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*Thursday, 15th November 1928.*

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Thursday, the 15th November 1928.

The Committee re-assembled at the Town Hall, Bombay, on Thursday, the 15th November 1928, at 11-15 A.M., the Chairman, Sir Charles Fawcett Kt., I.C.S. presiding.

Present :—

THE CHAIRMAN.

MR. M. P. KHAREGHAT.

MR. B. S. KAMAT.

Mr. Stones produced samples of bobbins, pirns, cones, wefts, cheeses, hanks, coloured and grey yarn, etc., etc., and explained to the Committee in brief how they all worked.

THE CHAIRMAN:—Have we done with grey winding rates?

MR. STONES:—There are one or two points which require to be explained. You notice there it is stated :—

“ No. 60 G. F. Universal winder and Schlafhirst “M” and “B” pattern to be paid 12½ per cent. less than the above rates with the number of spindles adjusted to the above proportions allowing for the different type of machine.” These are machines which are slowly replacing the old type of machines. This is known as high speed winding. Though they are not large in number they are gradually increasing. The provision made here is ample but new rates will have to be worked out as more machines come into working.”

MR. JOSHI:—Is more work done on account of these machines.

MR. STONES:—It is easier for winding on account of high speed.

MR. JOSHI:—There is no disadvantage?

MR. STONES:—There is no disadvantage at all. We have never had any difficulty in working the machine. I can only presume that it is satisfactory from our point of view. Since we can find labour for working these machines, I do not think that any difficulty is felt by labour also. This is really a modern post-war development and this type of machines has been adopted all over the world.

THE CHAIRMAN:—The number of spindles are adjusted to the above proportion?

MR. STONES:—If the count is very coarse the winder cannot attend to many spindles. So, we have taken 20s, 20 spindles as the basis. The rate have to be adjusted according to the counts and the nature of the supply. We

pay relatively higher rate for 10s. and 20s. For 10s. 100 lbs. we pay Re. 0-7-10 and for 20s. 100 lbs. Re. 0-9-6. It is given in the first column on Page 3. Though we are paying on lbs. we actually convert it into yards. Therefore, we are actually paying a higher wage on higher counts.

MR. JOSHI :—20s. 100 lbs. equal how many yards?

MR. STONES :—1,680,000 yards, for which the wages are Re. 0-9-6. 100 lbs. of 10s will measure 840,000 for which the worker earns Re. 0-7-4. It is essential to get the feature of this calculation. We cannot pay half the rate on 10s as on 20s, because the supply of yarn is less, so that the winder can mind less spindles. It will not be twice as much but 50 per cent. as much. Because she has got to supply more bobbins we give her less spindles.

MR. JOSHI :—She is paid Re. 0-9-6 because she has got to change bobbins less often?

MR. ASAVALE :—She has got to work the whole day as on 20s the same time.

MR. STONES :—The same wage.

MR. KAMAT :—If you measure in terms of time how much more time would she require to wind 16 lakhs of yards as compared with 8 lakhs.

MR. STONES :—Roughly from 50 to 60 per cent.

MR. SAKLATVALA :—If you compare the rates you will get for 10s on the yardage 4 annas. Instead of that we are actually paying Re. 0-7-4 or 60 per cent. more. That will show you the time taken.

MR. KAMAT :—60 per cent. more is not Re. 0-9-6

MR. STONES :—We have portioned them out. Here is a list of rates in Lancashire. You will find, Sir, we pay very much the same rate here. The rates we have introduced will in no way affect labour adversely.

MR. JOSHI :—How have you calculated the time.

MR. STONES :—It varies with the counts. The coarser the count, the longer is the time taken. These figures we have based on experience.

MR. JOSHI :—It is not scientific.

MR. STONES :—On coarse counts they are much better than they were ever before.

MR. KHAREGHAT :—How are they paid now.

MR. STONES :—There is no variation on style. Only wages are being standardised. The wages in this section were in a chaotic condition. Some mills paid on so many pounds and there was no basis. We have now fixed the

wages on a relatively sound basis. Rs. 12-8-0 plus 70% is what an average-winder will earn. We are convinced that it is higher than the rate paid hitherto. We have taken 100 lbs. as the basis for which wages are 12 annas, something-13 annas, per day on piecework.

MR. ASAVALE :—If the yarn is light he would get a very small rate.

MR. STONES :—If it is light yarn it will be on a higher count. Finer count is paid at a higher rate. I will explain the different kinds of yarn. As regards Cashmere yarn, we dye the raw material and in the blow room we blend 50 per cent. of black cotton and 50 per cent. of red. This is used in cotton suitings. In the mills in Indore all the looms are on this type. "Mock" Gradrelle yarn is spun like grey yarn but in a light shade in varying colours which will come through spinning like grey yarn. We have given for these types 5 per cent. more. We must provide for it, because the yarn is coloured. Otherwise it comes on the same bobbin in the spinning. When we put one bobbin of black and one bobbin of grey on the spinning frame, the two run together and gives the imitation of twisted yarn. Sometimes we dye cotton to get a light shade and spin from the dyed cotton. The yarn goes through the same process but we pay 5 per cent. extra for this yarn.

No provision has been made for winding, warping and sizing artificial silk. The development in this section is so rapid that we have not come to a state of stability in regard to the treatment of this yarn. So, it is unsafe both for ourselves and for the other side to establish standard.

THE CHAIRMAN :—Can you produce before the Committee the products of different processes mentioned here.

MR. STONES :—Very well, Sir.

MR. SAKLATVALA :—I take this opportunity to give you the schedule which you asked me yesterday to prepare.

MR. KHAREGHAT :—To what period do these statistics relate to ?

THE CHAIRMAN :—The main object is to show the difference in wages paid to-day.

MR. STONES :—That shows the erratic state of the industry as far as employment of men and rates are concerned. That itself is sufficient justification for some form of standardisation. The other side also agrees that it is necessary but as regards the pitch of standardisation there is difference of opinion.

#### Hank to Pirn on Cup Type Winding Machines.

MR. STONES :—This process is being driven out daily by the competition of dyeing in other forms and winding in other forms. It has, however, to be

provided for. Some mills retain this type of machine. They wind from the dyed hank on to a pirn in a very slow running machine of a very old type. The rates, pies per lb., are very high. The basis of production is daily 20 lbs. of 20s; average Rs. 14 plus 70 per cent. In coloured pirn-winding from warper's bobbins, cheese to pirn on cup type winding machines, the rate on 20s, in 180 pies per 100 lbs., whereas in hank to pirn on cup type winding machines, on 20s, the rate is 54 pies per 10 lbs. So, it is obvious that these machines will be driven out of existence. It is very much slower and unsatisfactory to a degree.

THE CHAIRMAN :—Does it appear in the comparative wages ?

MR. STONES :—No. They are lumped in the comparison of wages; they are put with the coloured winder. The coloured winder includes this, and the average is Rs. 14 plus 70%.

MR. JOSHI :—Coloured pirn-winding, cup type machines, from warper's bobbins to pirn, or from cheese to pirn ?

MR. STONES :—Yes.

MR. JOSHI :—You have the same rate for warper's bobbins as for cheese ?

MR. STONES :—Yes. We find the warper's bobbin and cheese get the same production; the cones get 30 per cent. more.

MR. JOSHI :—Are not warper's bobbins smaller bobbins ?

MR. STONES :—They are smaller than the cheese, but the yarn runs off the warper's bobbin better than off the cheese. It contains less yarn, but it runs off much easier; the wooden edges protect it.

MR. ASAVALE :—There is cut of Rs. 1-10-0. Page 33, of Part II of 1926 report: the average monthly earnings were Rs. 25-10-3. Here the average rate will be Rs. 24/-

MR. STONES :—In the list, the millowners' standard rate per day including allowance, piecework for coloured winders is Re. 0-14-7; in 1923 it was Re. 0-13-7, in 1926 Re. 0-14-11. We are 4 pies lower than the 1926 rate (for 19 mills) but much higher than the rate for the whole industry as taken out in 1923; we are higher by 1 anna per day.

MR. ASAVALE :—Another thing to be remarked is that the grey winders used to get average monthly earning of Rs. 21-5-0 and the pirn-winders used to get Rs. 25-10-3. There is a difference of Rs. 4-5-0. Under the proposed rates, they have kept a difference of only Rs. 2/-.

MR. STONES :—Asavale apparently contends that we have raised the grey winder from Re. 0-11-9 to Re. 0-13-0 per day; according to the last column

we have brought down the coloured winder. He contends that we ought not to do this, but ought to maintain the same difference between them as before.

THE CHAIRMAN :—This statement is based on the column of average daily earnings. Mr. Asavale's is based on the last column of full time workers.

MR. SAKLATVALA :—We speak of the monthly earnings, column.

THE CHAIRMAN :—The difference is this, that the full time worker would get very much more production.

MR. STONES :—The full time worker is an efficient worker. He wants responsibility and he wants to earn money. Right throughout the industry, we have workers who will look after a greater number of looms and work 18 days in the month, taking rest for the remainder of the month. The other man works for 26 days and has fewer days' holiday.

THE CHAIRMAN :—The full time worker does more work ?

MR. STONES :—They work harder; they are more skilled. The others are casual workers.

MR. SAKLATVALA :—The total number of persons is very few. In the first column the total number is 2,387, whereas full time workers are 597. As regards colour winders, it is 1,103 in the first column and 161 in the other column.

#### Page 5. (Weaving Section.)

MR. STONES :—Page 5 is the winding of weft universal bobbin from either twist or weft pirns. These are described as universal winders. Every type of bobbin and condition is now provided for, which has never been done before.

This section happens to be the section referred to by Sir Joseph Kay in his evidence. This is where we obtained tests, and I understand he is going to provide the Committee with actual tests. We found that they could earn even more than the Rs. 13/- plus 70 per cent. we have proposed, and we are well on the safe side there.

MR. KHAREGHAT :—How are counts, between 8 and  $8\frac{1}{2}$  treated ?

MR. STONES :—We have never contemplated quarter counts; I should imagine, below  $8\frac{1}{2}$  it would be 8 and above  $8\frac{1}{2}$  as 9.

THE CHAIRMAN :—What is "8" type winder ?

MR. STONES :—This is a new type of winder, of which there are only 4 in Bombay. They are even more efficient, on tests, than the universal type of winder. These rates are fixed tentatively. As I say, there are only 4 machines

and we are testing them out. As a preliminary, this rate is put in. The mills that have this type of winder are working quite satisfactorily practically on this table. The Findlay Mills and the Swan Mills have them.

THE CHAIRMAN :—Could you give us some figures in those mills, showing the wages, etc.?

MR. STONES :—We will give you the figures as they would be applied to this list.

THE CHAIRMAN :—What is a mule cop?

MR. STONES :—There are very few mules cops worked in the industry. Unfortunately, I have not got one here; we will try and get one shortly. There, there is no bobbin. It is spun on a different type of machine. If it is 6" lift in the mule cops we pay a better rate than we do for a bobbin with a 6" lift, on account of the additional difficulty the winder has in putting a skewer through the mule cops. That takes a little more time, and therefore we pay a higher rate for mule cops than for ring; that is to say, for 6" mule, instead of being paid on the twist cops on 20s, 200 pies, she would be paid at 210 pies, because she has to put the skewer through the orifice.

MR. JOSHI :—In the first column you have the figure 8; does it refer to spindles?

MR. STONES :—A winder of 8s and below minds 8 spindles, takes care of 8s on universal winding machines. She gets 170 pies for winding 100 lbs. of yarn, if the source of supply is a 5" twist bobbin. If it is 5½", she only gets 165 pies; if it is 6", she gets 160 pies. The bulk of the industry is on the 6". If she is on weft pirns, she has more changes still to do. She is given 215 pies to compensate for the decrease in the number of spindles and the more frequent change of bobbins.

THE CHAIRMAN :—Why is the average put at 13 instead of 14?

MR. STONES :—In this work, the universal winders are paid, as is the general rule in Bombay, a little more than the grey warp winders, but not as much as the coloured winders. Our rates are, grey winding 13 annas, and for coloured winding and universal winders Re. 0-14-7.

THE CHAIRMAN :—Do they not come under the universal winders?

MR. STONES :—Yes; Universal cheese and universal pirn. This is a mistake. It should be Rs. 13-7-0 and not Rs. 14-7-0.

MR. ASAVALE :—Here, if you take into consideration the work of a winder, the winder who works on pirn-winding gets for 20s counts 180 pies per

100 lbs., but in the case of twist bobbins universal winding, for the same kind of work the rate is 200 pies, and in the weft it is 230 pies for 6" lift. Why should that be so?

MR. STONES :—I am sorry there are three different kinds of machines. It is like comparing a motor car with a bullock cart.

MR. JOSHI :—In weft pirns, you have made distinctions, 6 and 8 spindles.

MR. STONES :—Where the lift is very low, there is a great deal of change, and we have given them less spindles and higher rates. As a matter of fact, you can take for twist bobbins 6" lift as the standard and for weft pirns also 6" lift. Only in a very few extraordinary cases, there is a variation.

MR. JOSHI :—Why is this difference in lift in warp and weft?

MR. STONES :—It is a matter of opinion. In the warp, Mr. Saklatvala thinks he can do better by using a small lift, but he loses in the weaving, and they pay accordingly. They are penalised by having to pay a higher rate but I prefer 6" lift in the weaving and pay a smaller rate. Each method will have its advantages and disadvantages.

#### Page 6.

MR. STONES :—The next page is the universal bobbin, as given on page 5, but wound from the bobbin, cheese or cone.

THE CHAIRMAN :—This is warp as opposed to the weft?

MR. STONES :—This one is the rewinding of the grey weft from either the warp or weft spinning rooms. The next one is winding from the coloured yarn in the cone or cheese or warper's bobbin to the weft pirn. This (page 6) is for coloured yarn. This is the method that is driving out all the other system.

MR. JOSHI :—Here you do not say the speed of the spindles is from 2,000 to 2,500.

MR. STONES :—With a big supply, they can work with the higher spindle speed.

MR. ASAVALE :—What is the number of workers?

MR. STONES :—As I have already explained, we have never had a definite allocation. If so many winders have turned up, we have turned them loose on the machines. The result has been that the winders get varying rates of pay in different mills. We have now brought it down to what we consider is a reasonable figure and the work within their capacity.

MR. JOSHI :—You have increased the number of spindles.



MR. STONES :—It is not increased ; it is not more than what they are doing now.

(A representative of labour said that in 1925 there were some mills in which the number of spindles was reduced from 10 to 5 on 20s, because they were getting more wages. In 1925 in the Simplex Mill a winder minding 10 spindles was earning Rs. 30 per month on warper's bobbin.)

MR. STONES :—We have fixed what we consider fair and reasonable, and we are willing to show to the Committee that it is work on the terms laid down here.

THE CHAIRMAN :—This is a point to which our attention may be drawn at the mills when we visit them.

MR. STONES :—Very well, Sir.

MR. ASAVALE :—My only point is that in the Sir Currimbhoy group and other groups, except perhaps the E. D. Sassoon group, they are working at present 10 to 15 spindles, while here they want to take 20 spindles throughout.

MR. STONES :—We will not look for it in the E. D. Sassoon but in any other mill, Mr. Asavale.

MR. JOSHI :—What about your speed? Do you get this speed in all the mills?

MR. STONES :—If they do not, they have got to put it up to that speed. It works well at that speed.

MR. JOSHI :—What is the present average of the speed?

MR. STONES :—I could not say. It varies from 2,000 to 2,500. The highest is 2,700. But I personally think 2,700 is much too high for an average. I think 2,500 is a perfectly good speed and we have made tests at this rate and found it perfectly good.

THE CHAIRMAN :—Supposing a mill goes high, what effect will it have on the speed?

MR. STONES :—The men will earn Rs. 13 on this weft.

THE CHAIRMAN :—How it will be adjusted if the standard average is 2,700?

MR. STONES :—It will not be adjusted. The worker gets more money. If below 2,500, they have got to put it up to 2,500.

MR. KHAREGHAT :—The No. 90 machine is only for the weft?

MR. STONES :—Yes.

THE CHAIRMAN :—You say the number of spindles is not necessarily 20 spindles.

MR. STONES :—They give them 30 spindles or 24 spindles. There has to be a certain amount of latitude in that because these machines are such that they may get 84 spindles on a side. Instead of giving them 324s, they will give them 328s. It is a matter of a little adjustment. There is such a margin that he will get the wage on that basis.

MR. JOSHI :—Why do you call this Universal?

MR. STONES :—As a matter of fact they have been classed as Universal. The intention is that they should get the same pay. So it does not make any difference how it is called. They both get 8 annas per day on time.

MR. JOSHI :—Warper Bobbins and Cheese. You give more pies?

MR. STONES :—Yes, but less for cones.

MR. JOSHI :—Because in the case of cones, there is less change of bobbins?

MR. STONES :—Yes and also because it runs off better.

MR. JOSHI :—Have you got any figures about these 20 spindles, 20 counts?

MR. STONES :—These are actually in working conditions in certain mills. We can supply the figures if you like.

MR. JOSHI :—In all these rates, you must show us that you are not asking them to do much more work.

