collectors, 200-10-250 Grade V.	Applies to certain appointments on Karachi Division.
		Station clerks, e.g., coaching, goods clerks and ticket collectors, 210-10-270 Grade VI.	
		NOTE.—Van checkers are started on Rs. 45 per mensem. Female ticket collectors will be graded as station clerks, Grade II.	

Miscellaneous staff.	Rs.
Assistant rates inspectors ..	150-10-190
Claims tracers and hire and haulage tracers.	100-5-140
Outstanding enquiry clerks and hire and haulage tracers.	68-4-80-5-95
Cash witness .. ..	100-5-140
Assistant cash witness ..	68-4-80-5-95
Store searchers .. ..	68-4-80-5-95
Assistant clock inspectors ..	68-4-80-5-95
Do do .. ..	39-3-60
Clock winders .. ..	45-3-60
Travelling ticket examiners, Class II, Grade II.	40-4-60
Travelling ticket examiners, Class II, Grade I.	65-5-95
Travelling ticket examiners, Class I, Grade II.	100-5-125
Travelling ticket examiners, Class I, Grade I.	130-10-150
Special appointment of assistant superintendent.	250

Miscellaneous staff.	Rs.
Assistant rates inspectors .. .. .	150-10-190
Claims tracers and hire and haulage tracers (senior) .. ..	100-5-140
Outstanding enquiry clerks and hire and haulage tracers (junior) ..	68-4-80-5-95
Assistant cash witness .. .. .	100-5-140
Do do .. .. .	68-4-80-5-95
Store searchers .. .. .	68-4-80-5-95
Assistant clock inspectors .. .. .	68-4-80-5-95
Do do .. .. .	39-3-60
Clock winders .. .. .	45-3-60
Travelling ticket examiners, Class II .. .. .	100-10-180
Do do do .. .. .	50-5-95

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.					Remarks.
	<b>Scales of pay of the staff (both subordinate and menial) of the Stores Branch.</b>						
<b>Subordinate staff, depot.</b>	Rs.					Rs.	
Wardkeepers .. ..	100-5-140					100-5-140	
Sub-storekeepers, Class IV..	160-10-200	Grade I	..	..	..	160-10-200	
Do do V..	215-15-275	Do II	..	..	..	215-15-275	
Senior sub-storekeepers, Class VI.	285-15-330	Sub-storekeepers, Grade III	..	..	..	285-15-330	
Assistant timekeeper, Class I	39-3-60	Grade I	..	..	..	39-3-60	
Timekeepers, Class II ..	68-4-80-5-95	Do II	..	..	..	68-4-80-5-95	
Do do III ..	100-5-140	Do III	..	..	..	100-5-140	
Motor lorry drivers, Grade I	40-2-42-3-51			....		40-2-42-3-51	
Do do do II	52-4-60-5-65			....		52-4-60-5-65	
Junior yard foreman, Special class.	42-3-60	Yard foremen, Grade I	..	..	..	42-3-60	
Senior yard foreman, Special class.	78-4-90-5-95	Do do II	..	..	..	78-4-90-5-95	

<b>Watch and ward staff (Stores).</b>					
Gate sergeants, Special class	120-10-150	Grade I	.. .. .	120-10-150	
Senior gate sergeants, Special class.	170-10-220	Gate sergeants, Grade II	.. .. .	170-10-220	Applies to senior gate sergeant.
Jemadars of chowkidars, Special class.	21-1-28		....	21-1-28	
Chowkidars, Special class ..	15-1-20		....	15-1-20	
Chowkidars, Quetta and Chaman, Special class.	17-2-23		....	17-2-23	
Messenger boys ..	12-1-15		....	12-1-15	
Hindu watermen and blishties in head office.	15		....	15	
Hindu watermen and blishties in divisional office.	13		....	13	
Farrashes .. ..	16-1-20		....	16-1-20	
Khalasis .. .. .	16-1-20		....	16-1-20	
Jemadars, sweepers, Moghalpura.	19-2-27		....	19-2-27	
Assistant jemadars, sweepers	18-1-22		....	18-1-22	
Sweepers in divisional offices, except those at Quetta and Lahore.	13-1-15		....	13-1-15	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<b>Scales of pay of the staff (both subordinate and menial) of the Stores Branch—concl'd.</b>			
	Rs. 20-1-28	....	Rs. 20-1-28
Duffries, depot offices, except those at Quetta and Lahore:			
Packers .. ..	22-1-30	....	22-1-30
Challandars .. ..	36-2-46	....	36-2-46
Do .. ..	25-1-35	....	25-1-35
Shunting jemadars .. ..	32-2-36	....	32-2-36
Do porters .. ..	17-2-23	....	17-2-23
Material checkers .. ..	25-1-35	....	25-1-35
Jemadar pointamen .. ..	23-2-31	....	23-2-31
Pointamen .. ..	19-2-27	....	19-2-27
Jemadars of permanent coolies	26-1-30	....	26-1-30
Permanent coolies .. ..	18-1-23	....	18-1-23

Labour Establishment.		Per day. Rs.					Per day. Rs.
Mistria, special..	..	4/4-4/5/8	....				4/4-4/5/8
Indian mistria ..	..	2/10-3/4/2	Mistria ..	..	..	..	2/10-3/4/2
Do mechanics ..	..	1/4-2/2/8	Mechanics ..	..	..	..	1/4-2/2/8
Skilled labour ..	..	As. 14-1-Re. 1/2					As. 14-1-Re. 1/2
Do do at Quetta ..	..	Re. 1-1/1-1/2					Re. 1-1/1-1/2
Do do at Karachi ..	..	As. 15-1-Re. 1/2					As. 15-1-Re. 1/2
Coolies ..	..	As. 10-1-12					As. 10-1-12
Do at Quetta ..	..	As. 12-1-15					As. 12-1-15
Do at Karachi ..	..	As. 11-1-13					As. 11-1-13
Do at Chaman ..	..	As. 14-1-Re. 1					As. 14-1-Re. 1
Tailoring Depot.		Rs.					Rs.
Assistant master tailor ..		60-5-85	Head tailor ..	..	..	..	60-5-85
Factory mechanics ..	}	75-3-90					75-3-90
		45-3-72					45-3-72
Tailors ..	..	45-3-72					45-3-72
Trimmers ..	..	39-3-60					39-3-60
Master tailor ..	..	90-5-130	Head cutter ..	..	..	..	100-5-140

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<b>Office peons.</b>		<b>Scale of pay of menial staff of all branches.</b>	
Jemadar peons in head office.	Rs. 25-1-28	} Office peons. Jemadars in Headquarters Office, all divisional offices and in all offices of heads of branches, except Quetta.	Rs. 25-1-28
Do do in district offices, Lahore, outside Lahore.	22-1-24		
Do do Lahore.	20-1-22		
Assistant jemadars in head office.	21-1-24	Assistant jemadars in the above offices and jemadars in all other offices, except at Quetta.	21-1-24
Peons in all offices at Lahore	16-1-20	Peons in all offices, except at Quetta .. .. .	16-1-20
Do in offices outside Lahore, except Quetta.	14-1-18	....	
Jemadar in district office, Quetta.	24-1-26	Jemadar in divisional office, Quetta .. .. .	27-1-30
....	....	Assistant jemadars in divisional office, Quetta .. .. .	24-1-26
Peons at Quetta ..	18-1-22	Peons at Quetta .. .. .	18-1-22
		<b>Office menials other than peons.</b>	
Lifters .. ..	30-1-35	Lifters .. .. .	30-1-35
Bookbinders .. ..	23-1-30	Bookbinders .. .. .	23-1-30
Duftries and pressmen ..	22-1-30	Duftries and pressmen .. .. .	22-1-30

Owing to the inauguration of the divisional scheme, the scales applicable to district offices were abolished and the rates fixed for head offices, Lahore, were enforced.