MR. STONES :—Mr. Joshi, the basis of the whole scheme is that if they cannot do this *reasonably*, it will have to be adjusted. The essence of the whole scheme is that it is to be adjusted wherever necessary. It is tentative in everything that is laid down here. Sir, in our discussion with Labour preliminary to the appointment of this Committee, we went into question of the guarantees that Labour would have that these rates would be reasonable, and it was agreed, if we could have come to terms in other directions, mutually that for the first month after starting up we were to pay 20 per cent. more. For example, if we were paying 80 as the wartime allowance to a weaver, we were to pay him 20/- more for the first month; 10 more for the second month, and then we went on to the normal 80, giving them an opportunity to test them out. That was also an assurance against the fact that the mills had been closed down for six months and that they would not be able to get on any scheme, to commence with, in the first week or so, the full peak production. In any case it was to

be tried out. The Committee will see from the papers already submitted by us that we lay special stress on the fact that if strikes are to be prevented and this is to be useful, we must have a permanent sitting committee to meet Labour on all these points so that adjustments could take place. This is only a preliminary footrule to measure the industry by. Any adjustments shown by the footrule will have to be made.

**THE CHAIRMAN** :—Your idea is to have one committee composed of the millowners and operatives for the whole industry and not for each particular mill?

**MR. STONES** :—Yes, as in Lancashire. You will find that in Lancashire a definite programme is allocated as to how strikes can occur and strikes cannot occur until a very definite process has been gone through. We consider that to be perfectly just and so we lay stress on it. After all, this is not a scheme evolved from the Blue, but from technical experience. Mistakes may occur, but the scheme can be protected in the manner we contemplate, *viz.* the appointment of a special committee to confer with Labour on points of dispute that may arise, as they do in Lancashire. In particular, the Trade Disputes Bill looks like finally going on to the statute book.

**THE CHAIRMAN** :—I do not think that Bill provides for a committee of this description.

**MR. STONES** :—It does not, but this could be tried as an experiment and I am sure that if reasonably worked, the industry would benefit, as the industry in Lancashire has gained by it.

**THE CHAIRMAN** :—Of course in all Lancashire agreements there is a definite provision that before any strike is declared, the question should go before a Committee.

**MR. STONES** :—Both Mr. Saklatvala and myself, as the Sub-Committee laid considerable and special stress in our discussion with our main Committee, that the essence of the whole standardisation scheme would go by the board unless there was this Committee and this means of preventing strikes and adjusting disputes between a mill and its operatives.

**THE CHAIRMAN** :—Are there any definite proposals on paper that such a Committee should be formed?

**MR. STONES** :—We adopted something on the same lines as have been adopted in Lancashire.

**THE CHAIRMAN** :—It may be useful to consider as to how the Committee should be formed if all agreed with the proposal.

MR. JOSHI:—I think that point will come up later.

THE CHAIRMAN :—I think what would be useful would be to have a definite proposal as to the formulation and handling of the standardisation scheme in its relation to the employers and employees.

MR. DANGE :—So far, the standardisation scheme has not been prefaced by any such proposal for a Joint Standing Committee.

THE CHAIRMAN :—Now, they do say that.

MR. STONES :—It is embodied in the evidence given to you by Mr. Saklatvala.

THE CHAIRMAN :—That is a very important matter.

MR. STONES :—Both Mr. Saklatvala and myself look upon it as essential for the correct working of the scheme.

MR. JOSHI :—What we say in our scheme is that the piecework rates and conditions of work differ so much from mill to mill that the details should be left advisedly to the Joint Standing Committee.

MR. STONES :—But, I say that the Enquiry Committee have, before them, this statement and you will notice, Sir, that we allow for variations between mill and mill. We acknowledge that there is that variation. On grey winding we provide for 5", 5½" and 6" lifts. In other respects also we allow for various other differences which we have actually found in the mills. We agree with Labour there. The industry is in an absolute state of flux. The post-war developments have been so enormous in high speed winding, warping better preparation of coloured goods. When the Labour Delegation was here, an opinion, though purely personal, was expressed to me by Mr. Tom Shaw himself that in the preparation of coloured goods we were far ahead of Lancashire. In other words we had put too much money into the improvements coming forward. The industry is in a state of flux. We have so many varieties, we have the pirn winders, for coloured goods, new processes coming into use, and we are trying to provide for all these, so that we have already seen the force of objections but we claim that we have met them.

THE CHAIRMAN :—You have gone into a thing on which you can start.

MR. STONES :—We have put the foundation there and have allowed for varieties existing in the industry. If a mill has a small lift bobbin, we say it pays more for it and where a mill has done something to improve its position, we say that we must have a return to the mill and that the ease of work must not all be passed to the worker alone as has been done in the past.

MR. ASAVALE :—That is all right with lifts, but what about the old and the new machinery, because new machinery enables a worker to turn out more work and to earn more.

MR. STONES :—A new type of machine obviously cannot be an old machine. It is the result of the post-war developments. We have allowed for an average machine that exists now. This pirn winding machine, whether 80 years old or only 8 years old, will give the same amount of work, go slow as it did before. We will show you this machine in actual work. The new type of machine contains many improvements such as the introduction of new devices to take care of things that were normally looked after by the low speed machine and operative. The old machine has no stop motion. On the new we have a stop motion. The new type is very simple ; there is nothing to go wrong with it.

MR. JOSHI :—Page 7. Universal Cheese Winding No. 30 and No. 160 Leeson or similar type of machines.

MR. STONES :—These machines prepare grey cheese preparatory to dyeing.

MR. JOSHI :—No. 50.

MR. STONES :—This winder can be converted to a cone by the addition of extra cam plates on machines which give the cone shape in preference to cheese. It costs money to convert it but it can be converted.

MR. JOSHI :—Is this coloured winding a grey winding ?

MR. STONES :—For preparing grey cones or cheese for dyeing or for high speed warping machine.

THE CHAIRMAN :—Is this based on experience in any mill ?

MR. STONES :—Yes, Sir. All these figures have been arrived at after consultation and discussion with technical experts from mills. They were sent out to each mill and each mill is supposed to have called its own technical staff, the manager and assistants, to discuss this point. They came and criticised the various points and adjustments have been made continually since the original list was prepared, so that it is in the light of experience of the various technical men that the scheme has been prepared and criticised by individual mills later.

MR. JOSHI :—The rate for 3" and 6" is the same ?

MR. STONES :—The only difference between them is that 2 ends go up at the same time and make two 3" instead of one 6" in lift, both working on the same spindle and making two".

**THE CHAIRMAN** :—They always have two of them ?

**MR. STONES** :—Yes, they always go together. Two 3' make 6'.

**MR. JOSHI** :—You have not mentioned how many spindles here.

**MR. STONES** :—We have not, but we can do it. I will take a note of it, Mr. Joshi.

**MR. JOSHI** :—Winding Yarn for Doubling : 2, 3, or 4 ends up in the stop motion—10 per cent. on above rates.

**THE CHAIRMAN** :—Is that because of decreased production ?

**MR. STONES** :—Yes.

**MR. JOSHI** :—Why is doubling necessary ?

**MR. STONES** :—To get stronger yarns for borders and twine of all kinds. There is a tremendous demand for double yarns.

**MR. JOSHI** :—2, 3 or 4.

**MR. STONES** :—They have simply to mind the winding the same weight right through all the machines. Suppose, if the end breaks when winding from one bobbin.

**MR. JOSHI** :—If there are four ends, there will be more stoppages of motion ?

**MR. STONES** :—Yes, because there is yarn coming from four bobbins supplying it.

**MR. JOSHI** :—The number of stoppages will be more.

**MR. STONES** :—4 bobbins instead of 3 give more weight because they get it from a bigger source of supply.

**MR. JOSHI** :—Page 8. Drum Winding. The Association recommends the abolition of Head Jobbers and Assistant Jobbers in this department. Why ?

**MR. STONES** :—Because they are superfluous. The Naiken and the winding man should be able to take charge of this.

**MR. JOSHI** :—Why do you not pay the Naiken more ?

**MR. STONES** :—She is paid Rs. 30/- plus 70% because she does the work of a head jobber.

**MR. JOSHI** :—Does the head jobber work very little ?

**MR. STONES** :—That very little work can be done by the Naiken just as well.

THE CHAIRMAN :—Does she supervise the others?

MR. STONES :—She supervises the women. We try to have as few men as possible in that department. One or two mills have these head jobbers and assistant jobbers but we have decided to recommend their abolition as we prefer women winders to be looked after by women—the Naikens as they are called.

MR. KHAREGHAT :—What is meant by “Datal Hands”?

MR. STONES :—Paid on daily wages. There is no piecework there.

MR. KHAREGHAT :—What is this drum winding?

MR. STONES :—That is going out of existence now. It winds from the hank on to the bobbin.

MR. JOSHI :—Have you made arrangements for giving technical instruction to these Naikens?

MR. STONES :—No, as we do not consider it necessary.

MR. JOSHI :—You have admitted the need for your jobbers taking some instruction at the Victoria Jubilee Technical Institute and you have got some classes for them. Why not for these women?

MR. STONES :—These Naikens rise from the ranks and get their experience through practical work in the mills.

THE CHAIRMAN :—There is no basis of comparison with the wages of these Naikens?

MR. STONES :—No basis of comparison, Sir.

THE CHAIRMAN :—Grey winding gets the same pay?

MR. STONES :—That is included in the grey winding section.

MR. JOSHI :—What are the duties of the number marker?

MR. STONES :—This has not yet proved quite successful. Sometimes, we endeavour to keep different coloured bobbins for different kinds of yarn. Sometimes we are forced, with the multiplicity of counts, to use the same colour, in which case he marks the counts of yarn on that particular bobbin. The object is to locate bad work.

THE CHAIRMAN :—You propose that that should ordinarily be done by the grey winder?

MR. STONES :—In the majority of the mills the grey winding and the coloured winding run together. This man can do both jobs, because when there is more coloured work there is less grey work. The drum winding is all coloured winding.

MR. JOSHI :—What are these coolies for ?

MR. STONES :—For taking baskets. When pirns fall, they have got to be delivered to the weft machine and when coloured or grey bobbins fall, they have to be delivered to the warping machine.

MR. JOSHI :—Who does the harder work, the winder or the coolie ?

MR. STONES :—It is a problem. The one is a skilled job but not hard-work, and the other is merely bringing or carrying.

MR. JOSHI :—Should you not pay the winder at least as much as you pay the coolie ?

MR. STONES :—The one is a woman and the other is a man.

MR. STONES :—The Committee has already the point before them.

MR. JOSHI :—I do not understand what is meant by :

“ Where necessary for samples and cleaning bobbins, etc., the following fixed wages to be paid :

Coloured Winding	...	...	8 as. plus 70% per Day...
Grey Winding	...	...	7 „ „ 70% „ „
Universal Winding	...	...	8 „ „ 70% „ „

MR. STONES :—We shall have yarn remaining on the bobbins after the work is finished. We cannot keep these bobbins for a long time. So, we re-wind these bits and out of 1,000 bobbins with bits we get 30 full bobbins. This is put on one side. When that particular shade comes again we use these bits re-wound and kept. The other bobbins are relieved for use. It will be very costly to keep those bobbins with the remaining bits.

MR. JOSHI :—What about samples ?

MR. STONES :—There may be some quantities of yarn, which we do not want to mix up. We give it to a particular winder and she goes on with it.

MR. JOSHI :—You pay 8 annas.

MR. STONES :—7 annas and 8 annas.

MR. KHAREGHAT :—Is it done by hand ?

MR. STONES :—On the machine.

MR. ASAVALA :—How many jobbers will be out of work in all the mills ?

MR. STONES :—As a matter of fact this is only a recommendation. It may or may not be carried out by the mills. They may like to retain their old servants. The total number of head jobbers is 26 on time and 9 on piece ; 35 assistant jobbers on time and 4 on piecework.



THE CHAIRMAN :—Is that of 1923 ?

MR. STONES :—Yes. It affects 72 men.

MR. KHAREGHAT :—Are these women ?

MR. STONES :—The jobbers are men.

MR. ASVALE :—By removing the jobbers and assistant jobbers the work of the Naikins will be increased.

MR. STONES :—The work will be done by the winding master.

THE CHAIRMAN :—Is it proposed to abolish the jobbers and assistant jobbers in the winding department ?

MR. STONES :—Our policy is that we want to do away as much as possible with the head jobber. He is the man who creates a good deal of trouble. On page 1 you will find.

“ The Association recommends that the employment of head jobbers and assistant jobbers be discontinued, and has not therefore provided a rate for them.”

But in the pirn winding department we provide for one jobber because much of this work is done by boys.

MR. JOSHI :—Have you provided for hoistmen ?

MR. STONES :—You see on Page 1 it is stated that throughout the mill where necessary hoistman may be appointed and the wages provided are Rs. 17 plus 70 per cent.

MR. KHAREGHAT :—What are coolies wanted here for ?

MR. STONES :—For carrying full bobbins and empty bobbins from department to department. We cannot fix the number.

THE CHAIRMAN :—Can we now go on to the warping department ?

MR. STONES :—Here we have made a very radical change from the previously existing systems. That is to say, with regard to fixed pay they exist as before but with regard to piecework we have made a radical change. In the warping department we have gone on piece rates. In the old system we gave the rate per 100 lbs. of yarn warped whether the number of hanks is large or small. For colour we gave another rate. Now, we give him wages on the yardage. I quite agree with my fellow members of the Committee that the warper is paid far too high a rate.

MR. JOSHI :—What is the reduction ?

MR. STONES :—It has been reduced to Rs. 52. It ought to be reduced a great deal further in my opinion.

MR. JOSHI :—Sometimes you can do without a jobber.

MR. STONES :—The winding master can look after the whole thing. The wage provided here is for 10 hours and not for 9 hours.

THE CHAIRMAN :—One jobber for two departments ?

MR. STONES :—Some mills have this system.

MR. JOSHI :—‘Samples or special work’ is it more difficult ?

MR. STONES :—It is easier. On the sample work there is no reduction.

MR. JOSHI :—Creel boys one to 2 machines. What is the duty.

MR. STONES :—In the process of warping, we place 350 to 500 bobbins and some mills even 600 bobbins in the creed of the warping machine. When the bobbins are emptied we give them the assistance of boys to replace the empty bobbins by full bobbins, in order to expedite work. The boys go from machine to machine.

MR. ASAVALE :—The wages put down here would work out to Rs. 50/- for a warper. The warper used to get Rs. 2-1-9 per day before ?

MR. STONES :—I have definitely stated that there has been a cut, though not as big a cut as I would have wished. You will find, Sir, the tremendous difference that exists on the piecework section. You will find that wages in the piecework section varied from Rs. 82-15-0 to Rs. 44-8-0. This shows that it is one of the highest paid section of the industry in relation to the work done. As it is now we fix the average at Rs. 52/-.

MR. DANGE :—On an average 9 per cent ?

MR. STONES :—I do not think it is so high.

MR. KHAREGHAT :—What is the basis on which rates are fixed.

MR. STONES :—The rates are fixed as per 10,000 yards. For the number of ends or threads we give varied rates. If it is 381—400 ends we pay 8½ annas and so on. This is based on the English system. For each beam we pay 2 annas. For colours we pay varied rates.

THE CHAIRMAN :—Two annas a day ?

MR. STONES :—Two annas per beam.

MR. ASAVALE :—How much time is necessary to remove and put on another beam ?

MR. STONES :—Within 5 minutes.

MR. KHAREGHAT :—What about the length of the warp on each beam ?

MR. STONES :—Roughly 10,000 yards but it varies with the counts. For 20s we give 7,100 yards ; on 24s, 10,500 yards ; on 30s, 12,000 yards ; on 40s, 24,000 yards.

MR. JOSHI :—‘ Coloured beams with 16 ends of one colour or less to be treated as grey.’ What is this?

MR. STONES :—In the case of warping of one colour we pay less. The difficulty comes in when they have to count 8 ends of one colour and 4 ends of another colour. Where it is a pattern border, we pay more. Where it is of one colour with the possible exception of a border they get a little less.

THE CHAIRMAN :—Have you got a similar list in this book?

MR. STONES :—Yes; but they all represent 3,500 yards instead of 5,000 yards. We claim that we have introduced a fair and scientific system now instead of erratic and unfair system.

MR. DANGE :—Is the English unit similar.

MR. STONES :—No. In England the average is 32s while we have here 20s. They usually get 7,500 yards on a beam of 34 twists. We take a unit which is nearer the outturn in Bombay.

MR. SAKLATVALA :—Up to 16 ends we treat it as grey. Over 16 ends we pay extra rate.

#### Sizing Department.

MR. STONES :—We have made an absolute departure here from the practice existing in Bombay, and we have adopted the English system. We leave two options here. Some mills prefer the sizing staff being paid a definite wage, and do not worry about the outturn. They think they can do better quality that way. Other mills are on piecework. We have provided for both the systems, piecework and fixed pay.

Here again, we pay higher even than in England for this department, considering the number of men employed. Mr. Sasakura's list gave a sizer as drawing Rs. 55/- in Japan. We pay up to Rs. 90/- The sizer in Japan has no back sizer. He minds the machine entirely himself. Here they have front sizer and one back sizer to assist him, and they have coolies and beam carriers. The system in England is that the head sizer will look after the whole machine; he will lift in his beams and carry his own beams.

THE CHAIRMAN :—Is there any cut here?

MR. STONES :—There is no cut at all; there ought to have been.

MR. DANGE :—You have no reasons for this difference?

MR. STONES :—None whatever.

MR. DANGE :—How far does the temperature of the sizing department count as a factor here?

MR. STONES :—The heat in the sizing department in any country will be the same. It is the worst job in England, because from the heat of the sizing department the man has to come out into the cold air. I would prefer working in the sizing department here rather than in England because the temperature outside is not very much less, and there is less chance of catching a cold.

The fixed wages are Rs. 50/- plus 70 per cent; front sizer to be increased to Rs. 55/- after two years satisfactory service. Back sizer to be paid 50 per cent. of the above.

THE CHAIRMAN :—That is also the present arrangement?

MR. STONES :—Yes, in most mills which have the fixed wage system.

THE CHAIRMAN :—Does the back sizer always get half of the wage of the front sizer?

MR. STONES :—Yes.

THE CHAIRMAN :—The front sizer will have his wage increased to Rs. 55/- after two years' satisfactory service. Will the back sizer also than get more?

MR. STONES :—No. He is independent. That needs correction.

THE CHAIRMAN :—How do the wages correspond with those of 1923 and 1926?

MR. STONES :—The head jobber is given Rs. 4-14-5 in the millowners' standard for time; 1923, Rs. 4-2-2 time and Rs. 3-11-3 piece; 1926, Rs. 4-2-4 time and Rs. 6-0-5 piece. We do not propose to continue piece work for the head jobber; he comes outside the list.

For the assistant jobber, it is higher. The millowners' standard is Rs. 3-14-9 to Rs. 4-4-0; 1923, Rs. 2-6-6 and 1926, Rs. 3-3-4, both for time. For the front sizer, it is Rs. 3-4-3 to Rs. 3-9-6; 1923, Rs. 3-2-11 time, Rs. 2-15-0 piece, 1926, Rs. 3-1-8 time and Rs. 2-15-9 piece. For the back sizer the millowners' standard rate is Rs. 1-10-1 to Rs. 1-12-4; 1923, Rs. 1-8-10 time, Rs. 1-7-5 piece; 1926, Rs. 1-9-9 time and Rs. 1-8-4 piece. In all cases, it will be seen that it is higher.

For the fitter the average is lower, and we have put in there if necessary Rs. 35/- plus 70 per cent.

For the head size mixer and size mixer, the averages for 1923 and 1926 are Rs. 1-2-9 and Rs. 1-2-1; coolies Re. 0-15-8 and Re. 0-15-11 in 1923. Beam carriers' rate is Rs. 1-4-11, 1923, Rs. 1-3-9, and 1926 Rs. 1-4-0. The comparison of wages is satisfactory.

MR. DANGE :—What is the proportion of beam carriers to looms?

MR. STONES :—Two per thousand. From the 1923 list you can get the figures ; beam carriers 481, and number of looms 74,000.

MR. DANGE :—At that time, how many looms were there ?

MR. STONES :—70,000. There are the beam carriers in the sizing, in the drawing and in weaving ; that is the whole lot together, in the whole system.

MR. ASVALE :—If there are not 1,000 looms to work, what will they be paid ?

MR. STONES :—This is another charge on the industry. In the English system the jobber carries his own beams ; he is not provided with the assistants that we provide here.

MR. ASVALE :—Supposing the beam carriers do not work on 1,000 looms, what would they get ?

MR. STONES :—They would be paid by reasonable adjustment.

MR. KHAREGHAT :—They have to carry the beam from the warping room ?

MR. STONES :—Yes, and lift it into the creel of the sizing machine. This is the first place where we talk of beams, and these men carry them from the warpers to sizing machine. These men have to carry beams weighing 300 to 400 lbs. They are different from the other beam carriers who have to carry 30 to 40 lbs.

MR. DANGE :—Formerly, you had a proportion of about 6 men to 1,000 looms.

MR. STONES :—We will work it out.

MR. ASVALE :—Why is the beam carrier in the warping department paid one rupee less ?

MR. STONES :—The sizing beam carrier has got to lift beams into a creel ; the other man has to cart it about. The sizing department beam carrier has to lift the beams himself by hand and pass them over into the sizing machine.

( After Lunch. )

#### Piecework Rates for Sizers.

MR. STONES :—Here we pay on yards. For some reason or other, the unit has been taken as 12,000 yards. Now the feature of the sizing process is that the speed of the machine varies with the amount of the drying capacity of

the machine. The limitation on the machine as regards speed is practically the limitation on the effective drying capacity of the machine. If we say that 1600 threads are required for a piece of cloth, we shall take 4 beams with 400 ends each, place them together at the back of the creel and they are passed through the size, squeezed and passed over the drying cylinders. They are placed one behind the other; the sheets overlap. One set of sized warper's beams will make 10, 12, to 14 weaver's beams, so that the greater the number of ends, the greater the amount of cotton on the cylinders and the slower the speed must be. If we have very few ends and very fine yarn, you can run it at a higher speed. At the head stock of the machine, we have an arrangement which gives varying speeds, and the speed is adjusted to suit the conditions we run under. We allow for that in our payment. We pay on a definite standard by the number of ends, 2,000 ends being the basis, the rate being 12 annas per 12,000 yards per 2,000 ends. For each 100 ends above 2,000, an addition of  $\frac{1}{4}$  anna per 12,000 yards to be paid. As the ends increase, there is an imperceptible slowing down of the machine. Then we deduct  $\frac{1}{4}$  anna per 12,000 yards for each 100 ends less than 2,000. If it is below 1200, we pay as if for 1,200. The rates again vary with the counts. We pay up to 8 counts 38 annas per 12,000 yards. We have to go slower on the coarser counts than on the finer counts. It is quicker on the finer counts as there is less yarn. In addition to that, in the fine counts we take very much less weaver's beams out. There is much greater yarn going on to the weaver's beams with fine counts than with the coarse counts. With coarse counts 400 yards will fill a weaver's beam, whereas with finer counts it is 2,000 yards. The machine runs more continuously with finer counts.

In the case of blankets, for instance, it is necessary to colour the yarn a light shade. We then tint the warp a slate colour. We add colour to the size, and turn the grey into a slate colour, which is the same colour as the weft. Where we tint, we pay 3 annas extra. We also pay an allowance for gaiting, that is, when the beams are put into the back of the slasher, the yarn is run through and the sheet of warp is led. That takes up time. On coarse counts we allow for gaiting 2 annas, and we move up to  $2\frac{1}{2}$  annas, 3 annas, 4 annas,  $4\frac{1}{2}$  annas and 5 annas. Where there is colour, we get a change there. That takes more time, and we pay an increased rate for gaiting. The computation of the wage is on 2 factors, one the time in running, the other the time for gaiting, and we have adjusted the rates to cover both of those processes.

MR. KHAREGHAT :—What is gaiting?

MR. STONES :—Gaiting means a new beam arranged so that it runs straight forward on to the weaver's beam, and consists of laying the threads in a definite manner or pattern in a reel at the front of the machine.

MR. STONES :—The main work of the machine consists of two sections laying in and preparing the ends to commence work and the other running of the machine when laid in. The time taken in laying in varies with the number of ends and the pattern. The time taken in running varies with the number of ends and the count and you will find that we have varied that in that proportion.

THE CHAIRMAN :—Is the system based on the system prevailing in England?

MR. STONES :—Yes. I might mention, Sir, that in Lancashire they do not carry the slashing or the taping and the sizing on the system of coloured goods as far as we do in India. The system we adopt in India is only possible where long lengths and big orders are present. With the beams, we must have at least 10,000 yards of the cloth to make to get one set in. In Lancashire, they work on the horizontal basis of organisation and take small quantities. They therefore have processes which we do not use in Bombay. They have dry slashing, section warping, etc. which we do not come across here. They are usually worked for taping and slashing grey goods and dhoties, but in Bombay we do more than they do in Lancashire on this type of work.

“Where size per cent on yarn is above 50 per cent. 10 per cent. extra on above rates, but not on gaiting allowance.”

When the percentage is more than 50, then the work becomes a little more difficult in the running and naturally it makes it more difficult work. It is more difficult in running and so we pay 10% above the rates for running where the sizes % is above 50%. That is very unusual in Bombay but fairly prevalent in Ahmedabad.

MR. KHAREGHAT :—How do you reckon the sizing per cent?

MR. STONES :—Suppose we put in 1,000 lbs. of grey yarn on the beam at the back and weigh the yarn sized on the beams that comes out at the front and that is 1,500 lbs. then we would have 50 per cent. size. Sometimes we get 120 lbs. size. We start with 100 lbs. of cotton and deliver 220 lbs. of warp, but that is unusual in India but in England quite common, particularly with cloths like coffin cloths looking substantial and things like that. We size by a specific process and make three times the amount of filling than there is cotton in the cloth. There is a good demand for it.

MR. KHAREGHAT :—How much per cent in India?

MR. STONES :—Pure sizing, we put in as little as we possibly can, because in the subsequent dyeing and bleaching processes the whole of it has to be removed but we do it anywhere from 5 to 15 per cent. according to the nature of weaving. The cloth has got to be woven in very fine reeds. We

size it up to 15 per cent. Ordinarily we do 5 or 10 per cent. That is all lost afterwards in the finishing processes but in the ordinary grey cloth as sold in the Bombay market, the standard may run from 30 to 40 per cent.

MR. KHAREGHAT :—Does it make it easier to weave? Is that the object of sizing?

MR. STONES :—In the Manchester Mill we put in yarn for testing. In grey condition it tested 100 lbs. in the Lee test. When sized it tested 160 lbs. We bind down the exterior fibres with starchy matter, which makes it stronger. You must size single yarns for weaving.

MR. KHAREGHAT :—The weft is not sized?

MR. STONES :—Never in India. In one or two special cloths in India, we may, but it is done rarely.

THE CHAIRMAN :—What is the average rate you calculate?

MR. STONES :—50 to 55, roughly 52 plus to 70 %, the same wages as the pieceworker.

MR. JOSHI :—You are reducing it?

MR. STONES :—No. The wage given in the list here is Rs. 3-4-3 to Rs. 3-9-6 while in 1923 list it is Rs. 3-2-11 and in 1926 list it is Rs. 3-1-8. On piecework it is Rs. 2-15-0 and Rs. 2-15-9. It is an increase in a department that is notoriously overpaid. It is an absolute departure from the present standard practice. The standard practice is that we just pay so much on the weight of yarn sized.

MR. ASAVALA :—What is the present rate?

MR. STONES :—It does not exist; we could not give it to you in that form. This is revolutionary as far as India is concerned. Warping, sizing and weaving are revolutionary as far as Bombay is concerned. They follow the English practice or an adaptation of the English practice. They are scientific and the other was mere chance.

MR. ASAVALA :—Is this workable in all the mills?

MR. STONES :—There is no mill in Bombay that it is not workable in.

MR. KHAREGHAT :—Will there be no difficulty in calculation?

MR. STONES :—None whatever, Sir. In our Book of Examples, I think we give examples. Page 11. That is an actual example of one sizing as worked out in one of the mills.

THE CHAIRMAN :—Can you just explain how it goes?



MR. STONES :—You will find the man has done two sets on the first day, the counts, grey and coloured. There are 20s counts, you will see in this set of beams, and the number of coloured is 1,734. The size of the length of the set was 2,200 yards, so that turning to Page 11 of the rates 20s counts to 24s, the rate for the coloured is 25½.

THE CHAIRMAN :—Is it not that the rate is 26 and when you have got to deduct half an anna for each 100 ends, less so many ends?

MR. STONES :—I beg your pardon, Sir. It makes 1,800 ends. 26 will be the rate. 200 ends less. This is 20s coloured, 1,734 ends. That will count as 1,800 ends. The rate above 25% coloured is 26. There are 1,800 ends instead of 2,000 so that with two farthings, *i.e.*, half an anna, it makes 25-6. Then the gaiting is 8 annas. This is above 25 per cent coloured. The next on 1,972 grey, say 2,000 grey, all grey; counts 16s, 14s, up to and including 16s, 30 annas, on 2,000 ends. So exactly the same, there is no allowance for that.

Gaiting. 8 annas. 16s grey and 16s coloured. It is automatic as soon as one stumbles into the system.

MR. JOSHI :—Have you finish the first example?

MR. STONES :—It consists of two sums of money and allowance for running and an allowance for gaiting. The first example is 1,734 ends of 20s coloured, that is 1,800, ends. 20s coloured is paid 26 annas per 12,000 yards. There is 200 ends less, half an anna less. That makes 25-6 for running. If 12,000 yards get 25-6, what will 2,200 yards get? Re. 0-4-8. You get 8 annas for gaiting that. The total earned on that beam is Re. 0-12-8.

MR. JOSHI :—You are only taking per beam, not for the day.

MR. STONES :—We have taken 2,200 yards. The essence of the work done is divided into two sections *i. e.* (1) running and (2) work done on gaiting it. In the old days this used to be paid on the weight turned out. It was a short beam by which it was laid in. Even if 2,200 yards were finished, he would only get so much for the weight. The work now is defined into two sections. He is paid for the running and is also paid for the laying in an infinitely better system.

MR. JOSHI :—He earned only 0-12-8 on that day.

MR. STONES :—That was the first day. He gets another set in which he would get Rs. 1-9-6. You see, this man, when he stopped in the evening, may have got through 2/3rds of the set and he might be doing the rest the next day. You will find there the different dates 1 to 13. It does not mean that there are two beams in a day. He may have done one set and a portion of another set on one day and finish the rest on the other.

MR. ASVALE :—When it is a finer count, it is all right, but when there is a coarser count ?

MR. STONES :—Whether there is a fine or a coarse count, we give him an allowance for that work.

MR. JOSHI :—Have you any example of coarse counts ?

MR. STONES :—Two 16s and 14s on the 13th. Here is a beam consisting of mixed 14s grey and 14s coloured on the 13th day 1,043 ends grey, 84 ends coloured. With 25 per cent. coloured, it would be 8,200 yards. The rate is given as 30/-. Deduct 8 quarter anna for the 800 ends and bring it down to 30/-. It means 1-4-6. He gets Re. 0-5-6 for gaiting. Total Rs. 1-10-0.

MR. ASVALE :—Are there any variations in gaiting ?

MR. STONES :—The finer the count, the more the ends as a rule, so that if he has got more ends, he takes a longer time. So he gets extra for that, and the coarse count is finished quicker. It takes a longer time to gait the finer counts but it lasts longer. The more the ends the better the running. So we pay less wage for running and higher price for gaiting. In other words, the rate is adjusted. We do not say the rates are perfect. My own personal opinion is that these will have to come down, but only the test of time will prove that. Whatever it does, it has to be adjusted to the basis fixed there.

THE CHAIRMAN :—Now let us go on to the next page, Drawing-in.

MR. STONES :—Here, there is no departure from the system already existing. It would be much better if we could introduce the system which the Japanese and other countries have in this department. This department is merely an avenue for employment in the weaving department. It is necessary for the weaver to have some knowledge of drafts and drawing-in of healds and reeds. In Japan and Great Britain the reacher who works on this, is a boy fresh from school. He gets a training on drafts and the nature of the pattern in the drawing-in department and then he goes on as a weaver. If he does this, he makes a much better workman afterwards. He learns it easier. He does the actual process of drawing-in himself. Here we do not do that. Our system is that the drawing-in hand becomes a drawer and a reacher if he is lucky.

THE CHAIRMAN :—What does he draw-in ?

Mr. Stones went up to the Chairman and explained the process by means of the reeds and healds which he had brought in the morning.

MR. STONES :—The rates are.

**Jobber**—One to a department—

Upto 1,000 looms, Rs. 35/- plus 70 per cent.

„ 1,000 to 2,000 looms Rs. 40/- plus 70 per cent.

Over 2,000 looms, Rs. 45/- plus 70 per cent

1 Assistant at Rs. 30/- plus 70 per cent in sheds over 2,000 looms when on fancies, if necessary. The reason for the variation is this. If it is grey the work is simple. But you have some mills which manufacture fancy cloths.

**MR. KHAREGHAT** —Is it for the whole warping department ?

**MR. STONES** :—No. It is for the drawing department ?

**MR. ASAVALI** —At present the drawing jobber is not to look after any loom.

**MR. STONES** :—We have made provision here. We pay more money where there are more looms and more assistance if he is on fancy work.

Then drawers and reachers are to be paid on piecework. The heald repairer in any large mill is to be paid Rs. 18/- plus 70 per cent. In a small mill where the two jobs can be combined in the same shed Rs. 20/- plus 70 per cent.

**MR. KHAREGHAT** :—What is his duty ?

**MR. STONES** :—When the healds come from the loom he brushes them and repairs the broken end and makes them ready for the next work.

**THE CHAIRMAN** :—The rates are the same ?

**MR. STONES** :—A little different. The rates for jobbers are Rs. 2-4-7 up to Rs. 2-15-0 and for assistant jobber Rs. 1-15-4 as against Rs. 2-7-11 in 1926. The idea is to discontinue the assistant jobbers.

**MR. JOSHI** :—The average is reduced.

**MR. STONES** :—A little bit. We have stated on the 1st page of the report :—

“ In view of the wide variations of work, wages and designation of head jobbers, it has been decided not to include them in the present scheme of standardisation. The number and pay of head jobbers are indicated in the list as a guidance to members only.”

These rates are rates from various mills after making comparison and adjustments. We are confident that they will easily earn more. The average rate is Rs. 26/- plus 80%. We make a proviso :—

“ Slider healds to be paid 10 per cent. extra over the above rates.”

**MR. KHAREGHAT** :—What are slider healds ?

**MR. STONES** :—I will bring to-morrow a sample of it and explain it Sir.

There is an English list and the present rates are based on that.

THE CHAIRMAN :—How do they know that there are 1,000 ends.

MR. STONES :—In the sizing department we put down the number of ends and the rates are fixed per 1,000. We know the number of ends in every sort and the men also know it. We give him a ticket also, which shows the number of ends.

THE CHAIRMAN :—These are already in force.

MR. STONES :—Yes.

MR. JOSHI :—What is meant by 'dosuti (double drawn)'.