Do do do for Quetta.	25-1-33
Do outside Lahore ..	20-1-28
Pressmen, Carriage & Wagon Superintendent's Office.	14-1-23
Coolies .. ..	15-1-19
Do (Lost Property Office)	17-8/-18
Office cleaners ..	16-1-20
Cooly jemadar (Lost Property Office).	21
Sweepers at Lahore ..	15-1-17
Do Lost Property Office).	....
Carpenter .. ..	45
Watermen bhisty, Lahore ..	15
Do outside Lahore..	13
Do Quetta ..	17
Farrashes and chowkidars at Lahore.	16-1-20
Farrashes and chowkidars outside Lahore, except Quetta.	14-1-18
Farrashes and chowkidars at Quetta.	18-1-22
Sweepers for Quetta ..	17-1-19
Do outside Lahore, except Quetta.	13-1-15

Do for Quetta .. .. .	25-1-33
Do do Rawalpindi .. .. .	20-1-28
....	
Coolies .. .. .	15-1-19
Do (Lost Property Office) .. .. .	17-8/-18
Do .. .. .	16-1-20
Cooly jemadar (Lost Property Office) .. .. .	21
Sweepers .. .. .	15-1-17
Do (Lost Property Office) .. .. .	3
Carpenters ... .. .	45
Watermen .. .. .	15
....	
Watermen, Quetta .. .. .	17
Farrashes and chowkidars .. .. .	16-1-20
Do do do for Rawalpindi .. .. .	14-1-18
....	
Sweepers for Quetta .. .. .	17-1-19
Do do Rawalpindi .. .. .	13-1-15

(4) Statement showing prevailing rates of wages and movements in recent years; i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
	<b>Subordinate staff, Works Branch, employed on divisions.</b>		
Sub-inspector of works ..	Rs. 60-2½-105-4-125	.... Rs. 70-3-100-5-130	Revised from 1st April 1923.
Sub-permanent-way inspectors— Literate ..	60-2-90-2½-110	.... *60-2-90-2½-110	
Illiterate ..	45-2-75	.... 45-2-75	
			<p>* (1) Sub-permanent-way inspectors after completing three years' aggregate period as officiating permanent-way inspectors draw Rs. 130 per mensem.</p> <p>(2) Sub-way inspectors are given special pay of Rs. 5 per mensem on passing examination in the duties of permanent-way inspectors and in interlocking course.</p>
Permanent-way mistry (for Kalka-Simla Railway).	36-2-60-2½-65	.... 36-2-60-2½-65	
Signal and interlocking and block assistant inspectors.	Class III .. .. 170-10-240	.... 170-10-240	
Sub-assistant inspectors of interlocking and block.	Do IV .. .. 65-5-115	.... 75-5-125	Revised in 1928.
Sub-bridge inspectors ..	75-5-125	.... 75-5-125	
Assistant permanent-way munshis.	64-4-116 also draw duty allowance of Rs. 30.	.... 100-5-140	Revised from 1st September 1926 and designation changed to assistant junior sub-storeskeepers, permanent-way.

Timekeepers .. ..		35-3-65		35-3-65-5-75	Revised from 1st April 1923 and designation changed to works clerks (1928).
Ballast inspectors ..		35-3-80	....	35-3-80	
Assistant plantation inspectors		40-2-50	....	40-2-50	
Sounders .. ..	Unclassed .. ..	.. ..	There are no sounders on the line, they have been substituted by sub-inspectors of works.		Revised in 1927.
District store munshis, Sukkur, District store munshis, Jhelum.	} Bridge Department.	100-10-200-10-250 efficiency bar at Rs. 200.	100-10-200-10-250 efficiency bar at Rs. 200.		Revised from 1st January 1928.
Other district store munshis		Do do	Sub-storekeeper, Jhelum .. .. . 215-15-275		
Apprentices permanent-way inspectors—					
First year ..	Rs.	65	First year .. .. .	Per mensem. Rs. 65	
Second do ..		80	Second do .. .. .	80	
Third do ..		95	Third do .. .. .	95	
Fourth do ..		120	Fourth do .. .. .	120	
NOTE.—After completing apprenticeship period and when appointed as assistant permanent-way inspector will draw Rs. 135.					

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.								Remarks.
	<b>Subordinate</b>	<b>staff (Works Branch) employed on division—concd.</b>								
Apprentice signal and interlocking inspectors—	<i>Per mensem.</i>	Apprentice interlocking inspectors and assistant block inspectors—								
	<i>Rs.</i>	<i>Per mensem.</i>								
First year ..	65	First year	..	..	..	..	..	..	<i>Rs.</i>	65
Second do ..	80	Second do	..	..	..	..	..	..	80	
Third do ..	95	Third do	..	..	..	..	..	..	95	
Fourth do ..	120	Fourth do	..	..	..	..	..	..	120	
	} If he has passed the examination, if not Rs. 80.									
NOTE.—After completing apprentice period and when appointed as assistant signal and interlocking inspector, will draw Rs. 125.										
Apprentice bridge inspectors—										
During the first year ..	75	First year	..	..	..	..	..	..	65	
Do second do ..	100	Second do	..	..	..	..	..	..	80	
		Third do	..	..	..	..	..	..	95	
		Fourth do	..	..	..	..	..	..	120	

**Skilled and unskilled monthly labour employed on maintenance of works.**

	" A "	" B "	" C "		" A " scale of pay.	" B " scale of pay.	" C " scale of pay.	Quetta Division scale of pay.	Nushki Extension Railway scale of pay.			
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	Rs.			
Mates .. ..	20-28	22-30	24-34	Mates .. ..	20-2-28	22-2-30	24-2-34	24-2-34	20-2-28	} Revised in April 1926.  * Carpenters only. † Blacksmiths only. ‡ Masons and painters only.		
				Do Timber Store Depot.	..	27-1-35	..	..	..			
Coolies (way) .. ..	13-17	14-19	15-22	Coolies (way) ..	13-1-17	14-1-19	15-1-22	18-1-22	14-1-17			
Keymen .. ..	14-18	15-20	17-24	Keymen .. ..	14-1-18	15-1-20	17-1-18-2-24	22-2-24	17-1-21			
Trollymen .. ..	} 15-19	} 16-21	} 17-24	Trollymen } ..	} 15-1-19	} 16-1-21	} 17-1-18-2-24	} 20-2-24	} 15-1-19			
Hammermen .. ..				Hammermen } ..								
Khalassia .. ..	15-19	16-21	17-24	Khalassia .. ..	15-1-19	16-1-21	17-1-18-2-24	..	..			
Carpenters, blacksmiths, masons and painters.	26-44	36-50	40-60	Carpenters, linesmen, blacksmiths, masons, painters and switchboard attendants. }	} 26-2-44	} 36-2-50	} 40-2-60	* 40-2-60	* 40-2-60			
											† 40-2-60	† 40-2-60
											‡ 40-2-60	‡ 40-2-60
				Boatmen .. ..	..	16-1-17	..	..	..			
				Head boatman ..	..	17-1-19	..	..	..			

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.			Scales of pay on 1st April 1929.						Remarks.
<b>Skilled and unskilled monthly labour employed on maintenance of works—concl'd.</b>										
	"A".	"B".	"C".		"A" scale of pay.	"B" scale of pay.	"C" scale of pay.	Quetta Division scale of pay.	Nushki Extension Railway scale of pay.	
	Rs.	Rs.	Rs.	Works and general coolies and bellowsmen.	Rs.	Rs.	Rs.	Rs.	Rs.	
	13-17	14-18	16-22		13-1-17	14-1-18	16-2-22	18-2-22	14-1-17	
Works and general coolies and bellowsmen.										
Fitters .. ..	36-50	40-60	40-65	Fitters .. ..	36-2-50	40-2-60	40-2-50-3-65	40-2-50-3-65	40-2-50-3-65	
Mistries .. ..	45-70	55-80	60-85	Mistries .. ..	45-2-55-3-70	55-2-65-3-80	60-2-70-3-85	..	..	
<b>Menial staff (sanitary) on monthly rates of pay other than the above.</b>										
	General scale.		Quetta scale.		General scale.		Quetta scale.	Nushki Extension Railway scale.		
	Rs.	Rs.			Rs.	Rs.	Rs.	Rs.	Rs.	
Sweeper jemadars ..	17-23	23-35		Sweeper jemadars ..	..	..	17-2-23	23-2-35	17-2-23	} Revised in April 1926.
Sweepers .. ..	14-17	17-23		Sweepers .. ..	..	..	14-1-17	17-2-23	14-1-17	
Do (drain cleaners) ..	15-19	..		Do (drain cleaners) ..	..	..	15-1-19	..	*..	
Bhisties .. ..	14-17	17-23		Bhisties .. ..	..	..	14-1-17	17-2-23	14-1-17	
Malis .. ..	19-27	23-35		Malis .. ..	..	..	19-2-27	23-2-31	19-2-27	
				Malis at Boston ..	..	..	..	32-2-40	..	

Menial staff employed at stations and skilled and unskilled staff employed in workshops, if any, attached to divisional offices.