MR. STONES :—These are plain grey cloth which can be worked easily. For double drawn three-quarters of the rate fixed are paid. Plain and twill 20 pies ; susis 22 pies. All over patterns, straight, point or vandyke drafts are paid according to the number of shafts. Where there are jumps as 1, 5, 7, or 1, 3, 5 which are under fancy class higher rates are paid.

THE CHAIRMAN :—Is that working at present ?

MR. STONES :—Yes, Sir.

MR. ASVALE :—Is there any difference in the work in both the departments? In the warping department the beam carrier's wage is Rs. 19/- whereas here it is only Rs. 18/-. Why should there be this difference ?

MR. STONES :—It is again a case of lack of knowledge. There are warper's beams and weaver's beams. The warper's beam is roughly 54 inches long and contains 300 to 500 lbs. of yarn. The weaver's beam is a small beam containing not more than 100 lbs. of yarn, and is much easier to handle. One man can easily carry the weaver's beam, but it takes 2 men to manipulate the warper's beam. The warper's beam is finished within the sizing department : it is converted in the sizing department from warper's beam into weaver's beam which is a smaller beam. Four warper's beams will make from 12 to 16 weaver's beams. The weaver's beam is one-fourth of the warper's beam.

MR. ASVALE :—You have got 2 men for 1,000 looms, and you are taking exactly the same work from this beam carrier as the beam carrier in the warping department.

MR. STONES :—As I have already explained, the weaver's beam is a small beam, while the warper's beam is a huge beam ; it is a different type of work, and will be demonstrated to you in due course. The drawing in beam carrier takes the beam from the sizing slasher, carries it along to the drawing in department, lifts off, puts it into the holes which carry the beams, so that the yarn is laid down. In the general run of trade, when we speak of drawing in beams, it is understood that it is the weaver's beam. The beam in the drawing in depart-

ment and the weaving shed is the weaver's beam; The warper's beam is finished with in the sizing department.

MR. ASAVALE :—But the weaver's beam carrier does not get rest?

THE CHAIRMAN :—He has got less to do in this department than the beam carrier in the sizing and warping departments according to the statistics of 1926.

MR. STONES :—He has always been paid less.

THE CHAIRMAN :—In 1923 he seems to have been paid more in the drawing in department than in the sizing and warping departments.

MR. STONES :—Actually the work is lighter, as we hope to show you; it is much easier. The man who has to carry the warper's beam is a stout fellow who has to lift a heavy weight, whereas the weaver's beam is a tiny thing in comparison.

THE CHAIRMAN :—What about "Samples.—Fixed wages Rs. 1-2-0 and 70 per cent. per day"?

MR. STONES :—When there is a new sample running through the mill, which the men are not familiar with, they cannot get along with it with the same certainty that they can when they have done it once, so that we give them an allowance there, in order that the man may get along with it slowly, and take greater care of that particular type of work.

MR. JOSHI :—What is "Drills 2 & 1 and 3 & 1"?

MR. STONES :—2 & 1 is 3 shafts and 3 & 1 is 4 shafts.

MR. KHAREGHAT :—You pay less?

MR. STONES :—Yes, but the full number of single ends are counted, and the reason we pay less is that in taking 4 ends forward he practically does it in the same time he would do single ends. He should get 10, but we give him 14 on the full number of ends.

There has been a big development in fancy weaving in the last three years, and a number of mills are running styles never thought of before. That is where two beams come in, where we have threads interlacing in the loom in a varying manner. We have 2 weaver's beams in the loom one below the other. We pay 3 pies above the average when the ends have got to be drawn from the two beams instead of from one. There is no making of mistakes for a drawer when he has got to draw from one beam; as they come from the sizing, they are all on the beam. When he has got to take some from the top and some from the bottom, we pay extra. That has never been allowed for before; we pay 3 pies per 1,000 ends extra. In the loom the two

beams weave together. The Turkish towel is an excellent example of it. In Turkish towel, there is a ground warp that is tied and slack warp which wobbles up and down. In 100 yard of Turkish towel, the ground warp would be 106 yards of yarn. In the interlacing, in 100 yards of towel there would be 300 yards of loop yarn to produce 100 yards of cloth. If both were to be on one beam, there would be a smash up. It is slack on the top and tight on the ground, and they take up at different rates. Sometimes they produce a type of cloth that is crinkled on one side and soiled on the other side. The crinkled part is woven slack. That is where we have two beams, and this system has been working during the last three years.

MR. JOSHI :—What is a slider head?

MR. STONES :—We will produce a sample to-morrow.

#### Standard List for Weaving.

MR. STONES :—This is the bone of contention. We have passed mutually everything up to the standard list for weaving. The rest of the sections have been gone through time and again with the Labour leaders, and all that we have had up to date has been agreed on at one time or another. About the standard list for weaving, in our meetings we broke up always on what the reduction should be, and how it should be.

What we propose is an absolutely different variation from anything that has hitherto been adopted in the Bombay textile industry. We have tried to bring it down to a scientific basis, as is followed in Lancashire.

Many factors go to decide what the production or outturn of a loom will be. First of all, we must know the speed of the loom. The speed of the loom is usually expressed in picks per minute. The crankshaft revolves at a definite speed, and for every full revolution of the crankshaft of any plain loom one pick is put into the cloth. In that time the shuttle is driven from one side of the loom to the other, and one thread is filled across the warp. So that, the speed of the loom is the first factor. The next factor may be said to be the number of picks per inch. This is regulated by drawing the warp through quicker or slower. At the front of the machine, we have a taking up roller. The woven cloth passes round this, and a wheel at the end of the roller is moved by gearing, and every time a pick is put in the cloth is wound on the roller. It is known as the taking up motion, and by adjusting the wheels, we get the number of picks per inch in the cloth regulated. The usual type of taking up motion is the standard type. In that particular motion, the number of picks per inch is represented by the number of teeth on the change wheel, so that if we wish to put 44 picks per inch, we put a 44 wheel on the change

wheel section. That regulates the number of picks per inch. Then we have countless other factors. The amount of weft in a shuttle, for example, is a contributing factor in the production. Coarse wefts need more shuttling than fine wefts; they run out quicker. The shuttle will hold only so much yarn; we cannot increase the shuttle to an unlimited size, because in the nature of the weaving, we split the yarns into sheets; we open the sheets, and we drive the shuttle through, so that the space that is available for a shuttle to go through the loom, and the amount of yarn we can put on to any bobbin for weaving are limiting factors. The limitation on the size of the shuttle is the biggest factor. A coarse count will not contain as much length of yarn as a fine count. The English list makes very big allowances for coarse weft. They commence off with a standard. The standard ordinarily may be limited to 45" in the reed. They take the standard of a 45" loom, and they take the width of cloth that is made in that loom as 39", 40" or 41". Now, they specify that width, because if narrower cloth is woven in the loom, then the loom is utilised to its full capacity. That is one of the complaints made by the opposing party, and I might say in our new list we have allowed for that. If the width of the cloth is narrower than the available width of the loom by certain inches, we pay the weaver, in our new list, as if it was raised to the width which we stipulated. They are paid on the square yard. They are not paid on the weight of the cloth, but according to the number of square yards woven. In the old days, they were paid on weight, but no allowance was made to weavers for weaving 30" wide cloth on a 45" wide loom. He could have woven in the same time and with very little extra difficulty a 40" cloth in the same width of loom. We have given him a minimum width in any width of loom, and if the cloth is below that then we assume that the cloth is of the minimum width for that loom and we pay accordingly. For a 45" loom, 35" may be the minimum, and if the width of the cloth woven is 30", we calculate on the basis of 35". So, the width of cloth in the loom is one factor.

Then the reed is another factor. If you have a great number of threads, then the work is harder, and with a less number of threads in the warp, it is easier, and it becomes increasingly difficult when they get up to very fine widths with coarse yarn. Previously, no allowance has been made for that. We have prepared the list, so that we have made allowances for coarse yarns in the various reeds. You will see that is allowed for one, Page 14, where we say:—

“Allowance for fine reeds for various counts of warp.

Reeds shown below are standard.

One per cent. to be added for each one dent per inch finer

36 reed is ordinarily the least, but if it is woven in 40 reed, we pay him 2 per cent. extra for the difficulty of weaving. The difficulty of weaving is due

to the extra number of ends per dent. That is novelty introduced to Bombay for the first time but is justifiably allowed because the work is harder. The coarser the fibre, the greater the strain on the yarn. The English list is based on lengths of 100 yards of 36" measured on the count. Another length of 36" is paid in proportion. It is the practice in England but it is not in existence here. Their system is to make 35" and 37". They make long and short sticks. There is justification for it but it need not enter into our discussion here. They take 36" cloth 100 yards long. We have taken the same idea but on another basis. We have taken per square yard. The standard rates give pies per square yard (vide Page 13). That is the fundamental basis of the list. We could not adopt the English uniform list in extenso. It is intensely complicated and would be unintelligible to crowds of people and certainly I am afraid a good many weavers and weaving masters too would not be able to follow it. It is very complicated but it has grown up with years and is therefore easily understandable, so that we have cut that down and pay per square yard. To obtain the rate for any cloth, we have taken out a list here. The first we allow for picks. As I pointed out before, the production depends on the picks. The production of cloth varies inversely to the picks. If you produce 40 yards of cloth on 30 picks then you produce 30 yards on 40 picks. The higher the pick the bigger the rate per square yard. We pay per pick for grey plain cloth 1.02 pies per square yard for 30 picks. The others are in proportion right through — 60 for example 2.04 pies; in inverse proportion to the pick, the rates given.

THE CHAIRMAN:—We now adjourn till to-morrow.



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*Friday, 16th November, 1928.*

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THE Committee met at the Town Hall, Bombay.

*Present :*

THE CHAIRMAN,

MR. KHAREGHAT,

MR. KAMAT.

MR. STONES explained what a slider heald was.

STANDARD LIST FOR WEAVING.

MR. STONES :—We dealt with a few of the factors affecting the production of the weaving looms. I dealt with the speed of the loom, with the number of picks per inch, with the fineness of the reed and also with the quantity of weft in the shuttle. I pointed out that with finer counts there was more yarn on the bobbin of the shuttle, and with coarser counts there was less yarn on the bobbin of the shuttle. We have the mule cop that is placed in the shuttle without any bobbin, we have the ring bobbin and the universal pirn, which takes on more yarn than any of the others. I then explained the weaving of narrow cloth on wide looms. We have provided for that in this list on page 16, where we say "When cloth width is more than ten inches less than the reed space of the loom in which it is woven, then for purposes of calculation the cloth is to be taken as ten inches less than reed space." That is to say, if we put cloth which is normally too narrow for the loom, we pay the weaver for working the cloth on a basis as if the cloth was up to 10 inches within the width of the loom. There is an example quoted there, namely, 72" cloth working in 84" loom would be taken as 74" cloth, and the square yards and allowances calculated on 74" although 72" cloth is being woven. That is, we should pay the weaver for weaving square yards of cloth as if it was 74 inches wide, although its width is 72 inches; our theory being that it is not fair to penalise the weaver in that way. That is one of the complaints of the other side, that the weaver's earnings were reduced.

MR. JOSHI :—You do not make full allowance.

MR. STONES :—Nobody makes it. Full allowance could not be given; it would penalise the whole industry. We do propose to make an allowance, whereas it was never done before.

MR. KAMAT :—Ordinarily, can a weaver weave 64" wide cloth on a 64" loom?

MR. STONES :—If it is 64", he could not weave 64"; he would weave within 4 inches of the reed space. We usually leave 2 inches on either side, which is 4 inches in all.

MR. KAMAT :—The real loss is 6 inches?

MR. STONES :—That is the normal risk of manufacturing. In the English list, on the first page, you will see, 39, 40 or 41-inch cloth in 45-inch loom, within 4 inches of the reed space is the highest, and within 6 inches they are the same rate.

The next factor in production is the nature of the warp, as to whether it is coloured or otherwise. Dyed warp usually does not weave so well as grey. The difficulty will be seen in drawing the ends in ; that is more difficult, and you will therefore notice that in the basic list on page 13 we have provided a column for plain grey cloth. We give a higher rate up to 25 per cent. colour, a still higher rate for 26 to 50 per cent. colour, and the highest rate for 51 to 100 per cent. colour in the warp. Again, when we weave artificial silks, we pay higher rates still, and they are in varying percentages. So that, the difficulty in weaving is compensated for by giving them an increase on the basic rate.

We make some cloths in split form. That is the next allowance we give. If we want to weave 17-inch cloth, it is very costly indeed to produce it in a loom of 24 inches. It is the fashion, therefore, wherever possible to weave it in splits, that is, two pieces of cloth 17 inches wide are woven in the same loom ; that would be 34 inches wide cloth woven in a 40-inch loom, to reduce the cost of production. We split the cloth in the loom or later. We leave a space in the dents in the reel, and we put a special motion on the loom for twisting the edges in. It is afterwards cut by a safety razor blade, and we get 2 pieces of cloth 17 inches wide, of which one edge is perfectly all right, but the other in which the weft is cut. This of course is only possible in cloths that are worn cut up. We could not, for example, weave dhoties in splits, because the split edge is the border of the dhoti. In the case of cloth used for shirting, etc., we can produce the cloth cheaper by weaving in splits. It is a little additional motion on the loom, and we pay, as indicated at the top of page 14, 5 per cent. extra for each split cut or uncut.

In this connection, the Secretary of the Committee has made an excellent suggestion. He has stated that it would probably be better, if we met for two or three days, to discuss these points at the V. J. Technical Institute. There we would not have the noise of the mill which makes speech difficult. If we first visit the Technical Institute, we would be more acquainted with the details when we went to the mill later. We have at the Institute practically every machine, and for those machines which are not there, we could go to the mill. It would be much better to get the explanations in the Technical Institute, and follow them up in the mills. I agree with the suggestion of the Secretary.

THE CHAIRMAN :—We had better go to the Technical Institute first, and then to the mills. The Secretary might communicate with Mr. Turner.

MR. JOSHI :—We have no objection.

MR. STONES :—The next item after splits is shafts. The slider healds are placed in the machine for the production of fancy patterns. I have here some cloths that will make my explanations a little more clear. For the

ordinary plain cloth 2 healds would be enough, but 4 are used, but for fancy cloths we have to put additional shafts to produce the special effects. That means more work. The more the shafts, the further the yarn goes back, and the strain on the yarn is greater. A weaver for fancy cloth has to be more skilled than a weaver for ordinary cloths. We pay an allowance for the extra number of shafts required to weave the fancy cloths.

For dhoti borders, there is another type of shaft. Where we make a fancy border, as is usual with dhoties, we arrange a much simpler apparatus. For the ordinary shafts, on page 14 of the list, the allowance is  $\frac{4}{6}$  shafts 11 per cent., for 7 shafts 13 per cent., for 8 shafts 14 per cent., and so on increasingly up to 20 shafts, where the worker is paid 34 per cent. extra for the ordinary plain cloth, merely for the shafts being additional. For the dhoties we keep another list. That is on page 18, where we give the extra allowance for dobby dhoties, cumber board sorts. A cumber board is the small gadget we put on the loom to weave fancy dhoti borders. Up to 16 shafts 12 per cent. to be added and over 16, 20 per cent. to be added. This, I might say, is too high. In a moment of generosity we put in this allowance. We pay two styles for dobby work for shafts; one is given on page 14 and the other on page 18. At the top of page 15 we show the weft allowances. I mentioned them in the course of yesterday's discussion; we make these weft allowances and deductions. They are made for varying counts. The coarser the count, the less the supply of yarn in the shuttle, and therefore more shuttling. Up to 5" lift, we give as much as 52 per cent. extra for 3s and below, by virtue of the fact that the shuttle runs out so quickly that there is constant work of reshuttling. There is loss of efficiency to a tremendous degree, and we pay there 52 per cent. more, and we scale that right down. For  $5\frac{1}{2}$ " lift ring pirns, we give an allowance of 48 per cent., as there is more yarn in the shuttle. The allowance decreases with the increase in the amount of yarn on the shuttle. In the case of mule cops, there is a fair amount of yarn, but there is greater difficulty in getting it into the shuttle, so that we pay extra for that. 10s and below, 5 per cent. addition; 11s-15s, 3 per cent. addition; 16s-18s,  $2\frac{1}{2}$  per cent. addition; and 19s and finer, 2 per cent. addition. This is for 6" pirns.

MR. SAKLATVALA :—On a 5" lift pirn, the yarn contained in the shuttle is much less than in the case of a 6" or higher lift. In our case, for instance, in a 5" lift pirn, on 20s yarn, we have about 568 yards, and in the case 26s weft 754 yards. 754 yards on a loom of 32" reed space, the weft would run out in about 3 minutes and 55 seconds. If the same yarn was wound on a universal bobbin, the length would be, for 26s, 1,411 yards, almost twice as much, and the shuttle would not run out before 7 minutes and 20 seconds. That explains why we have to make a special allowance in the case of smaller pirns. We maintain a smaller pirn because we get better outturn in the spinning, but we suffer in the weaving. In spite of that, our production in spinning more than makes up the loss in weaving.

MR. STONES :—There is a mistake on page 15. For 16 and 17 counts, up to 5-inch lift, the weft allowance is given as 9. The correct figure is 11. This was put in before we had our conference with Labour, and we were then paying 9 per cent. After our conference, we have increased it to 11, and the figure should be 11 instead of 9.

THE CHAIRMAN :—What is dosuti weft ?

MR. STONES :—We sometimes wind two threads together on one pirn. If you wind two threads of 16s it is really a coarser count, and two of 16s would be one of 8s. Naturally if we work at 16s on one bobbin, we have less length than what we get on 8s.

THE CHAIRMAN :—The two are wound together making a dosuti ?

MR. STONES :—It is a particular feature of, say, Oxford shirtings and more particularly in India of 10s cloth. Though not in Bombay, in other parts of India, there is a tremendous sale of dosuti which is made specially for 10s. We wind the two threads together on to the pirn, put it in the shuttle and naturally the two threads take up twice the amount of space that one would. Our length on dosuti 16s is equal to the length that would be obtained on the same bobbin for 8s. We therefore pay an allowance for dosuti.

MR. KHAREGHAT :—Are the two threads twisted together ?

MR. STONES :—No, sir, just wound loosely together. Where we twist the wefts together, it blends in and we get more length. If they are twisted, they occupy much less space and therefore two and more twisted weft is treated as resultant count plus 2 counts, *i.e.*, 2/16s we treat as 10s and resultant count is 8 plus 2 equal to 10 and we pay, therefore, wefts count 8 per cent. and not 6 per cent. These figures are in the old list and have not been altered. 3/30s would be 12s and would get 6 per cent., 6 should be changed to 8 and 4 to 6.

MR. KHAREGHAT :—Which figures are likely to be altered ?

MR. STONES :—What happened is this. After consultation with the Labour representatives, we put the list up but the examples down below there have not been altered and the increase has not been given there. The list has been increased in consultation with Labour.

MR. JOSHI :—Which figures do you correct ?

MR. STONES :—The figures in the note on page 15 under "Dosuti Weft." The figure 9 should be 11,

•	"	"	6	"	"	8,
	"	"	4	"	"	6.

MR. SAKLATVALA :—When we had a discussion with the Labour leaders, we reduced the 11 per cent. to 7½ per cent. and with a view to bring about a lower cut, we had to increase the allowances. The allowances were increased in consultation with them. As Mr. Stones pointed out, this table was prepared but in doing so we left the examples untouched and that is why the discrepancy comes in.

MR. JOSHI :—I may only state once for all that "in consultation with" does not mean "in agreement with."

MR. STONES :—If there had been agreement, we would not have been sitting here to-day, Mr. Joshi.

MR. ASAVALE :—No suggestions were made by the representatives of Labour.

MR. SAKLATVALA :—They were made but Mr. Asavale was not present there.

MR. STONES :—In computing the number of square yards, it is therefore necessary for us in working out these cloths to compensate the increased speed of loom by the decreased width of cloth available and the cloth to be turned out from the varying widths of looms. The list therefore on page 16 has been compiled taking 35" to 36" cloths. They simply have the standard rate for picks as allowed on page 13 on 17" cloth. We would multiply 17 by the length of the piece to ascertain the weaving rate. We thus get the square yards by multiplying the width of the cloth by the length of the piece and adding for 17" cloth 70 per cent. to the rate. This percentage will be added to the standard and increase the amount above the standard. This compensates for the varying speed of the loom, the varying width of the cloth and the varying wage allowed for the various widths of looms.

MR. KHAREGHAT :—Where does the speed factor come in here on page 16 ?

MR. STONES :—In obtaining the figure 70 per cent., the deduction in production of square yards of 17" cloth would be much less than, for example, on the 36" cloth. The picks would be higher but the square yards produced would be roughly half but we could still get in the production because the speed is higher. There is a reduction in the one because of the width of the loom being less while in the other the loom is of a wider width. All these have been allowed for and the result is that we have varying percentages on the width to bring the wage up to the normal agreed on as per above examples.

MR. KHAREGHAT :—Is the speed of the loom same for 17" ?

MR. STONES :—No, sir. If, for example, the speed was the same for 17" cloth and 34" cloth, our allowance would be 100 per cent. because the weaver, if we had to give him the same wage, would just turn out exactly one-half the amount of square yards of cloth. There are two variable factors. The speed of the loom on the narrow cloth is higher and the wage on the narrow loom is lower so that reduced the earnings to 70 per cent. The speed of the loom is limited by the time taken by the shuttle to go across from one side to the other. If we have a narrow loom, the shuttle has not very far to travel. The broader loom must go slower and leave time for the shuttle to go across.

MR. JOSHI :—What about the speed ?

MR. STONES :—In the Book of Examples, on page 1, we show the basic speeds taken. The wage, you will notice, also increases as the width of the

loom goes up, so that that allowance of 70 per cent. on the 17" cloth is to compensate for the decreased square yards but is again offset on the other side by the decreased wage to which we consider the weaver on the narrow loom is entitled, and as the speed will increase it, the width of cloth will make it less and the wage that we have allocated will make it less. These allowances are computed to give the wage indicated in the list.

MR. KHAREGHAT :—Will this be in addition to the allowance on the narrow loom ?

MR. STONES :—On page 13 we give the method of calculating allowances :—

Width .. .. .	.. plus 9 per cent.
½" border .. .. .	.. plus 10 per cent.
12 shafts .. .. .	.. plus 9 per cent.
	Total .. plus 28 per cent.
Universal Weft .. .. .	.. minus 3 per cent.
Nett allowance .. .. .	.. plus 25 per cent.

All these allowances are to be worked out in that manner.

THE CHAIRMAN :—Where do you get 9 per cent. for the width ?

MR. STONES :—That is a particular size of a particular type of cloth. It would obviously be rare. As a matter of fact, we have not got it. It would be 8. It was a cloth worked out just to get an idea. These figures will have to be altered. As a matter of fact we were so pushed that the examples have not been altered. We shall correct them.

THE CHAIRMAN :—You had better have the Book of Examples corrected and put a new Book in.

MR. STONES :—Yes, sir. We will do it.

The next factors that concern production are special headings. We have a multiplicity of types of headings. The heading is the bar running across the end of the piece of cloth. In some markets they insist upon a special type of heading. It is a feature of the cloth. For example, in dhoties the Madras market insists on having dhoties with a larger heading, very thick solid chocolate bar. It entails a lot of work on the weaver. He would lose production. We therefore make allowance for repp heading. Similarly, we have some cloths with gold thread across the heading. For example, everyend of a dhoti, or of a piece of shirting or mull will have on a gold heading. We put it into one pick, spread it out and make a pattern with it when we make various types of headings. The Lancashire book contains actual pictures of these headings. (*Points them out to Mr. Khareghat.*)

We make allowances (page 16) for repp headings, gold headings, spiral headings. Those are for extra special types of headings of which there are very few in Bombay but we have made a provision for them.

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We make a further scale for heading allowances. This is for ordinary headings where we have short length pieces. These three types, repp, gold and spiral headings, are extraordinary fancy headings, rarely made. Those on page 17 are for short length pieces, 6 yards long pieces, neck-cloth or something like that. We pay them extra for the work entailed in changing the shuttles put in these various headings. That is another allowance that we have to make as that brings production down. Then we have to make a further allowance for coloured weft. When the weft is coloured, it is a little more difficult to weave than when the weft is grey. Sometimes it is a little easier but for general running, it is a little more difficult to run coloured weft than it is to run grey weft. One particular reason is that the workpeople in the winding department are not properly piecing the ends. In the spinning department, the thread must be spun continuously so that they are compelled to piece it, or the yarn will not be there. In the coloured weft, the winder can still continue to work even if she does not tie the knots. The pirn is revolving ; instead of stopping the pirn and tying the knots, she simply pushes the yarn in and it will take up, but when the weaver is weaving it, when he comes to that gap, the loom stops and so they have got to change. For that reason, there is really very little justification for that allowance, but we do give it.

MR. JOSHI :—What does the weaver do ?

MR. STONES :—He usually has a spare shuttle on every loom. A loom is not complete without two shuttles. If one breaks, he pulls that out, puts the other in and goes on with his work. We pay there 5 per cent. extra on ring and universal pirns and 10 per cent. on artificial silk weft.

“ This note does not apply to drop box sorts.” They are what we call checks. I think some examples of checks have been given. The shuttles are arranged in multiple number. We change the colour of the weft as it goes across the piece. There are four shuttle boxes. You can lift one shuttle out of the way and put into the pattern 8 threads of green or the number of picks that we require as long as it is a multiple 2. This is an automatic motion for changing the shuttle boxes. They put various colours across the piece. We have a special list of special rates. On page 19 we pay special allowances for fancies and checks. These looms have to make changes of shuttles automatically in that process on each type of work. The narrow loom in the old days was run on a lower speed than the narrow or the plain loom is run at the present time. We therefore pay that allowance. It has two shuttles changing. On 2 shuttles we pay 45 per cent. extra ; on 3 shuttles we pay 50 per cent. extra and four shuttles 55 per cent. extra. We have a note there, “ Circular box 30 per cent.” We pay less on circular boxes. This is a new development for Bombay and the boxes now rotate round. The result is that we can run a loom at a much higher speed and therefore the allowance is less. There are not many in Bombay but they are coming into use.

Where we have not got check work for a weaver, we compensate him by splitting the difference with him. He runs at a lower speed but he has



less work to do in minding so many shuttles so that when he does plain work, *i.e.*, practically all of one coloured weft, in other words, when he does ordinary work that could be done on a plain loom, we are compelled, by force of circumstances for some time for lack of orders, to split the difference with him and we pay 20, 15 and 10 or 5 per cent. extra according to the width of the loom. The reason for that decrease is, as I pointed out a second or two before, that the wide loom and the check loom practically run at the same speed. The limit of the speed is made by the auxiliary motion attached to the loom, it cannot be run more than 170. It may run up to 220 when we get down to wide looms, but the plain loom will run 170. There is no falling off in speeds. You will see that we are decreasing the amount of our extras as the loom goes wider because the speed of the wider check loom is more near or is practically the same as the wide plain loom whereas the narrow check loom is much below, in speed, than the narrow plain loom.

I now revert to page 17. I went on to page 19, drop boxes, because it was bound to be coloured weft. The next allowance we pay is for Crammed stripes, that is to say, where the larger extra number of ends in various patterns of cloth is above the normal. I can explain it better by reference to cloths. (*Explains to Mr. Khareghat.*)

*"Crammed Reeds* :—No allowance to be paid for yarn extra-dented in the reed unless the average ends per inch in the cloth is high enough to come within the fine reed allowance which will then apply." Yesterday I explained some of the items appearing on page 14. Counts of warp. Up to and including 8s—36s. On an average there should be 40 dents in a reed. For the average of the crammed and the plain we should pay the allowance but if it is less than that, that would be considered good weaving and no allowance would be paid.

THE CHAIRMAN :—You take the crammed and the ordinary ?

MR. STONES :—Yes, and we average, because if it comes in excess of the scale on page 14, we pay for it ; if it does not, it is considered reasonable weaving and there is no allowance made for it.

THE CHAIRMAN :—What are these dents ?

MR. STONES :—Splits between the reed wires. Each of those spaces is termed a dent. The reed is gauged by the number of dents on two inches. The counts of the reed would be the number of these spaces on two inches. If we put 60 instead of 40, we would have 50 per cent. more of these spaces in two inches and therefore there is apt to be more friction in the yarn particularly if it was of very coarse counts.

THE CHAIRMAN :—The ends per inch ?

MR. STONES :—The reason why this freak position is taken—the number of dents on two inches—is this, that 90 per cent. of cloths woven contain two threads per dent and therefore the number of dents, the counts of reed, indicates the number of threads per inch. This being the number of dents

on two inches, the 40 reed would have 40 dents on 2 inches and there being two threads on each dent, the expression "counts of reed," 40 reed, if it is clearly drawn in, would mean the number of threads per inch.

"*Crammed Reeds* :—For purposes of this note double-drawn warps (dosuti) to be treated as an increase in reed of 25 per cent., *i.e.*, 14s warp dosuti in 48 reed would be treated as 60s reed and have 6 per cent. allowance added as per list." That is to say, the 48 reed with 4 ends in a dent-dosuti, double-drawn, ought to be 48 plus 48, *i.e.*, 96, but each thread being double-drawn, it practically works a single thread and we only give 25 per cent. and not the double allowance. The reason is that it is so much easier to take one-fourth, *i.e.*, 25 per cent. of 48, *viz.*, 12 and we treat it as 60 reed.

"*Mixed Denting* :—That is where cloth is drawn in 3, 4 and 5 ends in a dent. Average reed to be taken for calculating allowances. Example : Total number of ends, say 2,200, divided by reed space, say 28" equal to 78 reed with 24s warp would have an allowance of 11 per cent. added."

I spoke yesterday, in connection with drawing-in, of two beams. We have an allowance there for each type of beam, that is to say, where two beams are used you have an allowance of  $2\frac{1}{2}$  per cent. added to the list. In a very wide loom we put in two beams side by side. There is no allowance there. The allowance is where there is one beam above the other.

There are a few mills which have got fast reed looms. They are particularly a heavy class. In the loose reed looms the speed is slow. In cases where there are fast reed looms we have made a proviso :—

"No provision has been made for rates for weaving Jaquard or Turkish towel sorts. These lists will be prepared after a further six months' experience. The present rates to continue in the meantime."

Fancy weaving has developed extraordinarily during the past 18 months. There are flowered saris of different patterns manufactured. With regard to this we have not got sufficient information to base a standard list. If we follow the English list we would be penalising the worker in this particular case. Enormous business is done in India in saris and dhoties, and for these we have made a complete and separate list.

MR. KAMAT :—In view of the innumerable allowances you have mentioned, how would you arrive at a figure for a particular kind of cloth? Would your manager work out the figures and mark on each specimen of cloth as so much per yard?

MR. STONES :—Piece is the unit. It does not matter if it is yards.

MR. KAMAT :—He has to take your calculation on trust?

MR. STONES :—Yes. At present he is given a rate which is in no way scientific—9 pies per pound of cloth. It may be more difficult or less difficult. But he takes on to that irrespective of the particulars. The same is

the case with English weavers though they are more educated and they have got a much more complicated list. A tremendous number of factors have to be taken up to produce a type of cloth. We laid stress on this point of the difficulty of compiling a list to the Government of India. Now, we have taken a known list and eliminated or simplified wherever we can. You will admit that it is really a very difficult task for an average man and a great deal more difficult for any weaver in Bombay. From the examples given you will notice that there are so many types of cloth and allowances to be made. In checking this list the weavers are in a position to refer to a trade union official who will be competent, as he should be. This is the workers' charter. Although it is difficult to work out it is capable of being worked out by any one interested in that way. In England on a complicated fabric, the trade union secretary takes it up for the weaver.

MR. KAMAT :—Our mills will have to engage a professional calculator.

MR. STONES :—We have members on our staff who would make this calculation as clock work. I can provide Mr. Joshi some of these men on Rs. 60 a month. I understand your point. The man takes it on trust and has no argument with the mill.

MR. KAMAT :—A competent weaver—a head weaver—can understand from a technical point of view whether your calculations are correct.

MR. STONES :—They can.

SIR MANMOHANDAS RAMJI :—The weaver knows from the very first piece he produces what he will get for it.

MR. KAMAT :—If any new type of cloth is introduced ?

MR. STONES :—Now it is a charter and there is a basis of calculation.

MR. ASVALE :—Will it be possible for a weaver to calculate ?

MR. STONES :—For a long time to come it will not be possible for a weaver to calculate any system of standardised wages. At present he does not know and he takes it on trust. What he knows now is that he is to get 9 pies per pound and he produces so many pounds. We have adjusted the rates in such a way that only time will show where variations will have to be made.

I have already explained some of the allowances. The whole business consists of taking, making and giving allowances *ad infinitum*. Still it is on a scientific basis on the lines of the English list. An English weaver will not be able to work out his rate ; but this is much simpler. On plain cloth it is very simple. The bulk does not fall under the class of exceptions. The bulk that is manufactured is easy of calculation. These allowances are put in to meet extraordinary circumstances. On page 17 the different rates are given. Though there are hardly 200 fast reed looms, we have provided an extra rate for that type of looms. The men would naturally like to get the same Rs. 56, although their average may be much over. It is human nature.

Mr. JOSHI :—There will be less discontent if the rates are the same for piece workers and time workers.

Mr. STONES :—The men on time-work are doing only 60 to 70 per cent. of the work. We are now paying them the wage equivalent to piece work. There is no need for discontent.

Mr. ASVALE :—I do not think the workers would be in a position to accept the scheme unless they are satisfied that they will get the same pay they are drawing at present.

Mr. STONES :—How on earth to standardise the same type of cloth which has got a wide range of picks in different mills? We cannot standardise on picks. This eliminates all possibility of standardisation.

Mr. JOSHI :—You should have a bigger variety of samples kept ready.

Mr. STONES :—If this standardisation comes into force each mill would work out the rates for the sorts it makes. In England there is a special Act called Particulars Act. This Act specifies the particulars that have to be entered on the ticket that is given to the weaver. It contains the essential points which will enable a calculation to be made. But it is impossible to do this here. What will have to be done is to give the particulars to a representative worker, intelligent enough to understand, when compiling the wages. Each mill will compile a list and put it on its notice-board. The workmen would understand what rate they would get for a particular type. The trade unions can work out the wages themselves and the mills would supply the necessary details. Standardisation, excluding weaving, is a fairly simple matter. I would not anticipate any trouble in the other sections of standardisation; but I do anticipate trouble whenever any list is put in for standardisation, unless on absolute peak conditions for the weaver, in the weaving shed itself.

Mr. ASVALE :—At present workers complain that even if they earn their wages according to the number of pounds they are paid less wages. That is their complaint. So, the question is whether the shuttles should be taken into consideration or not.