Cabinmen.				Cabinmen.		General scale.	Quetta scale.
		Rs.				Rs.	Rs.
"A" Class .. ..	15-1-19	Grade I .. ..	..	..	..	15-1-19	17-2-23
"B" do .. ..	17-2-23	Do II .. ..	..	..	..	17-2-23	22-2-28
"C" do .. ..	24-2-30	Do III .. ..	..	..	..	24-2-30	..
"D" do .. ..	32-2-36	Do IV .. ..	..	..	..	32-2-36	34-2-40
"E" do .. ..	37-2-45	Do V .. ..	..	..	..	37-2-45	..
<b>Shunting jemadars.</b>				<b>Shunting jemadars.</b>			
"A" Class .. ..	24-2-30	Grade I .. ..	..	..	..	24-2-30	..
"B" do .. ..	32-2-36	Do II .. ..	..	..	..	32-2-36	34-2-40
"C" do .. ..	37-2-45	Do III .. ..	..	..	..	37-2-45	41-3-50
<b>Shunting porters.</b>				<b>Shunting porters.</b>			
"A" Class .. ..	17-2-23	Grade I .. ..	..	..	..	17-2-23	22-2-28
"B" do .. ..	19-2-27	Do II .. ..	..	..	..	19-2-27	24-2-32

No change since 1920.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.
<b>Manial staff employed at stations and skilled and unskilled staff employed in workshops, if any, attached to divisional offices.</b>						—contd.
<b>Points and line jemadars.</b>		<b>Points and line jemadars.</b>				
				<i>General scale. Quetta scale.</i>		
	Rs.			Rs.	Rs.	
"A" Class .. ..	17-2-23	Grade I .. ..	.. ..	17-2-23	..	
"B" do .. ..	19-2-27	Do II .. ..	.. ..	19-2-27	24-2-32	
<b>Travelling and intermediate goods van porters.</b>		<b>Travelling and intermediate goods van porters.</b>				
"A" Class .. ..	15-1-19	Grade I .. ..	.. ..	15-1-19	..	
"B" do .. ..	17-2-23	Do II .. ..	.. ..	17-2-23	..	
"C" do .. ..	19-2-27	Do III .. ..	.. ..	19-2-27	..	Applies to jemadars of intermediate goods van porters.



<b>Sweepers.</b>	
"A" Class .. ..	14-1-17
"B" do .. ..	15-1-19
"C" do .. ..	17-2-23
Jemadar sweeper ..	19-2-27
<b>Gate-men.</b>	

Class I .. ..	14-1-17
Do II .. ..	15-1-19
Do III .. ..	17-2-23

**Watermen, box porters and waiting-room ayahs.**

Class I .. ..	14-1-17
Do II .. ..	15-1-19
Do III .. ..	17-2-23

**Station peons.**

Class I .. ..	14-1-17
Do II .. ..	15-1-19

<b>Sweepers.</b>	
Grade I .. ..	14-1-17
Do II .. ..	15-1-19
Do III .. ..	17-2-23
Sweepers, Grade IV ..	19-2-27
<b>Gate-men at stations as well as on the line.</b>	

*General scale. Quetta scale. Nushki Extension Railway scale.*

Grade I .. ..	Rs. 14-1-17	Rs. 17-2-23	Rs. 14-1-17
Do II .. ..	Rs. 15-1-19	..	..
Do III .. ..	Rs. 17-2-23	..	..

} No change since 1920.

**Watermen, box porters and waiting-room ayahs.**

Grade I .. ..	14-1-17
Do II .. ..	15-1-19
Do III .. ..	17-2-23 for box porters at Quetta.

**Station peons.**

Grade I .. ..	14-1-17
Do II .. ..	15-1-19
Do III .. ..	17-2-23 for Kalabagh-Bannu Railway.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.
Muzial staff employed at stations and skilled and unskilled staff employed in workshops, if any, attached to divisional offices—contd.						
	Rs.	Malis.			General scales. Rs.	
Class I .. ..	14-1-17	Grade I .. ..	.. ..	.. ..	.. 14-1-17	
Do II .. ..	15-1-19	Do II .. ..	.. ..	.. ..	.. 15-1-19	
Do III .. ..	17-2-23	Do III .. ..	.. ..	.. ..	.. 17-2-23 Jemadaru.	
Lampmen.						
Class I .. ..	15-1-19	Grade I .. ..	.. ..	.. ..	.. 15-1-19	
Do II .. ..	17-2-23	Do II .. ..	.. ..	.. ..	.. 17-2-23	
Points and signalmen.						
Class I .. ..	15-1-19	Grade I .. ..	.. ..	.. ..	.. 15-1-19	
Do II .. ..	17-2-23	Do II .. ..	.. ..	.. ..	.. 17-2-23	No change since 1920.

M.R.C.  
-12.

Luggage porters.			Luggage porters.			Goods coolies.			Goods coolies.		
Class I	..	..	15-1-19	Grade I	..	..	..	..	..	..	15-1-19
Do II	..	..	17-2-23	Do II	..	..	..	..	..	..	17-2-23
Goods coolies.			Goods coolies.			Goods coolies.			Goods coolies.		
Class I	..	..	15-1-19	Grade I	..	..	..	..	..	..	15-1-19
Do II	..	..	17-2-23	Do II	..	..	..	..	..	..	17-2-23
Watch and ward staff for all branches.			Watch and ward staff for all branches.			Watch and ward staff for all branches.			Watch and ward staff for all branches.		
Class I	..	..	14-1-17	Grade I	..	..	..	14-1-17	Rs.	17-2-23	Rs.
Do II	..	..	15-1-19	Do II	..	..	..	15-1-19	..	..	..
Do III	..	..	17-2-23	Do III	..	..	..	17-2-23	..	..	..
Do IV	..	..	19-2-27 (Gurkhas)	Do IV	..	..	..	19-2-27 (Gurkhas).	..	..	..
Do V	..	..	24-2-30 (Gurkha jemadar).	Do V	..	..	..	24-2-30 (Jemadars).	..	..	..
Do VI	..	..	37-2-45 (Gurkha jemadars).	Do VI	..	..	..	37-2-45 (Jemadars).	..	..	..
									Nasht Extension Railway. Rs. 14-1-17		

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.	
<b>Scales of pay on the Delhi and Karachi divisions on reorganization of the watch and ward staff.</b>							
					Rs.		
		Chowkidars	..	..	..	..	{ (a) 15-1-19 (b) 17-2-23
		Watchmen	..	..	..	..	{ (a) 17-2-23 (b) 19-2-27
		Head watchmen, Delhi	..	..	..	..	33-3-60
		Do Karachi	..	..	..	..	33-2-45-3-60
		Sub-inspector	..	..	..	..	66-4-90
		Assistant sub-inspector, Delhi	..	..	..	..	150-10-190
		Do do Karachi	..	..	..	..	140-5-190
<b>Telegraph peons.</b>	<b>Rs.</b>						<b>Rs.</b>
Class I .. ..	14-1-17	Grade I	..	..	..	..	14-1-17
Do II .. ..	15-1-19	Do II	..	..	..	..	15-1-19
		Do III	..	..	..	..	17-2-23
		Do IV	..	..	..	..	17-2-27
		Do V	..	..	..	..	for jemadars. 19-2-27
							for jemadars.

Miscellaneous.		Miscellaneous.	Rs.
All boys under 16 years of age	10-1-13	All boys under 16 years of age .. .. .	10-1-13
Bellows boys, waiting-room bearers, and trollymen in district offices.	14-1-17	Bellows boys, waiting-room bearers and trollymen in divisional offices	14-1-17
Store coolies, coupling porters, call boys and searching porters.	15-1-19	Dhobies, stores coolies, coupling porters, call boys and searching porters.	15-1-19
Cranemen, waiting and running-room cooks and bearers and cash safe coolies.	17-2-23	Cranemen, waiting and running-room cooks and bearers and cash safe coolies.	17-2-23
Running room bearers for Quetta District (European running-room).	23-2-35	Running-room bearers for Quetta Division (European running-room)	23-2-35
Running-room cooks and sailmen for guards' running-rooms.	19-2-27	Do cooks and sailmen for guards' running-rooms ..	19-2-27
Running-room cooks for European running-room, Quetta.	34-2-40	Do do for European running-room, Quetta ..	34-2-40
Crane jemadars ..	24-2-30	Do do do do Nushki ..	25-2-35
Painters, fitters and tinkers ..	32-2-36	Crane jemadars .. .. .	24-2-30
Carpenters .. ..	37-2-45	Painters, fitters and tinkers .. .. .	32-2-36
		Carpenters .. .. .	37-2-45
		Weighing machine fitters .. .. .	60-3-75
		Do do coolies .. .. .	18-1-20
		Do do do Quetta .. .. .	18-2-24

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
	<b>Skilled and unskilled labour</b> Rs.	<b>and other menial staff employed at train-examining stations.</b> Rs.	
Carpenters, mistries, vacuum fitter-mistries and gas fitter-mistries.	51-3-60	Carpenters, mistries, vacuum fitter-mistries and gas fitter-mistries. 51-3-60 56-3-65 for Quetta.	
Oil enginemen, vacuum, gas, and Washington lamp pipe fitters, brass fitters, blacksmiths, polishers, painters, trimmers, carpenters and tinkers.	41-3-50	Oil enginemen, vacuum, gas and Washington lamp pipe fitters and brass fitters, blacksmiths, polishers, painters, trimmers, carpenters, tinkers and fitters. 41-3-50 46-5-55 for Quetta.	
Gasmakers, train fitters, assistant gas and vacuum fitters, assistant pipe fitters and jemadars.	31-3-40	Gasmakers, train fitters, assistant gas and vacuum fitters, assistant pipe fitters, jemadars and assistant tank fitters. 31-3-40 33-3-42 for Quetta.	
Hammermen, lifters, repackers, wheelmen, assistant jemadars, gas fillers, lampmen, electric coolies, greasers and stencillers.	22-2-30	Hammermen, lifters, repackers, wheelmen, assistant jemadars, gas fillers, lampmen, electric coolies, greasers, stencillers and riveters. 22-2-30 24-2-32 for Quetta.	