Mr. STONES :—Any man who knows his job can calculate his wages. The details of the number of shuttles, etc., would be handled by a clerk. In the majority of cases it is simple. Whatever is contained in the ticket the worker will have to work out.

THE CHAIRMAN :—Some arrangement will have to be made. Some representative of Labour should come round and ascertain it for himself.

Mr. STONES :—We have recognised the registered trade unions. The complaints come to the trade unions, who refer them to the mills. The mill concerned must attend to it. As far as I know there is a joint committee to be appointed in regard to standardisation. That committee would have to take up that problem.

THE CHAIRMAN :—The actual rates of the cloth to be woven should be gone into.

MR. STONES :—We are willing to go through them. It will be a very big job to go through the voluminous number of sorts in the 80 mills of Bombay. Already it has reached gigantic dimensions in our own mills. There is one mill where we have 350 sorts. To go through every sort will be a herculean task. But we are willing to do so, if there is a committee on that basis. Frankly I hold that it is a very difficult task in the weaving section. The other sections are a mere child's play.

MR. UMAR RAJAB (in Urdu) :—Under the standardisation scheme they have made big cuts in the weaving section.

MR. KHAREGHAT :—Show some examples of them.

MR. UMAR RAJAB :—On page 16 for long cloth the weavers used to get 7 to  $7\frac{1}{2}$  pies per pound for every piece of ten pounds. According to the present rate under standardisation a weaver would get 68 pies per piece of 10 pounds.

MR. STONES :—Yes ; it works out at the rate of 6·8 pies per pound.

MR. KAMAT :—What will be the average income ?

MR. SAKLATVALA :—A weaver on one loom will get Rs. 23 and on two looms Rs. 46.

MR. JOSHI :—Even on long cloth there is to be a cut ?

MR. STONES :—We have said so.

MR. SAKLATVALA :—The cut is going to be  $7\frac{1}{2}$  per cent. ; on some sorts 2 to 3 per cent., on some 10 or 12 per cent. When this is put into force, we will adjust it.

MR. STONES :—Where the mill is paying 7 pies per lb. of this cloth, they would be paid 70 pies, for 10 lbs. The rate here is 68 pies, that is a reduction of 2 pies ; that is a reduction of 3 per cent.

MR. UMAR RAJAB :—This is for  $1\frac{1}{2}$  pieces,

MR. KAMAT :—He says the square yards per day are 60, and that is  $1\frac{1}{2}$  pieces.

MR. STONES :—The actual rate that is counted to the decimal pie on this particular sort is 67·90 pies per piece of 10 lbs. We take it as 68 for purposes of calculation. He will draw much more than Rs. 23-14-0, because he gets more than one piece per day. This is based on the actual production he will get and is more than one piece. It has not been carried out absolutely in the limit step by step. He is under the misapprehension that the wage

per day will be 68 pies for  $1\frac{1}{2}$  pieces ; but it is for a 10 lbs. piece 37 yards long ; he will weave 64 yards. He thinks 68 pies is the total earning per day. But that is not so. He can weave more. Where a mill pays 7 pies, our list gives you a reduction of 3 per cent. ; for 75 pies, there is a reduction of 9 per cent. He is confusing the thing by taking our price per piece as the earning per day.

MR. UMAR RAJAB :—Page 12 of the Book of Examples, first item, T. cloth. The warp is shown as 18 counts, but in actual practice they will use 20s and we will lose our reed allowances.

MR. SAKLATVALA :—On page 14 of the Standard Scheme for Weaving, if you look at the allowances, you will see that we make reed allowances up to and including 8s, above 8s and up to and including 12s, above 12s, above 18s, and if it is 20s, the allowance will be the same. When we change to 22, of course it may make a difference, but in that case the cloth will be altogether altered. We cannot go more than one count higher or lower each way.

MR. KAMAT :—His complaint is that actually the warp will be of 20 counts, although it is shown here as 18s.

MR. STONES :—It certainly makes no difference to this calculation. Above 18 and up to 22 he gets the same allowance.

MR. SAKLATVALA :—If we go to finer counts, then we will have to take a higher reed, and they would get a higher reed allowance if we did that.

MR. UMAR RAJAB :—You show one sample, but in actual manufacture you use a higher count of warp.

MR. SAKLATVALA :—If we change the weft from 18s to 19s, it is not much of a change.

SIR MUNMOHUNDASS RAMJI :—When we change the weft to coarser counts, that weft is supplied without size. Therefore the millowner will be losing a great deal by supplying raw material instead of sized material. It will not pay him to do that.

MR. ASAVALA :—The difficulty is that the weavers will not be able to understand these things.

THE CHAIRMAN :—We hope that an expert on the side of Labour will check these figures. That is the way it is done in England. I can see that there are enormous difficulties.

MR. STONES :—I have offered to train free of charge half a dozen intelligent labourers to understand these things.

THE CHAIRMAN :—That is a thing to be considered by Labour.

MR. STONES :—What I am giving is only an explanatory statement ; the figures can be dealt with later on.

I was dealing with dhoties. There we have given a special list "Scale for dhotie and Sari allowances. 8 yards per pair and over." We give a rate in the list, and additions have to be made. We do not give a simplified list. The biggest production in dhoties is in short length cloths. Of the two difficulties in dhoties, one is the border and the other is the multiplicity of headings. To avoid the list being complicated, we have not given the heading allowance for the dhoties. We add it in the extra allowances for border and heading. That makes it easier. Up to 8 yards per pair and over we have one list; and then we say that for dhoties below 8 yards per pair,  $7\frac{1}{2}$  per cent. more to be added, because the number of headings becomes more per unit of head; so that we give  $7\frac{1}{2}$  per cent. extra for dhoties below 8 yards, and for the others the amount of this allowance includes the heading allowance. We give one rate for counts 28 and below; we give another rate for counts 28 up to 32s from superior cotton, and then we give an increase for finer yarns. We then come to 28s up to 32s from Indian cotton, which is the limit for Indian cotton. When we go to 34s and upwards, we use Uganda and American cottons, and the list slips back again; so that we allow there for the possibility of a mill using cottons that are not good for the particular kinds spun. We give increasing percentages for increasing widths of dhoti borders. The body of the cloth is usually 2 ends per dent; the border is usually 4 ends per dent, but made of two-fold yarn, so that it weaves much better than with single yarn; it is doubled yarn, and we increase the percentage according to the width of the dhoti border we make. If we weave a dobby pattern on the dhoties, we give an addition there. As I mentioned previously, the extra allowance for dobby dhoties was too high. Then we have dhoties for Calcutta, which have a runner. The runners are allowed for by taking the total width of border and runner and dividing by two to determine class for calculation; we pay the allowance on that. The example given shows that if there are 2 borders and 1 runner  $1\frac{1}{2}$ " each wide, the total  $4\frac{1}{2}$  divided by 2 equals  $2\frac{1}{4}$ , and will be costed as dhoties  $1\frac{1}{4}$  to 3".

We now come to saris. These are to be taken as standard list according to the percentage of colour, and have allowances for dobby and headings as in dhoties. It is made on the same style as a dhoti only with coloured warp and weft. Instead of plain cloth basis, it is based according to the percentage of colour in the warp. If it is 26 to 50 per cent. colour for 30 picks per inch, it is 1.09, on account of the cloth being made from coloured warp instead of from grey warp, and we have added a percentage for borders as mentioned in this list. For fancy dobby design on it we pay extra shaft allowances as per page 14. For fancy draft and dobby designs on border we pay allowances according to the scale on page 12.

That explains the next para, Double weft faced check cloths. These are a species of soft blankets. Ordinarily, the weaver changes weft, and does not often find the pick. In this particular type of cloth, it would ruin the piece if the weaver did not keep the pattern running continuously. The result is that he has to turn the loom back, and we pay 15 per cent. extra for that, as there is loss of production by his having to turn the loom back. Twills are treated as plain cloth. Drills are given 15 per cent. extra. Dobbies are given on the basis of the list on page 14 for shaft allowances.

MR. KAMAT :—Is there any difference between twill and plain cloth ?

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MR. STONES :—Twill weaving is easier, because there is less inter-lacing. In plain cloth, the warp passes under and over the weft on every pick, so that it moves more often than in the twill where the warp moves over 2 picks and under 2 picks, so that it is easier to weave than plain cloth. There is less strain on the yarn than in plain cloth. But we treat it as plain cloth. Drill is also easier to weave than plain cloth, but there is a tremendous number of threads in the warp of the drill, and therefore we pay 15 per cent. extra for the extra warp that has to be attended to.

MR. KHAREGHAT :—What is the peculiarity about twills and drills ?

MR. STONES :—I have got some samples here, and I will show them to you.

#### WEAVING SHED.

MR. STONES :—The head jobber here does not come within the list. It is merely a recommendation that he is to be paid at the rate up to 1½ per cent. of weavers' earnings, which is roughly the amount he is paid to-day. We give that as a guide.

#### DOBBY JOBBERS OR FANCY DOBBERS.

We now recommend one for 350 dobbies. The wage is Rs. 60 plus 70 per cent. The doobby jobber is the man who attends to and repairs the machines that we put on the doobby of the loom to weave fancy cloth ; that is to say, where we are making drills, twills or plain, we have a machine which does the manipulation of the healds. When we have to manipulate the healds in a particular fashion, we have a machine which lifts up the shaft according to the pattern we desire. The doobby jobber is the man who attends to the fancy work. In Lancashire this man does not exist. His work is done by the line jobber, but here with the line jobber we give a tremendous amount of assistance. The average line jobber in Lancashire will mind up to 120 looms ; on the type of work in Bombay he would certainly mind 90 to 100 looms. Here he usually minds 40 looms. In Lancashire the line jobber has no carpenter, no beam carrier, no mochi, no fitter, no sweeper. He does all that work himself and minds 120 looms, whereas the line jobber in Bombay minds 40 looms with the assistance of a fancy jobber, carpenters, beam carriers, and mochis. We have proposed one fancy jobber for 350 dobbies. Some mills do not have dobbies, some mills have very few dobbies. Every loom in a mill has not got a doobby ; there is generally one doobby to every other loom. In some mills, particularly when there is a big demand for dobbies, they have 2 dobbies per man. The rates for the fancy jobber are, millowners standard Rs. 3-14-9 ; 1923, Rs. 3-13-6 ; 1926, Rs. 3-13-8. In some mills, apparently on piece work, the rate was in 1923 Rs. 4-11-11 and in 1926 Rs. 5-14-8. We do not propose piece work for fancy jobbers.

For preparing the lattices, we provide an assistant fancy jobber who assists the fancy jobber in preparing the lattices, that is, picking out patterns, and is the man who looks forward to being a fancy jobber later on. His pay is Rs. 30 plus 70 per cent. There is no comparison in any of these lists for the assistant fancy jobber.



The line jobber is the man who is directly in charge of the section of weavers. The standard in Bombay is one weaver to 2 looms, 1 to 3 looms, or 1 to 4 looms; in some cases it is one for one loom also. We suggest one line jobber to 40/50 looms in mixed section; that means mills where both plain and fancy goods are woven. This varies very much with the season. We have a seasonal trade when doobby goods are in big demand and then we have a slack season, where we produce very much of plain goods. The average in Bombay may be taken as 40. An increase is suggested in the number of looms to be taken care of by a jobber in the grey section. We suggest a wage of 11 per cent. on weavers' earnings in that section.

MR. ASAVALA :—Fancy jobber, Rs. 2 a day cut, on piecework.

MR. STONES :—We have abolished piecework for the fancy jobber.

MR. ASAVALA :—Why?

MR. STONES :—The reason is that his work varies very much throughout the year and we think that we can do better work by having him on a day wage.

MR. ASAVALA :—Do you think they will be contented?

MR. STONES :—I do not think so. Very few of them are on piecework though.

MR. ASAVALA :—There is a heavy cut from Rs. 5-14 to Rs. 3-14 a day, a cut of Rs. 2 per day.

MR. STONES :—The number on piecework is 9 as against 79 on daily wage. In 1926 the number on piecework was 2 and on daily wage 32. The daily wage is practically the same, a few pies more.

THE CHAIRMAN :—How do they arrange piecework rates?

MR. STONES :—They work it on percentage of weavers' earnings. The jobber may be doing fancies or he may be doing just ordinary plain wefts in sections. He gets a percentage on weavers' work and then he may have a lot of fancies and still he will get a percentage on weavers' earnings.

MR. ASAVALA :—Don't you think it would harm your industry if you gave them a daily wage instead of piecework?

MR. STONES :—It will be very much worse off than it is now. We are paying only 9 of them as against 79 on daily wage. It is unusual to have these jobbers on piecework. It is rather difficult to apportion their work to the work they do. They are in charge of doobies. There is no production. They have got to keep these in working order. There may be a lot of doobies working or a few working and you penalise the man. We find that the best thing would be for us to do without fancy jobbers altogether and to make the line jobber do it. The line jobber has a tremendous amount of

assistance. He is really the highest paid man in the industry in relation to outside people. In Lancashire, the man who minds 120 looms without any fancy jobber or a beam carrier, will be drawing to-day something like £3-15 to £4-0-0 per week whereas here a line jobber who minds 40 looms gets 110 rupees or so. It goes up to Rs. 125, I know, in our own mills.

MR. ASVALE :—Don't you think fancy jobbers are high skilled jobbers ?

MR. STONES :—He is doing a job which he can be taught inside two months comfortably.

MR. ASVALE :—It is difficult work.

MR. STONES :—It is difficult if you make it difficult, but it is not very difficult really. However, we do propose to continue this system, much against my will, and we have provided for the fancy jobber practically the same wage as the bulk of the fancy jobbers were obtaining before. We propose to increase the work to be done by the line jobber.

THE CHAIRMAN :—How do you take the weavers' earnings ?

MR. STONES :—Suppose there are 40 looms and 20 weavers and Rs. 24 per loom, in a section. It comes to Rs. 960. On this amount the jobber will get 11 per cent.

THE CHAIRMAN :—What does he get usually ?

MR. STONES :—In our mills he gets anything from Rs. 105 to Rs. 125. Some of the weavers on fancy sorts get Rs. 56. The more fancy the work the higher the wage. If it is all along a grey section, he will not mind 50 looms. I may tell you, sir, that in one of our mills they are actually minding 60 looms and doing it comfortably.

MR. UMER RAJAB :—They are minding only 32 looms.

MR. STONES :—Yes, but that is the pity of it. They are not however doing hard work.

MR. ASVALE :—By increasing the work, don't you think they do not get a sufficiently proportionate rise ?

MR. STONES :—Remember that in England a man does and can mind 120 looms. From 40 to 120 is a very big jump. The line jobber gets very little to do because the fancy jobber looks after the dobbie work, trimming up of shuttles, joiners' work on the loom and so on. If a line jobber is efficient, he can do more work.

MR. ASVALE :—It means a jump from 32 looms to 50.

MR. STONES :—No. In some cases there are only 40.

MR. KHAREGHAT :—What has he really got to do then ?

MR. STONES :—His duties consist really of gaiting up the beam, that is to say, when one weaver's beam is finished, the beam is taken to the loom by the beam carrier. He attaches the healds to the lifting motion, and fixes the reed in the sley and starts up the loom. He is the most inefficient man in the industry and I think Mr. Joshi is correct when he says something ought to be done for the jobber. A jobber in Lancashire will work a loom with less picking bands as compared with an Indian jobber. For example, he will take 4 pounds in weight per 100 looms per month against 8 to 10 lbs. here.

MR. KHAREGHAT :—How about a weaver's earnings ?

MR. STONES :—In some mills he is paid on production. In most of the mills he is paid on the weight turned off the loom. A weaver gets varying rates. The jobber usually gets a lump rate for the weight turned out. In any case we suggest that he should be paid a percentage on the weavers' earnings.

MR. ASVALE :—A line jobber looking after looms would get only 11 per cent. of the weavers' earnings.

MR. STONES :—Average of 44 ; multiply it by 25 and take 11 per cent. of that.

THE CHAIRMAN :—He gets more because he has to look after a few more looms ?

MR. STONES :—Yes, sir. Under the standardisation scheme the average for a weaver is 44 ; if there are 25 weavers, the total amount earned by the weavers would be Rs. 1,100, and 11 per cent. on that, namely, Rs. 121, will go to the jobber.

MR. ASVALE :—Line jobbers have to look after job work in the absence of the weavers ?

MR. STONES :—Not so. In England it is the system that if a weaver is away, the weavers on either side of the loom keep the loom going to the best of their ability. Sometimes that is done in Bombay, but the jobber rarely bothers to keep the loom running.

MR. ASVALE :—I have seen it many times.

MR. STONES :—I too have seen it many times but it has always been a case of "all hands on deck" when I am there and everybody is working when I am about. Something of that kind happens everywhere.

*Weaving Shed Fitter* :—I for 400 to 600 looms according to conditions. Wage—Rs. 50 plus 70 per cent. We have left there a fair latitude because an old shed will naturally need more fittings and more attention than a new shed.

*Carpenters* :—Wages Rs. 2-15-0 on the standard list as against Rs. 2-7-5 in 1926. We split up the work of the carpenters in the weaving shed. We have a sley-maker carpenter who is really a very fairly skilled carpenter. He does up the woodwork of the loom, adjusts shuttle boxes and things of that nature. We propose to pay one man per thousand looms Rs. 45 plus 70 per cent. With him we give one carpenter who does minor work such as trimming of shuttles, and we pay him Rs. 35 plus 70 per cent. We also give him an assistant at Rs. 25 plus 70 per cent. Wages for carpenters in 1926 Rs. 2-7-5 and for assistants Rs. 1-10-1.