Cleaners, chowkidars, bhisties, coolies, sweepers and wrenchmen.	16-1-20	Cleaners, chowkidars, bhisties, coolies, sweepers and wrenchmen, tank coolies and riveting coolies.	16-1-20 16-2-22 for Quetta.	No change since 1920.
		Khalassis .. .. .	.. 15-1-19 17-2-25 for Quetta.	
Pointsmen .. ..	14-1-17	Pointsmen .. .. .	.. 14-1-17	
		Dhobies .. .. .	.. 17-2-23	
		Tool checkers .. .. .	.. 23-2-35	
		Turntable coolies .. .. .	.. 17-2-23	
Oil engine drivers ..	1/4-2/-Rs. 2	Oil engine drivers .. .. .	.. Re. 1/4-2/-Rs. 2	
Shop crane driver ..	1/4-2/-Rs. 1/8	Shop crane driver .. .. .	.. Re. 1/4-2/-Rs. 1/8	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
The following rates apply to Bhatinda, Saharanpur, Dalbandin, Kundian and Kalabagh districts:—	Labour and menial staff on	monthly rates of pay employed in sheds and in drivers' running-rooms.	
		The following rates apply to sheds in Multan, Delhi and Ferozepore divisions and to sheds on Ahmedwal-Mirjawa Section of Quetta Division and sheds at Sher Shah, Bhakkar, Mari, Malakwal, Kundian, Campbellpur, Kalabagh, Bannu, and Tank of Rawalpindi Division:—	
	Rs.	Rs.	
All boys under 16 years of age.	10-1-13	All boys under 16 years of age .. .. .	Grade I .. 10-1-13
Punkha coolies ..		Punkha coolies .. .. .	
		Cinder pickers at Kaur (Kalabagh-Bannu Railway) ..	15
		Pointamen at Ferozepore .. .. .	15 & 16
		Shed messengers .. .. .	Grade II .. 14-1-17
Shed and fuel chowkidars.	14-1-17	Shed and fuel chowkidars .. .. .	
Mali coolies ..		Mali coolies .. .. .	
Bhisties .. ..		Bhisties .. .. .	
Running-room box porters.		Running-room box porters .. .. .	
Bar setters .. ..		Bar setters .. .. .	
Sweepers .. ..		Sweepers .. .. .	
Turntable coolies ..		Turntables coolies .. .. .	



Punkha coolies on Multan District only.	15-1-19	Punkha coolies on Multan Division only ..	Grade III .. 15-1-19
Pointmen ..		Box porters for locomotive inspectors ..	
Tube cleaners ..		Tube cleaners .. ..	
Ashpit cleaners ..		Ashpit cleaners .. ..	
Callmen ..		Callmen .. ..	
European running-room bearers.		European running-room bearers ..	
Trollymen ..	Trollymen .. ..		
Indian running-room cooks.	17-2-23	Indian running-room cooks .. ..	Grade IV .. 17-2-23
Fuel coolies ..		Fuel coolies .. ..	
Malis ..		Malis .. ..	
Lighters ..		Lighters .. ..	
Lampmen ..		Lampmen .. ..	
European running-room cooks.		European running-room cooks .. ..	
Stores issuers ..	Stores issuers .. ..		

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
	<b>Labour and menial staff on monthly rates of pay employed in sheds and in drivers' running-rooms—contd.</b>		
The following rates apply to Kundian and Kalabagh districts— <i>concl'd.</i>	Bhatinda, Saharanpur, Dalbandin, <i>concl'd.</i>	The following rates apply to sheds in Multan, Delhi and Ferozepore divisions and to sheds on Ahmedwal-Mirjawa Section of Quetta Division and sheds at Sher Shah, Bhakkar, Mari, Malakwal, Kundian, Campbellpur, Kalabagh, Banna, and Tank of Rawalpindi Division— <i>concl'd.</i>	
Fuel mates ..	Rs.	Cook at Saharanpur .. .. .	} Ra.
Washout coolies ..	19-2-27	Telephone attendants .. .. .	
Tally clerk on Saharanpur District only.			Fuel mates .. .. .
		Washout coolies .. .. .	
		Tally clerks on Delhi Division only .. .. .	
		Malis on Nushki Extension Railway .. .. .	22-1-30
The following rates apply in Rawalpindi districts only and to Locomotive Shops and Electrical Shops, Moghalpura:—	Karachi, Lahore, Sukkur, Kalka and <i>concl'd.</i>	The following rates apply to sheds in Karachi and Lahore divisions, to shed at Kalka and to sheds at Rawalpindi, Lala Musa, Kohat and Peshawar of Rawalpindi Division:—	
All boys under 16 years of age.	Rs.	All boys under 16 years of age (includes cinder picker at Rawalpindi).	Rs.
Punkha coolies ..	10-1-13	Punkha coolies .. .. .	} Grade I .. 10-1-13
Washermen and women on Karachi Division.			
Fire carriers on Lahore District, except Lahore Shed.		Shed messengers .. .. .	Grade II .. 14-1-17
Shed and fuel chowkidars		Box porters for locomotive inspectors .. .. .	}
		Fire carriers on Lahore Division, except Lahore Shed	
		Shed and fuel chowkidars .. .. .	

Mali coolies ..		Mali coolies .. ..	
Punkha coolies, Lahore District.		Punkha coolies, Lahore Division .. ..	
Bhisties .. ..		Bhisties .. ..	
Running-room box porters.		Running-room box porters .. ..	
Pointsmen .. ..	15-1-19	Pointsmen .. ..	Grade III .. 15-1-19
Call boys in Lahore Shed only.		Call boys in Lahore Shed only .. ..	
Bar setters .. ..		Bar setters .. ..	
Sweepers .. ..		Sweepers .. ..	
Turntable coolies ..		Turntable coolies .. ..	
Tube cleaners .. ..		Tube cleaners .. ..	
Callmen .. ..		Callmen .. ..	
Running-room bearers for European drivers.		Running-room bearers for European drivers ..	
Fire carriers in Lahore Shed only.		Shunting porters on Lahore Division only ..	
Indian running-room cooks.		Fire carriers in Lahore Shed only .. ..	
Ashpit cleaners .. ..	17-2-23	Indian running-room cooks .. ..	
Malis .. ..		Ashpit cleaners .. ..	Grade IV .. 17-2-23
Lighters .. ..		Malis .. ..	
Lampmen .. ..		Lighters .. ..	
Trollymen .. ..		Lampmen .. ..	
		Trollymen .. ..	
		Hook porters .. ..	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
	<b>Labour and menial staff on monthly</b>	<b>rates of pay employed in sheds and in drivers' running-rooms—contd.</b>	
The following rates apply in Karachi, Lahore, Sukkur, Kalka and Rawalpindi districts only and to Locomotive Shops and Electrical Shops, Moghalpura— <i>conold.</i>		The following rates apply to sheds in Karachi and Lahore divisions, to shed at Kalka and to sheds at Rawalpindi, Lala Musa, Kohat and Peshawar of Rawalpindi Division— <i>conold.</i>	
	Rs.	Rs.	
Head callmen in Lahore Shed.	} 19-2-27	Telephone attendants .. .. .	} Grade V .. 19-2-27
Washout coolies .. .. .		Head callmen in Lahore Shed only .. .. .	
Assistant ticket distributors in Lahore Shed only.		Washout coolies .. .. .	
European running-room cooks.		Assistant ticket distributors in Lahore Shed only .. .. .	
Fuel coolies .. .. .		European running-room cooks .. .. .	
Stores issuers .. .. .	} 23-2-35	Fuel coolies .. .. .	} Grade VI .. 23-2-35
Fuel mates .. .. .		Stores issuers (except Rawalpindi and Kotri sheds) .. .. .	
		Fuel mates .. .. .	
		Clerk for pump inspectors, Lahore only .. .. .	
The following rates apply to sheds in Quetta District :—	Rs.	The following rates apply to sheds in Quetta Division (except those on Ahmedwal-Duzdap Section :—	
All boys under 16 years of age.	10-1-13	All boys under 16 years of age .. .. .	Grade I .. 10-1-13
Sweepers .. .. .	} 10-1-13	Box porters for locomotive inspectors .. .. .	} 10-1-13
Bhisties .. .. .		Sweepers .. .. .	
Chowkidars .. .. .		Bhisties .. .. .	
		Chowkidars .. .. .	