MR. ASVALE :—One in each mill ?

MR. STONES :—No, sir ; one per one thousand looms and a mill like the Century will have 3,300 looms.

*Beam Carriers* :—One muccadam, if necessary. Wage Rs. 20 plus 70 per cent. Two beam carriers to 500 looms. Wage Rs. 19 plus 70 per cent.

THE CHAIRMAN :—Is that about the same as for the beam carrier ?

MR. STONES :—The muccadam is reduced. The wages for the beam carriers are Rs. 1-3-10, Rs. 1-2-9 and Rs. 1-3-2. There is a slight rise.

THE CHAIRMAN :—I mean the beam carrier.

MR. STONES :—There is no departure. He is the man who carries the big beam. The drawing-in man is he who carries the weaver's beam. They get the same pay or were intended to get the same pay—Rs. 18 against Rs. 19. In this case the beam carrier carries the beam from the drawing-in right into the weaving shed to the loom. The drawing-in department man carries from the sizing a few yards. We will show you the difference between beam carriers when we are there.

*Sweepers* :—The same as in the rest of the departments.

*Humidifier Fitter* :—Rs. 40 plus 70 per cent. For comparison we have Rs. 2-9-10, Rs. 2-9-3 in 1923.

*Weft Cellar* :—Muccadam Rs. 20 plus 70 per cent. Weft coolie Rs. 15 plus 70 per cent. Rs. 1-4-11 as against Re. 1-0-3 and Re. 0-15-8, Re. 0-14-10 and Re. 0-15-11.

THE CHAIRMAN :—What is a weft cellar ?

MR. STONES :—When we spin the weft on the pirns of the spinning frame or we wind the yarn on the universal frame or spin mule cops, they are carried by coolies to the weaving department, stacked in racks according to the count. These weft coolies come into the weft cellar. It is usually a big open window. They put the bags of weft in and call the clerk. The clerk calls out 24s weft. One of the coolies fills the spare tins and takes the tin away to the weaver, about 10 pounds of weft, and hands it to the weaver.

THE CHAIRMAN :—He is the man who takes down the tin of weft ?

MR. STONES :—About 10 pounds of weft when he comes over to renew his weft supply.

THE CHAIRMAN :—Why do you have a muccadam ?

MR. STONES :—For this reason, that he usually knows the numbers. When the weft comes from the spinning room, he can read the tickets. If they are 20s he puts them into 20s rack. If he is a man who cannot read numbers, he will take charge of 20s and put them into 30s and make a mess in the shed.

*Mochies* :—Wage Rs. 18 plus 70 per cent. Rates are Rs. 1-2-10, Rs. 1-2-0 as against Rs. 1-2-0.

*Coolies* (where necessary) :—Rs. 15 plus 70 per cent. For odds and ends of jobs according to the way the mill is laid out or where they may want one or two additional coolies, and we pay Rs. 15. It works out Re. 0-15-8 as against Re. 0-15-2 and Re. 0-15-11.

*Beam Painter* (where necessary) :—This is usually an occasional occupation. He is the man who prevents iron beams, cast iron flanges or malleable iron flanges from getting rusty by painting them with a good type of white paint, also the tare weights on beams for weighing purposes.

*Cloth Warehouse, Calendering and Baling* :—This is the last department in this connection and is one where we contemplate an increase in the hours from 9 to 10.

*Cutlookers* :—The function of the cutlooker is that when the cloth is delivered from the weaving, it is often found to have defects. The cutlooker is the man who looks into this cloth and discovers faults or flaws or anything of that nature. We provide one for 200 to 250 looms (including head and first assistant). Wages.—Head cutlooker Rs. 30 plus 70 per cent. First assistant Rs. 25 plus 70 per cent. and other assistants (if necessary) Rs. 20 plus 70 per cent. The standard pay we suggest is Rs. 1-15-4 as against Rs. 1-12-11 and Rs. 1-6-11. Assistant cutlooker Rs. 1-10-1, Rs. 1-6-3. Second assistant Rs. 1-4-11. There is no comparison for that.

*Stampers* :—He stamps cloth with the mill's trade marks and all the necessary identification marks. Head stamper, wage Rs. 24 plus 70 per cent. Assistant stamper (according to conditions), Rs. 17 plus 70 per cent. Head stamper, Rs. 1-9-9. Assistant, Rs. 1-1-9.

*Number Markers* :—When the cloth is received into the warehouse, the number marker marks the numbers on the cloth, either with a chalk or a crayon, with the number of the loom so that the cutlooker can identify it. Rs. 16 plus 70 per cent., Re. 1-0-8, Re. 1-0-4 and Re. 0-15-3.

*Stitchers* :—Number according to conditions. That again varies. Some mills prefer stitching to sewing. Stitching is necessary because lengthy

pieces are received from a loom and they have to be stitched so as to have a long continuous chain for subsequent processes, such as calendering, brushing finishing, etc., etc. We sew the whole cloth together so that we get a continuous chain and never stop the machine. Wage—Ordinary coolie's wage Rs. 14 plus 70 per cent. Rate Re. 0-14-7, 0-14-1 and 0-15-3. The average suggested is a little lower than 1926 and a little higher than 1923.

*Bundlers* :—Their business is to pack up. When we get dhoties and shirtings, we have 5 to 10 pieces in a bundle and they are carried to the baling. He gets Rs. 15 plus 70 per cent. as against Re. 0-15-8, Re. 0-15-3 and Re. 1-0-1. One mill pays piecework Rs. 1-6-10. There are 4 men on piecework as against 98 on time.

MR. ASVALE :—You have put in 500 looms. You must have found that it is easier to pay on time scale after trying the piecework system ?

MR. STONES :—One mill tried the contract system thinking it would be better to do so. It is very rare.

THE CHAIRMAN :—I thought these people always did 9 hours before.

MR. SAKLATVALA :—May I explain, sir ? When we were working 14 and 13 hours before the 1911 Factory Act, we had no electric light in this department. The electric light existed only where actual processes were carried on and therefore these men were allowed to work only during daylight. When we changed to 10 hours, these men claimed this as a privilege and were working 9 hours, but as already pointed out, there is no justification for it now.

MR. STONES :—*Scalemen* :—One to 500 looms. Wage Rs. 15-8-0 plus 70 per cent. He checks the weight of the cloth which serves as a guide to us in running the mill. Rates Rs. 1-0-2, 1-3-2, 1-2-4. The scaleman is a little higher type of man, more or less like a clerk. Sometimes he gets as much as Rs. 35. We have however standardised his wages according to the bulk of the Bombay mills who pay an ordinary coolie type of man.

*Coolies* :—Ordinary standard wage for coolies according to conditions Rs. 15 plus 70 per cent.

*Sweepers* :—According to the standard we have settled for sweepers in other departments.

*Ticket Applicers* :—These put tickets on the face plates of the cloth. We will pay him what we pay to the coolies, Rs. 15 plus 70 per cent. instead of Rs. 14-8-0 plus 70 per cent.

MR. KHAREGHAT :—Are there different tickets ?

MR. STONES :—There are. The muccadam usually has a whole stock of tickets.

*Piece Sorters* :—One for 1,000 looms. Wage Rs. 17 plus 70 per cent. He sorts out the various qualities of cloth by the heading which is always distinctive. Rs. 1-1-9, Re. 0-15-5.

*Dampers and Mote Cleaners* :—According to conditions, Rs. 15-8-0 plus 70 per cent. We condition the cloth when it comes from the loom. Some of the mills run it through a large water spray. Very fine spray of water is sprinkled on the cloth which is left overnight. The effect of the spray is to damp the cloth and this gives it a better finish when it goes through the calenders. It resembles the Chinaman's spraying water on the collar when laundering.

*Baling* :—Nowgani mukadam gets Rs. 21 plus 70 per cent. He does heavy lifting work. 3 nowganies per 1,000 looms are provided at the rate of Rs. 18 plus 70 per cent. There is provision for one oiler if necessary at Rs. 15 plus 70 per cent. But few mills have got oilers in this department.

Then there is the finishing department. The calender man passes the cloth through bowls to give polish to it. The wages provided for muccadams are Rs. 33 plus 70 per cent. This is a reduction on the rates of 1923 and 1926, which were Rs. 2-12-0 and Rs. 2-12-2 respectively. One front calenderman on Rs. 18 plus 70 per cent. or Rs. 1-2-10 per day and the rates for 1923 and 1926 were Re. 0-15-8 and Re. 0-15-9 respectively. Then there are head finisher, finisher, cloth carrier, silker and bundler. As regards the head finishing man, there are mills which have combined the posts of finishing and calendering muccadams. The figure in the list shows the wages for a combined post. It is stated :—

“ Where a finishing master in muster or abstract is employed, no head finishing or calender muccadam need be employed.”

Some mills employ a number of calenders and employ a head man who is called the head finisher. Cloth carriers is self-explanatory. When we fold cloth of certain type we sew the end and we call this silking. The wages provided are Re. 1-0-2 and the rates of 1923 and 1926 are Re. 0-15-7 and Re. 1-0-9. The rate provided for bundlers is Re. 0-15-2 and the rates for 1923 and 1926 are Re. 0-14-10 and Re. 1-0-1 respectively. Then there are bundlers. These men put the cloth on the plating machine, one standing in the front and the other at the back, and fold the cloth as required either in three folds or in a book form. The rates are Rs. 14-8-0 plus 70 per cent.

MR. R. S. ASVALE :—In the same department you have fixed Rs. 15 plus 70 per cent. for bundler on page 21. I do not understand how you have provided Rs. 14-8-0 plus 70 per cent. here.

MR. STONES :—Put it as Rs. 15.

For baling we pay one anna for ordinary packing. For cross hoops we pay 1 a. 3 ps. For blanket bales we pay 1 a. 3 ps. as it is difficult to manipulate. For special packing (boards on top and bottom) 1 a. 3 ps. per bale. For Japanese packing, that is, boards on top, bottom and sides, we

pay 2 as. per bale. That is the ruling rate to-day. Now, we have gone through the whole list.

MR. SAKLATVALA :—Before we disperse, sir, most of our members wish to bring to the notice of the Committee that there are lightning strikes in most of the mills affected by strikes. As far as possible we do not want to burden the Committee with any inquiry as regards disputes. All we want is to ask the other side to bring in complaints first to our notice. We are perfectly willing to go into them. It seems to be a deliberate policy to ask the men to go on strike first. This disorganises our work, takes up our time unnecessarily and makes the settlement of the strike difficult. If the complaints are brought to our notice before there was a strike, in most cases we can come to an amicable settlement. I want Mr. Joshi's help.

MR. WATTS :—Mr. Dange's help.

MR. SAKLATVALA :—Can you not prevail on your men not to do so ?

MR. ASAVALE :—Workers themselves do not listen.

MR. SAKLATVALA :—If you are leaders, you must have some influence.

MR. ASAVALE :—We have got influence on our own members.

MR. SAKLATVALA :—It is your own members who go on strike.

MR. ASAVALE :—If it is our members we shall see to it. If they are members of the Bombay Textile Union we can do so. But our colleague has got another union whose members are not under our control.

MR. SAKLATVALA :—Do you not take joint responsibility ?

MR. JOSHI :—If they inform us we will go and intervene.

MR. SAKLATVALA :—When once the strike is there it is very difficult to settle the dispute. Half a dozen mills have settled the disputes after considerable discussion. Of course men will want to be paid for the time lost. This raises another dispute. All I ask you is to bring the complaints to our notice and we will be prepared to go into them. Will you see to that ?

MR. ASAVALE :—Yes.

THE CHAIRMAN :—What do we do when we meet at 3 o'clock ?

MR. STONES :—The best thing is to go to the machine and have an explanation of the machine. Then we can boil down our work in the mill to a great extent.

THE CHAIRMAN :—That is what we have got to do.

MR. ASAVALE :—The difficulty is about the rates of weavers. That is the only one difficult item.



MR. STONES :—Standardisation is a very complicated problem.

MR. ASAVALE :—The Committee will have to take two things into consideration : whether the work that has been allotted to weavers is equivalent to the cut that has been proposed in the standardisation scheme or the actual work done by the weavers is more than is necessary for that cut.

THE CHAIRMAN :—We realise that. Suppose we go to some mills. We can go round and see what points you want to make, after getting the necessary explanation.

MR. STONES :—We must have a programme. I think we can go to the Technical College on Monday, as we want to have this afternoon off for looking after our work.

MR. JOSHI :—Let us go to the Technical Institute.

THE CHAIRMAN :—Then we meet at the Technical Institute on Monday at 10 o'clock.

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*Wednesday, 21st November 1928.*

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Wednesday, the 21st November 1928.

The Committee re-assembled at the Town Hall, Bombay, on Wednesday, the 21st November, 1928 at 3-30 P.M., the Chairman, Sir Charles Fawcett, Kt., I. C. S., presiding.

Present :—

THE CHAIRMAN.

MR. M. P. KHAREGHAT, I.C.S. (Retired).

MR. B. S. KAMAT.

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The Chairman drew attention to the letters addressed to him about the strike at the Spring Mill, and asked Mr. Saklatvala if the Millowners' Association endorsed the reference of the matter to the Committee.

MR. SAKLATVALA :—Yes, I think, Sir, that Sir Ness Wadia himself would like to make a statement in regard to this lightning strike. I again appeal to Mr. Joshi to look into this matter and to check the tendency, as to our regret we find that the attitude of the men is getting more restless. The attitude of the men of the Standard, Manockji Petit and the Spring Mill has rendered it impossible for the authorities to carry on and they have been obliged to close their mills. It seems that the situation is still not under control and if allowed to continue is bound to grow worse and a similar situation may arise in other mills also. If that happens, I am constrained to say that our Association will be compelled to review the whole position with a view to find out if a lock-out would be desirable under the circumstances or not. So before matters reach that stage, I would like to ask Mr. Joshi and his colleagues to co-operate with us and put an end to these strikes. We are perfectly willing and have always been willing to go into any disputes and discuss them with Mr. Dange, Mr. Joshi or anybody else.

THE CHAIRMAN :—What was it that actually caused the men at the Spring Mill to go out ?

SIR NESS WADIA :—I do not know, Sir. On Sunday, after receiving their pay they went out. I do not know why they have gone out even at this moment.

THE CHAIRMAN :—On Thursday, did they come back ?

SIR NESS WADIA :—Yes, 1,500 of them *i. e.* men of the Spinning Departments only came back.

THE CHAIRMAN :—You say they worked till 12 noon and went out ?

SIR NESS WADIA :—Yes.

THE CHAIRMAN :—Can you give any explanation for that ?

SIR NESS WADIA :—As far as I understand, the boys in the roving department had stated on Sunday that they did not receive their bonus for the last month and therefore they went out. The manager explained to them that they were not entitled to their bonus because they had not worked a full month.

THE CHAIRMAN :—Is that bonus payable under the old system ?

SIR NESS WADIA :—Yes, Sir, according to the system that prevailed in March 1927.

MR. KHAREGHAT :—After the 12 noon recess they did not come back ?

SIR NESS WADIA :—That is so, Sir.

MR. KHAREGHAT :—You did not close the mill ?

SIR NESS WADIA :—We did not, but the men never returned to work once they went out. Because the cardroom and Spinning Department hands kept out, the others kept out.

THE CHAIRMAN :—Did not the other men come back to the mill ?

SIR NESS WADIA :—I do not know because I was not at the mill. I have my manager here and if you will allow me to do so, I will ask him to tell you exactly what happened.

THE CHAIRMAN :—Very well, you can ask your manager to come here and say what he has to say.

SIR NESS WADIA TO MR. HOMI (The Manager) :—Did the men come back on Thursday, the 15th, at 1 p. m. ?

MR. HOMI :—They did not, although they were in the compound.

SIR NESS WADIA :—Did they give you any reasons ?

MR. HOMI :—No, Sir, but they demanded wages for Sunday.

THE CHAIRMAN :—By wages you mean bonus ?

MR. HOMI :—They worked only for 3/4th of an hour on Sunday, and so we stopped their pay for that day.

THE CHAIRMAN :—They would not ordinarily be paid for Sunday until the next month ?

SIR NESS WADIA :—I had issued instructions that Spinning department hands would not be paid for Sunday as they had stopped work without giving any reason.

THE CHAIRMAN :—On that account they went out ?

SIR NESS WADIA :—Yes, Sir.

THE CHAIRMAN :—Can you, Mr. Homi, tell us something more of what happened on Sunday ?

MR. HOMI :—On Saturday afternoon and Sunday there was some trouble in the engine due to a breakdown and we could not start until 11-45 a. m. at full speed. The spinning department was after ordered to be started. By 1-45 p. m. all work was stopped.

THE CHAIRMAN —What indication was there to show why they stopped work at 1-45 p. m. ?

MR. HOMI :—There was no indication. We could not make out what the men wanted.

THE CHAIRMAN :—Did anybody come to your office to say what was the trouble ?

MR. HOMI :—They said they wanted their bonus for the month of October.

THE CHAIRMAN :—And you told them that it was not due to them ?

MR. HOMI :—No, Sir.

THE CHAIRMAN :—What is the rule about bonus ?

MR. HOMI :—The rule is as per March 1927 agreement. It is that Rs. 2/- are to be paid if attendance for all working days of the month and good production. For absence of one day, quarter bonus is cut ; for two days' absence, half of the bonus is cut ; for three days' absence three-quarters of the bonus is cut and for four days' absence they are entitled to no bonus at all.

MR. KHARECHAT :— Was that the old rule ?

MR. HOMI :—Yes, Sir.