Callmen .. ..	} 17-2-23	Callmen .. ..	} Grade IV .. 17-2-23
Punkha coolies ..		Punkha coolies .. ..	
Mali coolies ..		Mali coolies .. ..	
Running-room porters. box		Running-room box porters .. ..	
Ashpit cleaners ..	} 19-2-27	Telephone attendants .. ..	} Grade V .. 19-2-27
Tube cleaners ..		Ashpit cleaners .. ..	
Pointsmen ..		Tube cleaners .. ..	
Bar setters ..		Pointsmen .. ..	
Malis ..		Bar setters .. ..	
Stores issuers ..		Malis .. ..	
Trollymen ..	} 23-2-35	Stores issuers .. ..	} Grade VI .. 23-2-35
Lighters ..		Lighters .. ..	
European running-room bearers.		European running-room bearers .. ..	
Fuel coolies ..	} 26-2-40	Fuel coolies .. ..	} Grade VII .. 26-2-40
Washout coolies ..		Washout coolies .. ..	
Fuel mates ..		Fuel mates .. ..	
Running-room cooks for Indian drivers.		Running-room cooks for Indian drivers .. ..	
Running-room cooks for European drivers.	34-2-40	Running-room cooks for European drivers .. ..	34-2-40
		Shed messengers .. ..	17-1-20

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.		Scales of pay on 1st April 1929.						Remarks.	
			<b>Mechanical staff.</b>							
			Apprentices in outstation workshops—							
			<i>Lahore shops.</i>	<i>Out-station.</i>					Rs.	
			Rs.	Rs.						
European and Anglo-Indian apprentices in Lahore and outstation shops.	First year	..	50	30	First year	..	..	..	..	40
	Second do	..	60	40	Second do	..	..	..	..	50
	Third do	..	70	50	Third do	..	..	..	..	60
	Fourth do	..	80	60	Fourth do	..	..	..	..	70
	Fifth do	..	100	70	Fifth do	..	..	..	..	80
	Sixth do	..	120	..						
			<i>Per day.</i>	<i>Per day.</i>	Apprentices in the central workshops, Moghalpura—					
			Rs.	Rs.						Rs.
Indian literate apprentices in Lahore shops and outstations.	First year	..	1/8	-/14	First year	..	..	..	..	50
	Second do	..	1/10	1	Second do	..	..	..	..	60
	Third do	..	1/12	1/2	Third do	..	..	..	..	70
	Fourth do	..	1/14	1/4	Fourth do	..	..	..	..	80
	Fifth do	..	2	1/6	Fifth do	..	..	..	..	90

Revised in 1926.

Miscellaneous.	Per mensem. Rs.	Miscellaneous.	Per mensem. Rs.	
Chargemen and mechanics ..	130-10-170-15-350	Chargemen in shops and sheds .. .. .	.. 185-15-350	Revised from 1st August 1925.
Head timekeeper and senior gate sergeant, Class V.	215-15-275	Senior gate sergeant, Grade V .. .. .	.. 215-15-275	
Senior gate sergeants at Lahore.	170-10-220	Head timekeeper, Grade IV .. .. .	.. 160-10-200	
Senior gate sergeants at out- stations.	160-10-200	Senior gate sergeants at outstations .. .. .	.. 160-10-200	
Junior gate sergeants at Lahore and outstations.	120-10-150	Junior gate sergeants at Lahore and outstations .. .. .	.. 120-10-150	
European apprentices, work- shops, Moghalpura.	50-10-80-20-120	Apprentices, central workshops, Moghalpura .. .. .	.. 50-10-90	
Apprentices, outstation staff	30-10-70	Apprentices, outstation staff .. .. .	.. 40-10-80	
<b>Electrical Power-house, Moghalpura.</b>		<b>Electrical Power-house, Moghalpura.</b>		
Shift chargemen ..	200-15-350	Shift chargemen .. .. .	} 185-15-350	Revised from 1st August 1925.
Chargemen, construction ..	200-15-350	Chargemen, construction .. .. .		
Do repair ..	200-15-350	Chargemen, locomotive .. .. .		
Do locomotive ..	610-10-200-15-245	Do carriage and wagon .. .. .		
Do carriage and wagon.	160-10-200-15-245	Meter inspector .. .. .		
Meter inspector ..	140-10-170-15-275			

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.	
		<b>Mechanical staff—concd.</b>					
		<b>Electrical Power-house, Moghalpara—concd.</b>					
	<i>Per mensem.</i> Rs.				<i>Per mensem.</i> Rs.		
Senior switchboard attendant	90-10-140	Senior switchboard attendant	..	..	..	100-10-170	Revised from 1st August 1925.
Junior switchboard attendant	35-5-50-10-80	Junior switchboard attendant	..	..	..	35-5-50-10-80	
	<i>Per day.</i>	Boiler-house chargemen	..	..	..	} 185-15-350	
		Armature winder chargemen	..	..	..		
Junior sub-station attendant	1/4 to 2	Junior sub-station attendant	..	..	..	30-4-50	
	<i>Per mensem.</i>						
Assistant chargemen, outdoors.	130-10-170-15-350	Assistant chargemen, outdoors	..	..	..	185-15-350	
	<i>Per day.</i>						
Head drivers .. ..	2/10 to 4/2	Head drivers .. ..	..	..	..	65-5-105	
Drivers .. ..	2 to 2/8	Drivers .. ..	..	..	..	50-3-65	
Junior sub-station attendant	1/4 to 2/8	Senior sub-station attendant	..	..	..	35-5-50-10-80	Revised from 1st August 1925.
Assistant drivers .. ..	1/4 to 1/14	Assistant drivers .. ..	..	..	..	30-4-50	
Head firemen .. ..	2/2 to 3	Head firemen .. ..	..	..	..	55-5-80	
Firemen .. ..	1/4 to 2	Firemen .. ..	..	..	..	0-4-50	



Assistant firemen and greasers.	-/14 to 1/2	Assistant firemen and greasers .. .. .	20-2-30	
Head pumpman ..	2 to 2/8	Head pumpman .. .. .	50-3-65	
Pump driver .. ..	1/4 to 2	Pump driver .. .. .	30-4-50	
<b>Mechanical power-house.</b>		<b>Mechanical power-house.</b>		
	<i>Per month.</i>		<i>Per month.</i>	
	<i>Rs.</i>		<i>Rs.</i>	
Senior gate sergeants in shops outside Lahore.	160-10-200	Watch and ward (shops) and fire brigade staff, head timekeeper and senior gate sergeant (Mughalpura shops).	215-15-275	
Junior gate sergeants in shops outside Lahore.	120-10-150	Senior gate sergeants on districts .. .. .	160-10-200	
Senior fire master ..	250-20-325	Junior gate sergeants .. .. .	120-10-150	
Assistant fire master ..	140-10-240	Senior fire master .. .. .	300-20-400	Revised in 1924.
Jemadar-chowkidar ..	21-1-28	Assistant fire master .. .. .	140-10-240	
Shop do .. ..	15-1-20	Jemadar-chowkidar .. .. .	21-1-28	
Motor fitter .. ..	75	Shop do .. .. .	15-1-20	
Jemadar, firemen ..	36-1-42	Motor fitters .. .. .	51-3-75	Revised in 1928.
Firemen .. ..	26-1-35	Jemadar, firemen .. .. .	36-1-42	
Motor drivers .. ..	75	Firemen .. .. .	26-1-35	
Saloon attendants ..	25-1-30	Motor drivers .. .. .	51-3-75	Revised in 1928.
Motor lorry drivers ..	41-3-50	Saloon attendants .. .. .	25-1-30	
		Motor lorry drivers .. .. .	41-3-50	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<b>Labour and menial staff</b>	<b>on daily rate of pay in Locomotive and Carriage, Electric, Engineering (Signal Engineer's and Bridge Engineer's) workshops, Gas</b>	<b>Factory and running sheds.</b>	
		Masons and fitters in gas factories ..	
Mochis .. ..	} Re. 1/4-2/-Rs. 2/8 per day.	Mochis .. ..	} Re. 1/4-2/-Rs. 2/8 per day.
Mechanics .. ..		Mechanics .. ..	
Workshop jemadars ..		Workshop jemadars ..	
Head yard cooly jemadars in large workshops.		Head yard cooly jemadars in large workshops.	
Assistant workshop jemadars		Assistant workshop jemadars ..	
Shunting jemadars ..		Shunting jemadars .. ..	
Shed jemadars ..		Shed jemadars .. ..	
Cleaning jemadars ..		Cleaning jemadars .. ..	
Washing out jemadars ..		Washing out jemadars .. ..	
Workshop engine drivers ..		} Re. 1/4-2/-Rs. 2 per day.	
Pump engine drivers ..		Pump engine drivers .. ..	
		Crane jemadars, Quetta* .. ..	
Steam or electric crane drivers		Steam or electric crane drivers ..	*Created in 1928. No change since 1920.
Stores issuers and checkers in shops.		Stores issuers and checkers in shops ..	

M.R.C-13.

Shop crane drivers ..	} Re. 1/4-2/-1/8 per day.	Shop crane drivers ..	} Re. 1/4-2/-1/8 per day .. ..
Yard cooly jemadars ..		Yard cooly jemadars ..	
Workshop engine firemen ..	} As. 14-1-Re. 1/2 per day. As. 15-1-Re. 1/2 per day for Karachi District. Re. 1-1/1-1/2 per day for Quetta District.	Workshop engine firemen ..	} As. 14-1-Re. 1/2 per day .. As. 15-1-Re. 1/2 per day for Karachi Division. Re. 1-1/1-1/2 per day for Quetta ..
Pumping do do ..		Pumping do do ..	
Fire droppers in sheds ..		Fire droppers in sheds ..	
Coolies .. ..	} As. 10-1-12 per day. As. 11-1-13 per day for Karachi District. As. 12-1-15 per day for Quetta District.	Coolies .. ..	} As. 10-1-12 per day .. .. As. 11-1-13 per day for Karachi Division As. 12-1-15 per day for Quetta Division.
Pump coolies .. ..		Pump coolies .. ..	
Gas coolies .. ..		Gas coolies .. ..	
Turners, firemen and lighters in Lahore Shed only.	As. 14-1-Re. 1/2 per day .. ..	Turners, firemen and lighters in Lahore Shed only.	As. 14-1-Re. 1/2 per day.
Tool checkers in Lahore Shed only.	Re. 1/4-2/-Rs. 2 per day .. ..	Tool checkers in Lahore Shed only ..	Re. 1/4-2/-Rs. 2 per day.
		Tool checkers in Rohri, Rawalpindi and Kotri sheds.	Re. 1/4-2/-Rs. 2 per day.
		Tool checkers .. ..	Re. 1/8-2/-Rs. 2/12 for Quetta Division.
		Steam crane firemen (Quetta Division)	As. 14-2-Re. 1/4 per day.
Daily-rated shed and shop Indian special mistries.	Re. 4/4-4/-5/8 per day .. ..	Daily-rated shed and shop Indian special mistries.	Rs. 4/4-4/-5/8 per day.
Daily-rated shed and shop mistries.	Rs. 2/10-3/-4/2 per day .. ..	Daily-rated shed and shop mistries ..	Rs. 2/10-3/-4/2 per day.
		Do do do ..	Rs. 3/4-4/-5/8 per day for Quetta Division.

APPENDIX.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<b>Labour and menial staff on daily rates of pay in Locomotive, Carriage, Electric, Engineering (Signal Engineer's and Bridge Engineer's) Factory and running sheds—concl'd.</b>			<b>workshops, Gas</b>
Daily-rated shed and shop mechanics.	Re. 1/4-2/-Rs. 2/8 per day ..	Daily-rated shed and shop mechanics .. .. Re. 1/4-2/-Rs. 2/8 per day. Do do do .. .. Re. 1/10-2/-Rs. 3/4 per day for Quetta Division.	} No change since 1920.
Daily-rated shed and shop skilled labour.	As. 14-1-Rs. 1/2 per day.. ..	Do do skilled labour .. .. As. 14-1-Rs. 1/2 per day. Do do labour at Quetta .. .. Re. 1-1/1-1/2 per day, including crane coolies. Do do do at Karachi .. .. As. 15-1-Rs. 1/2 per day.	
Coolies .. ..	As. 10-1-12 per day .. ..	Coolies and watermen, Moghalpura and Kalka shops, As. 10-1-12 per day for hot weather only.	
Do at Quetta .. ..	As. 12-1-15 per day .. ..	Coolies at Quetta .. .. As. 12-1-15 per day.	
Do at Karachi .. ..	As. 11-1-13 per day .. ..	Do at Karachi .. .. As. 11-1-13 per day.	
Shop boys .. ..	As. 14-1-Rs. 1/2 per day.. ..	Shed shop boys .. .. As. 14-1-Rs. 1/2 per day. Do do literate .. .. As. 14-2/-Rs. 1/6 per day.	
		Improvers .. .. Re. 1/2-2/-1/6 per day.	
		Shop messengers .. .. As. 10 per day. Do do .. .. As. 11 per day, Karachi. Do do .. .. As. 12 per day, Quetta.	

		Printing	Press Establishment.			Miscellaneous.	
Miscellaneous.	Rs.			Miscellaneous.	Rs.		
Computer, D class ..	40-3-100		Computer .. .. .		68-4-80/5-95	Revised in 1927.	
Correction checker, K Class ..	40-2-60		Correction checker .. .. .		40-2-60		
Head computer, D Class ..	100-4-120		Press order clerk .. .. .		100-5-140		
			Gestetner operator and typist .. .. .		110-10-150	Created in 1927.	
<b>Reading staff.</b>			<b>Reading staff.</b>				
Readers, F Class ..	50-2/8-60		Readers, Grade I .. .. .		50-2/8-60		
Do F do ..	75-3/8-110		Do do II .. .. .		75-3/8-110		
Do O do ..	110-5-140		Do do III .. .. .		110-5-140		
Do A do ..	140-10-200		Do do IV .. .. .		200-10-250	Revised in 1922.	
Reviser .. .. .	50-2/8-60		Reviser .. .. .		50-2/8-60		
Copyholders .. .. .	25-2-40		Copyholders .. .. .		30-2-40	Revised in 1927.	
<b>Composing staff.</b>			<b>Composing staff.</b>				
Foreman .. .. .	90-5-120		Foreman .. .. .		110-10-150	Revised in 1926.	
Assistant foreman .. .. .	64-4-84						

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.
		<b>Printing Press Establishment—contd.</b>				
<b>Composing staff—concl'd.</b>		<b>Composing staff—concl'd.</b>				
	Rs.				Rs.	
Sectionholders .. ..	50-4-70	Sectionholders .. ..	..	..	65-1-75	
Impositors .. ..	20-2-30	Impositors .. ..	..	..	20-2-30	
Galley pressmen .. ..	20-1-30	Galley pressmen .. ..	..	..	20-1-30	
Proof pressmen .. ..	20-1-30	Proof pressmen .. ..	..	..	20-1-30	
Inkmen .. ..	15	Inkmen .. ..	..	..	Up to Rs. 15 each	
Forme carriers .. ..	16-1-20	Forme carriers .. ..	..	..	16-1-20	
		Cleaner coolies .. ..	..	..	16-1-20	
Sectionholder-distributor ..	50-4-70	Head distributor .. ..	..	..	50-4-70	
Distributor-in-charge standing matter.	30-2-40	Distributor, job type .. ..	..	..	20-1-25	} Created in 1922.
		Do rule dresser .. ..	..	..	20-1-25	
		Type suppliers .. ..	..	..	15-1-20	
		Compositors .. ..	..	..	30-1-40	
Compositors .. ..	....	Do on piece system, As. 3/2 to 4/11 per hour.	..	..		
		Distributors on piece system As. 1/4 to 1/8 per hour.	..	..		
<b>Machine staff.</b>		<b>Machine staff.</b>				
Assistant foreman .. ..	64-4-84	Assistant foreman .. ..	..	..	64-4-84	
Machine jemadar .. ..	65-1-75	Jemadar .. ..	..	..	65-1-75	
Roller caster .. ..	45-3-60	Assistant jemadar .. ..	..	..	45-3-60	} Post created in 1927.
Assistant roller caster .. ..	26-2-30	Machinemen (senior) .. ..	..	..	30-1-40	
Do do .. ..	16-1-20	Do (junior) .. ..	..	..	21-1-30	} Created in 1922.
Machinemen .. ..	15-1-40	Assistant machineman .. ..	..	..	15-1-20	

			Do do (junior) .. .. .	*10-1-14	* Grade revised from Rs. 7-1-12 to Rs. 10-1-14 in 1928 on the designation being changed from apprentices to junior assistant machineman in 1922.
			Pressmen .. .. .	20-1-30	
			Inkmen .. .. .	Up to Rs. 15 each	
			Roller casters .. .. .	26-2-30	
			Do do .. .. .	16-1-20	
			Cleaner coolies .. .. .	16-1-20	
<b>Binding staff.</b>			<b>Binding staff.</b>		
Sectionholder .. .. .	45-3-60		Sectionholder .. .. .	45-3-60	
Bookbinders .. .. .	15-1-40	}	Bookbinders (senior) .. .. .	30-1-40	} Created in 1922.
			Do (junior) .. .. .	15-1-30	
			Assistant bookbinders (junior) .. .. .	*10-1-14	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.
		<b>Printing Press Establishment—contd.</b>				
	Rs.	<b>Binding staff—concl'd.</b>				
<b>Binding staff—concl'd.</b>					Rs.	
Machine jemadars ..	50-4-70	Ruling machinemen ..	..	..	30-1-40	
Ruling machinemen ..	15-1-40	Assistant ruling machinemen ..	..	..	15-1-30	
Assistant ruling machinemen ..	15-1-40	Cutting machinemen ..	..	..	30-1-40	
Cutting machinemen ..	15-1-40	Assistant cutting machinemen ..	..	..	15-1-30	
Assistant cutting machinemen ..	15-1-40	Wire stitchers ..	..	..	30-1-40	
Wire stitchers ..	15-1-40	Assistant wire stitchers ..	..	..	15-1-30	
Assistant wire stitchers ..	15-1-40	Numbering machinemen ..	..	..	30-1-40	
Numbering machinemen ..	15-1-40	Paper counters ..	..	..	21-1-35	
Paper counters ..	15-1-40	Coolies ..	..	..	16-1-20	
Binding coolies ..	16-1-20	Paste cooker ..	..	..	20-1-30	
Paste cooker ..	15-1-40					
Number checkers ..	15-1-40					
Paid apprentices ..	7-1-12					
		<b>Stereo staff.</b>				
<b>Stereo staff.</b>		Sectionholder ..	..	..	45-3-60	Grade revised in 1925.
		Assistant nickeller ..	..	..	45-3-60	Do 1925.
		Compositor ..	..	..	30-1-40	Do 1926.
Senior assistant ..	30-2-40	Senior assistant ..	..	..	30-2-40	
Assistant ..	26-2-30	Rubber stampmaker ..	..	..	30-1-40	Post created in 1926.
Do ..	21-2-25	Matrixmakers ..	..	..	26-2-30	
		Plate casters ..	..	..	21-2-25	



Do .. ..	13-1-15	Routing machinemen .. .. .	21-2-25	
		Furniture casters .. .. .	20-1-25	Post created in 1922.
		Chippers .. .. .	13-1-15	
Cleaner coolies ..	16-1-20	Cleaner coolies .. .. .	16-1-20	
		<b>Mono staff.</b>		
		Sectionholder .. .. .	65-1-75	} Post created in 1926, plus bonus on outturn.
		Keyboard operators .. .. .	45-1-60	
		Caster attendants .. .. .	40-1-50	
		Caster assistant .. .. .	16-1-20	
		<b>Ticket manufactory.</b>		
<b>Ticket manufactory.</b>		Card cutting machineman .. .. .	30-2-40	
Card cutting machineman ..	30-2-40	Assistant cutting machineman .. .. .	20-1-30	
Assistant cutting machineman	20-1-30			
Calendaring machineman ..	20-1-30			
Boardmaker .. ..	20-1-30	Card trimmer .. .. .	20-1-30	
Packers .. ..	20-1-30	Packers .. .. .	20-1-30	
Bundlers .. ..	16-1-20	Bundlers .. .. .	16-1-20	
Pastecooker .. ..	20-1-30	Ticket checkers .. .. .	7-1-12	
Coolies .. ..	16-1-20	Coolies .. .. .	16-1-20	
Pressers .. ..	20-1-30			
Pasters and hangers ..	16-1-20			

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.					Remarks.
		<b>Printing Press Establishment—concl'd.</b>					
<b>Menial staff.</b>	<b>Rs.</b>	<b>Menial staff.</b>					
						<b>Rs.</b>	
Duftri .. ..	22-1-30	Duftri .. ..	..	..	..	22-1-30	
Peons .. ..	16-1-20	Peons .. ..	..	..	..	16-1-20	
Bhishti .. ..	15	Bhishti .. ..	..	..	..	15	
Hindu waterman ..	15	Hindu waterman ..	..	..	..	15	
Jemadar, cleaners ..	25-1-30	Jemadar, cleaners ..	..	..	..	25-1-30	
Wastepaper jemadar ..	45-3-60	Wastepaper jemadar ..	..	..	..	45-3-60	
Do sorters ..	16-1-20	Do sorters ..	..	..	..	16-1-20	
		<b>Ticket Printing staff.</b>					
		Readers .. ..	..	..	..	45-3-75	} Revised in 1922.
		Compositors .. ..	..	..	..	25-2-55	
		Ticket printers .. ..	..	..	..	15-1-24-2-40	
		Do do .. ..	..	..	..	45	
		Do do .. ..	..	..	..	50	
		<b>Checking staff.</b>					
		Ticket checker, Grade I ..	..	..	..	30-2-40	}
		Do do do II ..	..	..	..	41-1-45	

			Miscellaneous.						
			Bookbinders	..	..	..	..	30-2-40	} Revised in 1922.
			Packers	..	..	..	..	22-1-30	
			Peons	..	..	..	..	16-1-20	
			Cleaner coolies	..	..	..	..	16-1-20	
Workshop staff.			Workshop staff.						
Head fitter	..	..	100-5-140	Head fitter	..	..	..	..	100-10-170
Assistant head fitter	..	..	64-4-80	Assistant head fitter	..	..	..	..	64-4-80
Fitters	..	..	45-3-60	Fitters	..	..	..	..	40-2-60
									45-3-60
									64-4-80
Carpenters	..	..	45-3-60	Carpenters	..	..	..	..	45-3-60
				Belters	..	..	..	..	30-1-40
				Factory mechanics	..	..	..	..	75-3-90
				Special mistries	..	..	..	..	100-10-170
Paid apprentices	..	..	7-1-12	Paid apprentices	..	..	..	..	7-1-12
Oiler	..	..	20-1-26		..	..	..	..	.....

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—concl'd.

Category of staff.	Scales on pay of 1st April 1920.	Category of staff.	Scales of pay on 1st April 1929.	Remarks.
<b>Scales of pay of staff (both subordinate and inferior) employed in the Medical Department.</b>				
	Ra.		Ra.	
Civil assistant surgeon .. ..	225-15-450	Civil assistant surgeon .. ..	225-15-450	
		Railway do do .. ..	200-15-425-25-450	
Military sub-assistant surgeons in Baluchistan	75-5-145-160-5-175-200	Military sub-assistant surgeons in Baluchistan	75-5-145-160-5-175-200	
		Civil sub-assistant surgeons in other places ..	70-4-130-150-175	
Civil subordinate medical service officers (in Sind).	60-7-200	Civil subordinate medical service officers (in Sind).	60-7-200	
Civil sub-assistant surgeons in other places ..	70-4-130-150-175	Railway sub-assistant surgeons .. ..	75-5-150	
		Railway senior sub-assistant surgeons (Selection grade).	160-10-200	
Nurses .. ..	100-10-150	Nurses .. ..	100-10-150	
Compounders in Sind .. ..	25-5/2-75	Compounders in Sind .. ..	25-5/2-75	
Do in Baluchistan .. ..	30-10/4-40-5/5-55-70	Do in Baluchistan .. ..	30-10/4-40-5/5-55-70	
Dispensers in the Punjab .. ..	20-25-5/4-30-5/5-35-5/5-40-50	Dispensers in the Punjab .. ..	20-25-5/4-30-5/5-35-5/5-40-50	
Nursing orderlies in Baluchistan ..	20-4/4-24-4/5-36	Nursing orderlies in Baluchistan ..	20-4/4-24-4/5-36	
Dressers in Sind .. ..	24-2-30	Dressers in Sind .. ..	24-2-30	
Ward servants in Sind and the Punjab ..	17-2-23	Ward servants in Sind and the Punjab ..	17-2-23	
Do do in the Punjab .. ..	15-1-19	Do do in the Punjab .. ..	15-1-19	

Hospital coolies in Sind and the Punjab ..	{	15-1-19 17-2-23 19-2-27	Hospital coolies in Sind and the Punjab ..	{	15-1-19 17-2-23 19-2-27
Bhishties .. ..	{	14-1-17 15-1-19 17-2-23	Bhishties .. ..	{	14-1-17 15-1-19 17-2-23
Sweepers .. ..	{	14-1-17 15-1-19 17-2-23 19-2-27	Sweepers .. ..	{	14-1-17 15-1-19 17-2-23 19-2-27
Malis .. ..	{	14-1-17 15-1-19 17-2-23	Malis .. ..	{	14-1-17 15-1-19 17-2-23
Cooks for European patients in Sind and the Punjab.		24-2-30	Cooks for European patients in Sind and the Punjab.		24-2-30
Cooks for European and Indian patients in the Punjab.		17-2-23	Cooks for European patients in Baluchistan ..		45 fixed
Cooks for Indian patients .. ..		15-1-19	Cooks for European and Indian patients in the Punjab.		17-2-23
			Cooks for Indian patients .. ..		15-1-19
Chowkidars .. ..	{	14-1-17 15-1-19 17-2-23 19-2-27 for Gurkhas.	Chowkidars .. ..	{	14-1-17 15-1-19 17-2-23 19-2-27 for Gurkhas.
Peons in Sind and the Punjab ..	{	15-1-19 16-1-20 18-1-23	Peons in Baluchistan .. ..	{	18-1-23
Do in Baluchistan .. ..	{		Do in Sind and the Punjab ..	{	15-1-19 16-1-20

## I.—RECRUITMENT.

- (1) *Whether labour is locally recruited or imported ; if latter, from where, and the extent and effects of disturbance of family life.*

The North Western Railway Administration has never found any difficulty in recruiting its labour locally inasmuch as a sufficient supply is always forthcoming attracted by the wages, privileges and other amenities attaching to railway service.

In these circumstances, the question of having to import labour to meet the requirement of the railway does not arise.

- (2) *Extent of employment of women and boys, the branches in which employed, and the special protective measures adopted in their behalf.*

**Workshops and printing press.**—No women are employed by the North Western Railway Administration in any of its workshops, but boys over 15 years of age are employed by the administration, who are classed as "adults" under the provisions of the Factory Act.

Women are employed in the Transportation, Commercial, Engineering and Medical branches of the railway in the following categories:—

- (a) as sweepers under sanitary inspectors ;
- (b) on permanent-way special renewals ;
- (c) as waiting-room ayahs ;
- (d) as lady ticket collectors ;
- (e) as matrons and nurses in railway hospitals.

Women working in the above categories are generally employed on light work, and up to date the administration has not found it necessary to introduce special protective measures on their behalf.

Boys are employed in the following categories:—

- (a) as messengers ;
- (b) as cinder pickers ;
- (c) shed and shop boys in locomotive sheds ;
- (d) punkha coolies ;
- (e) fitter coolies.

(3) *The number of employees in each of the following classes :—*

(i) *Workshops.*

The following give the figures for labour (coming within the scope of the enquiry) employed in the various workshops on the North Western Railway which are governed by the provisions of the Factory Act :—

Locomotive Workshops, Moghalpura .. ..	4,801
Carriage & Wagon Shops, Moghalpura .. ..	5,168
Locomotive and Carriage Shops, Sukkur .. ..	1,854
Wagon Shops, Karachi .. ..	788
Locomotive and Carriage & Wagon Shops, Kalka .. ..	146
Locomotive Shed Workshop, Quetta .. ..	78
Printing Press, Moghalpura .. ..	448
Clothing Factory, Moghalpura .. ..	40
Signal Shops, Lahore .. ..	850
Creosoting Sleeper Depot, Dhilwan .. ..	199
Gas Factory, Karachi .. ..	76
Bridge Workshops, Sukkur .. ..	119
Bridge Workshops, Jhelum .. ..	698
Electrical Workshops and Gas Factory, Moghalpura .. ..	519
	15,784

*N.B.*—The above figures include all temporary staff employed in workshops and printing press governed by the provisions of the Factory Act.

(ii) *Labour employed in each colliery.*

There are no collieries worked by the North Western Railway.

(iii) *Labour employed in locomotive sheds at train-examining stations and under divisional electricians, on the North Western Railway.*

Figures for the above are as under :—

(a) In locomotive sheds .. ..	13,661
(b) At train-examining stations .. ..	4,743
(c) Under divisional electricians .. ..	814

(iv) *Labour employed in the maintenance of permanent-way.*

The North Western Railway employs 29,797 labourers on the maintenance of its permanent-way.

(v) *Labour employed as gatekeepers.*

There are 2,274 gatekeepers employed by the North Western Railway.

(vi) *The number of inferior employees employed at stations on the North Western Railway such as porters, pointsmen, watermen, sweepers, etc.*

These are as detailed below :—

Shunting jemadars .. .. .	625
Do porters .. .. .	1,463
Points jemadars .. .. .	359
Pointsmen .. .. .	4,689
Cabinsmen .. .. .	746
Crane jemadars (working transportation cranes) .. .. .	22
Cranemen ( Do do ) .. .. .	54
Waiting-room bearers .. .. .	79
Lampmen .. .. .	209
Station peons .. .. .	450
Telegraph peons .. .. .	261
Luggage porters .. .. .	1,559
Watermen .. .. .	1,815
Sweepers .. .. .	1,380
Call boys .. .. .	62
Running-room staff bearers .. .. .	60
Do do cooks .. .. .	204
Do do box bearers .. .. .	147

### III.—QUARTERS.

(4) *The approximate percentage of subordinate employees housed by the railway.*

The following is the approximate percentage of subordinate employees (excluding supervising subordinates and clerical establishment employed in administrative and executive offices) housed by the North Western Railway Administration :—

	Rent free	On payment of rent.	Home allowance in lieu of free quarters.
Superintendent, Mechanical Workshops	2·1%	4·7%	Nil.
Printing Press .. .. .	Nil.	Nil.	Nil.
Signal Branch .. .. .	3%	Nil.	Nil.
Electric Branch .. .. .	9%	9%	Nil.
Bridge Branch .. .. .	10·3%	4·5%	Nil.
Stores Branch .. .. .	6%	5%	Nil.
Other staff employed on divisions .. .. .	60·8%	9·13%	2·82%

### XV.—HEALTH.

(5) *The diseases generally prevalent among the employees and any measures to combat them.*

1. The diseases which prevail to the greatest extent among employees are malaria and diseases of the eyes. Diseases of the respiratory organs are the next most prevalent disorders. Injuries (general and local) form a large group by themselves.



2. Malaria is the result of infection by malaria-carrying mosquitoes. Owing to the water-logged conditions of vast tracts of the country through which the railway passes and also to the lack of natural drainage, mosquitoes have the chance of breeding in large numbers. The lowered resistance of the people may be caused by the intense heat of the summer and the relaxing climatic conditions of the rainy season, as well as by adverse economic and social conditions, and they fall easy victims once infection occurs.

3. Diseases of the eyes are caused mainly through frequent irritation by the dust particles floating in the air. A great part of the railway runs through sandy areas where dust-storms are common. The glare of the sun is also a recognized factor.

4. Respiratory diseases can be attributed to the irritation of the throat and lungs by dust and also by the great variations in the temperature between the hot and cold seasons. In some places the daily variations in temperature are great, the heat of the day being followed by a cold night. Lowered resistance to infections of the lungs is directly connected with economic and social conditions.

5. Injuries, general and local, cannot be completely avoided in a mechanized industry on account of the personal factor. Their prevention lies in safety-first propaganda and the training of the men in the proper handling of tools.

6. The chief means to combat the above are organized medical arrangements which must provide for prompt, efficient and popular medical aid to every person employed. Anti-malarial measures such as improved drainage, filling up of water collections, clearance of jungles and undergrowth near human habitations, oiling or otherwise treating water collections that cannot be removed, together with improved housing conditions and other sanitary measures are being undertaken all over the line.

Early treatment of eye diseases is encouraged by the provision of dispensaries within easy reach of the employees. The periodical examinations for visual acuity also help in discovering early troubles in the eyes and prevent a great many persons from losing their sight, since they receive expert advice regarding their vision at such examinations.

Improved knowledge in domestic and personal hygiene prevents the spread of most respiratory infections and general sanitary measures such as housing and drainage schemes are useful adjuncts to provision of facilities of treatment of such disorders in suitable hospitals.

The administration has at present in hand a scheme of medical reorganization, under which steps are being taken to provide well-equipped railway hospitals at certain centres throughout its system to augment the existing medical arrangements, and also to provide for considerable improvement in the public health arrangements by increasing the health staff, so that sanitary schemes, such as drainage, etc., can be given more detailed attention, consistent with the financial limitations to which the administration is subject.

## COLLIERIES.

(6) *Give a brief co-ordinated account of labour employed in collieries.*

There are no collieries worked by the North Western Railway Administration.

**NORTH  
WESTERN  
RAILWAY  
PRESS**