THE CHAIRMAN :—Have you given any bonus at all ?

MR. HOMI :—No, Sir, because we had not worked fully in October.

SIR NESS WADIA :—I have had a statement prepared for the month of October, which will explain why we did not pay bonus. The mill started work on October 8th. Up to the 12th there was full working, 13th October was a holiday. On the 14th there was full work. On the 15th some of the blow room men struck work after demanding an extra man for each machine. This extra man was supplied and I drew attention to the fact that the rule of 1927 was to be observed. On the 16th there was full work. So also on the 17th and 18th.

On the 19th only 2 hours work was done by the roving department. Doffer boys stopped work demanding an increased number of doffer boys. So, the spinners only worked 8 hours, as they had no roving bobbins left. On the 20th, full working was resumed. On the 21st and 22nd there was full work. 23rd was a Sunday and a holiday. On the morning of the 24th the doffer boys struck again. After half an hour, the mill stopped at 7-30 a. m. when the rest of the doffer boys stopped work in the department. On the 25th and 26th.....

THE CHAIRMAN :—Did the others stop work or did the mill go on working in other departments ?

SIR NESS WADIA :—The whole mill stopped. On the 25th and 26th the mill entirely stopped owing to the strike.

THE CHAIRMAN :—Who was striking ?

SIR NESS WADIA :—The doffer boys. The other departments could not be supplied with doffs and so we had to stop the whole mill. On the evening of the 26th October, Mr. Joshi and Mr. Dange came and saw me at my office. That day an agreement was arrived at as per original herewith. It is as follows :—

The Bombay Dyeing & Manufacturing Co., Ltd.,

*Bombay, 26th October 1928.*

*Agreement arrived at at Sir Ness Wadia's Office on  
Friday, the 26th October 1928 at 6 p.m.*

1. Instead of total No. 295 Doffer boys in two Ring Spinning rooms, 297 total be employed when all Ring frames are working in Spring Mills.
2. Instead of total of 97 Doffer boys in three speed rooms, total of 100 boys be employed in Spring Mills when all speeds are working.
3. None of these to be employed in any outside work.
4. Number of hands at Textile be the same as at present.
5. For three months or until decision of Enquiry Board be received, Dharavi boys be allowed their railway passes at both Spring and Textile Mills.

(Sd.) N. N. WADIA.

(Sd.) N. M. JOSHI.

At that interview, I proved to the satisfaction of Mr. Joshi as well as Mr. Dange that the number of doffer boys sanctioned by us both for spinning

and roving departments were more than those actually necessary not only according to the Millowners' Association's new standard but even according to the strike leaders' demands. They were convinced of that fact, but to enable them to resile from the position they had taken up, I sanctioned 5 extra boys. The mill was started again on the 27th October. There was full work on the 27th, 28th October was a holiday. On the 29th and 30th there was full working. On the 31st October there was full working until 4-30 p.m. when we stopped for cleaning. So, it will be seen that owing to strike and other reasons the men did not work a full month and therefore, under our conditions they were not entitled to their bonus.

THE CHAIRMAN :—Have you got any bonus conditions in writing or in print ?

SIR NESS WADIA :—No, Sir. The conditions of bonus are very well-known in the mills. They are full attendance, efficient and good production. It is well-known in our mills that jobbers who are paid on piecework rates often get their bonus stopped if their production is not good.

THE CHAIRMAN :—Supposing there is a strike in one particular section, does it prevent the others from working ?

SIR NESS WADIA :—Yes, Sir, as each department depends on the other. Here there was a strike of all the departments. Also the production was about 20 per cent. low all round, during October it had never come up to our standard.

THE CHAIRMAN :—I take it that it was because of this dispute about bonus that they had the disturbance on Sunday and then the further question arose about the pay for Sunday. Do you accept that ?

SIR NESS WADIA :—My reply to first part is "Yes" but I do not accept that as regards pay for Sunday. There was not any such question on Sunday because I had not passed any orders, as I was away from Bombay, until Wednesday evening about stopping their Sunday wage. But they had stopped work on Sunday itself.

MR. B. S. KAMAT :—What is the general practice if the work stops owing to the breakdown of the engine in the middle of the day? Do the men get wages for the whole day ?

SIR NESS WADIA :—We never cut wages for stoppage of engine owing to breakdown. If the men had continued to work till 6 p.m. while the engine ran, they would have got the day's work paid for.

THE CHAIRMAN :—Will you continue the details ?

SIR NESS WADIA :—On the 1st November there was full working in each department but the grey winding women struck work for four hours

from 8 a. m. to 12 noon as they wanted old hands to be taken on when we had more than ample. We offered them the option of working in shifts if necessary but they would not agree. They evidently went and saw their leader and resumed work at 12 noon. On the 2nd November there was full working. On the 3rd November the same, except that drum winders struck work at 11-30 a. m. for practically similar reasons, namely, not employing old hands. We did not require many women because the colour season is off and we did not want colour winding.

THE CHAIRMAN :—You did not take on as many women as they wished?

SIR NESS WADIA :—What we required we put on. The 4th November was a holiday. On the 5th there was full working except that the drum winders did not resume work at 9 a. m. They came inside the department at 9 a. m. but would not work at all till 3-30 p. m. as they would not agree to fetch the bundles from the godown. On the 6th, 7th, 8th and 9th November there was full working. On the 10th, all the men started work until 3-30 p. m. when the engine bearing became hot. Therefore, the engine that drives the spinning portion and a portion of the loom shed stopped working and the men in the spinning section were told to clean the machinery that day.

THE CHAIRMAN :—Is that usual?

SIR NESS WADIA :—We were going to clean on Sunday, the 11th; so we changed the day by one day. The men worked all night and got the engine ready at about 10-30 or 11 a.m. and started work the next day. They were told not to put on full load until about 11-45 a.m. when orders would be given to put on the spinning room first. That day was a pay day and from the morning the men were being paid by the pay clerks. In the recess hour, at 1 O'clock, orders were given to put on full load and so all the machinery got going. At 1-45 p.m. when the last payment was made in the spinning department, the spinning boys struck work and would not work the machinery. There was a curious incident that morning. At 11 O'clock, before the engine had come upto speed, one of the ring frames was discovered to be on fire, and we could not come to any other conclusion than that it was incendiarism because the waste was put on the top of creel of a frame that was not working.

THE CHAIRMAN :—That looks like a criminal offence, and so it would be a matter which is more for the police than for this Committee to enquire into.

SIR NESS WADIA :—Yes, but as you will see, in my letter I say that I will hold the jobber as well as the side boys who were on that work responsible if any thing goes wrong.



MR. DANGE :—What I have got to say on this point is this that the stoppage of wages on Sunday is said to be due to the alleged fact that the spinning men stopped work suddenly when wages were paid at 1.45 p. m. My information is that that is not so. This can be proved by seeing what doffing was done on Sunday after 1 p. m. My information is that a certain number of doffs were turned out on that day. On Sunday after 1 p. m. 2 doffs of 22s and on the 8s count 4 doffs were turned out. That proves that after 1 p. m. there was no stopping of work. I do not know whether they struck work later on, but my information is that they stopped work at the orders of the masters at 4.30 p.m. for cleaning. The mill was going out on a holiday on Monday and therefore they had to do the cleaning on Sunday.

THE CHAIRMAN :—On Saturday they were put on to cleaning ?

MR. DANGE :—That is what Sir Ness Wadia says. On Sunday also the men were asked to clean the machinery as they were closing for three days owing to holidays. Our contention is that men cannot be victimised for the half-day when the engine was stopped. They allege that the men struck work. Our contention is that they did not strike work and that they did continue to work but even supposing that they struck work, there is no reason why half-day's wage should be cut when the trouble was due to the breakdown of the engine.

The second point is that the men are asked to stop work at any moment..

THE CHAIRMAN :—The breakdown of the engine was on Saturday.

MR. DANGE :—On Sunday also.

THE CHAIRMAN :—It was ready about noon on Sunday.

MR. DANGE :—Yes, Sir.

THE CHAIRMAN :—And then the men, according to you, kept in the mill working the whole time and then left ?

MR. DANGE :—Yes:

THE CHAIRMAN :—They were put on to clean machinery on Sunday ?

MR. DANGE :—Yes.

THE CHAIRMAN :—At this moment we are not concerned with the cut of pay because the order for the cut of pay was not issued on Sunday but on the following Wednesday, as we have been told by Sir Ness Wadia.

MR. DANGE :—But he does not say that the men came out on Sunday.

SIR NESS WADIA :—They came out on Sunday at 1.45 p. m.

**THE CHAIRMAN** :—I think you were saying that there was a dispute on Sunday and so they went out because of the cut of pay.

**MR. DANGE** :—No dispute about cut of pay arose. The point was being discussed in the spinning room about Sunday's half-day's wages when one of the head jobbers assured them that they would be paid for the whole day even if the engine broke down. This point was again raised on Thursday and after that, the trouble of Thursday was due to the new orders or rather the explanatory letter that was written by Sir Ness Wadia on the 14th November. The Thursday's strike was due to this letter and also to the order of stopping the wage for Sunday. On the 14th orders were issued to the Mill Manager.

**SIR NESS WADIA** :—I have got two of my spinning masters here and they will give evidence to show that the men struck work at 1-45 p.m. and did not work till 4-30 p.m.

**THE CHAIRMAN** :—What happened on Thursday according to you, Mr. Dange?

**MR. DANGE** :—On Thursday these orders were explained. Either the letter or the orders were explained. I do not know which. The account is that Mr. Harrison collected his jobbers together and explained to them what the orders of his masters were and the jobbers or the smaller jobbers were asked to explain in detail these things to the men. In fact Mr. Harrison does not know the language of the people and his subordinates do not know Mr. Harrison's language and then this letter was explained and the very spirit of the letter, even if the language were to be understood, will show you in what way and in what spirit it was written. In fact, it means that nothing but iron rule would be established in the Spring Mills and it would not be far from wrong if Mr. Harrison were to give the same impression to the jobbers and if the jobbers were to season it with their own additions and transfer it to the men. For example, the question of handing over the men to the police. The jobbers explained to the men that whatever things might take place in the mill, they would be handed over to the police, but without explaining the qualifying clause which Sir Ness had put in that the officers also were not to assault the men. It was therefore in the interest of the officers to hide that clause or to make it mild or to suppress it altogether. So, on Thursday the whole trouble was due to this letter and the explanation of the new system of iron rule.

**THE CHAIRMAN** :—What did the men do?

**MR. DANGE** :—They stopped work and went out, because the proposition put to them was "Either agree to all these rules or go out."

THE CHAIRMAN :—You may say that Mr. Dange, but surely a strike is against the terms of the agreement. The agreement is a truce between the two parties, namely, the Joint Strike Committee and the Millowners' Association and so, instead of having strikes and a lockout as before, you are having a truce. Certain terms were arranged by which the men were to be given certain wages. That of course implies a corresponding obligation on the men that they should work at any rate according to the ordinary conditions that existed before the strike. That of course covers a question of discipline, *i. e.*, the same discipline that existed before the strike should be continued in future. The idea is that pending this Enquiry, neither side should take what I may call "armed action" such as lock-out or a strike. If these orders were issued by the mill authorities, was it not the proper method for the men to go to you or some other leaders of labour and represent their grievance rather than bringing about a breach of the agreement? Would it not have been proper for the leaders to have approached the mill authorities to try and see if things could not be adjusted and, if that failed, to have come to this Committee and put your case before us? We have no compulsory powers under the terms of reference, but the agreement says that any question of dispute about a breach of the agreement should be referred to us and therefore these matters can be brought before us. That seems to me to be the main weakness of your case, Mr. Dange, *viz.*, assuming that your point of view is quite correct, why should the men go out or a strike immediately?

MR. DANGE :—In this case, it seems to be quite an exceptional thing because I do not know whether exactly it would come under the terms of the agreement and whether such a dispute can come before the present Committee for disposal if we go strictly by the terms of reference. But if we are simply to arrange a settlement of things that are going on at present, we can certainly discuss matters and arrive at a settlement. But if it would be a discussion of the terms of settlement and an analysis of the terms of a settlement, etc., then in fact I am not prepared for that discussion as I have not come with that view. I have come only with a view of settling matters.

THE CHAIRMAN :—I too think the Committee will be entirely with you in that. We do not want to "convict" one side or the other of any breach but rather we want to bring the two parties together and try and get up a more favourable spirit for a reasonable settlement. We certainly do not want to entangle you.

MR. DANGE :—Our main contention is that we should not be victimised for the half-a-day's wage for the stoppage of half-a-day which was due to the engine trouble.

THE CHAIRMAN :—Could not this have been brought up before this Committee instead of the men going on strike?

MR. STONES :—The strike occurred on Sunday afternoon. The question of pay cropped up afterwards and was not the reason then. The definite strike cropped up on Sunday but Mr. Dange has not told us what the strike on Sunday afternoon was due to. The quantity of work turned out on that day, as Mr. Dange has just told us, was very little, not even 20 minutes' work for a mill of the magnitude of the Spring Mill.

MR. DANGE :—If evidence is to be led on the point whether there has been a strike, we shall have to postpone matters.

THE CHAIRMAN :—Even assuming there was no strike, there was a strike on Thursday.

MR. DANGE :—Yes, and it was due to the cutting of wages for Sunday.

THE CHAIRMAN :—It is an improper method of trying to settle differences. There was a truce arranged on the 4th of October. The employers have agreed to pay certain wages and if the workers have any complaint as to a breach of the agreement, we will listen to them. We have already done that, and decided in the workers' favour. Mr. Dange should try to influence the workmen not to have lightning strikes like the one they have apparently had.

MR. DANGE :—I assure you that personally I have tried everything possible to stop these lightning strikes. I have tried to get mill committees formed in order to control the workers. Apparently, Sir Ness Wadia seems to have the idea that I have appointed two or three men in order to create mischief. That is what his letter mentions. He seems to think that the appointment of two or three persons by me in my individual capacity is to report everything to me. In fact, that is not the case. The men are not appointed to report everything to me, but to get their grievances to me and to the officers for discussion and settlement before going on a strike. Unfortunately, when these iron laws are promulgated, as has been done on the 14th of November, it causes bitterness and comes in the way of a settlement.

MR. STONES :—May I ask whether this new system of work, which Mr. Dange calls iron rule, is new to the Spring Mills?

MR. DANGE :—I do not know whether it was old to the Spring Mills.

MR. STONES :—Mr. Dange stated that this new system is iron rule. I was manager of those mills for many years prior to my present employment, and this system was observed in that mill. It was a matter of discipline, and this is nothing new.

**THE CHAIRMAN** :—It seems to me that this question of discipline has been made rather too much of. If it is properly explained to the workers, there would be no reason for trouble.

**SIR NESS WADIA** :—I am sorry I have to say that there is no discipline in any mill to-day. It is purely and simply the men have taken up a position and they think they are masters in the mill. I have spoken to-day of incendiarism, where we had fires on the top of the ring Frames, and not on any working portion. Take, for instance, the roving frame. The men have to keep the machines clean; they have to pick up the waste and put it in a basket kept there. Now-a-days, they refuse to pick up that waste from their own machine and say “I will not clean that frame”. I would ask Mr. Joshi how he would like it if the servant who cooks for him, prepares only the *Risoi* and refuses to wash up the dishes. That is what the workers are doing now. They go to the lavatory, sit there smoking and will not go back to the mill for an hour. How can we possibly carry on a mill in that way. When they close at 12 O'clock, they come out 25 minutes before time, congregate at the gate of the mill, and will not obey the Jobbers. The Jobbers have no influence over them. They will not obey anybody.

**THE CHAIRMAN** :—That may make it very difficult for the industry to be kept up in Bombay. What we are concerned with more is that a certain number of the workers must be suffering by being kept out from going to work.

**MR. DANGE** :—If by discipline the millowners mean that if a jobber raises his little finger hundreds of workmen must fall at his feet, I can make a statement that that kind of discipline, which obtained in the mills in 1914, 1921 or before the strike is not going to be restored at any time in the future.

**THE CHAIRMAN** :—We need not go into what the discipline is. Of course, there must be some discipline.

**MR. DANGE** :—The normal amount of discipline has to be restored.

**THE CHAIRMAN** :—In this case we are agreed that primarily it was a breach of the agreement for the men to go out on strike, and therefore we must say that it is up to the representatives of labour to do what they can to bring about a better understanding, so that Sir Ness Wadia may be again desirous of re-opening the mills. Without stressing things too much one way or the other, obviously the strike must be ended. Would it not be possible for both the parties to have some further discussion?

**SIR NESS WADIA** :—I have put the points before the Committee. I want the men to work from 7 to 12 and 1 to 6; I want them not to loiter in the

compound; I want them to keep their machines clean and put the waste in the basket which is kept next to the machines.

MR. KHAREGHAT :—Was there that system before?

SIR NESS WADIA :—Absolutely. The workers were not allowed to go out at any time and congregate at the gates of the mill, and they had to obey the ordinary rules for the working of the mill. We only want that. I am asking for nothing special. I am no slave driver, and I do not think anybody can accuse me that in my career of millowner for 35 years I have ever driven a mill as a slave driver.

MR. DANGE :—What about the corruption cases that are springing up in the Spring Mills?

SIR NESS WADIA :—I have asked Mr. Dange to give me the details.

MR. DANGE :—Well, I shall give the details.

MR. STONES :—The work-people have gone back to work on the 1927 wages and conditions, but they are not fulfilling their part of the contract as to conditions.

THE CHAIRMAN :—There is that obligation. When the wages are on the 1927 scale, the discipline must also be that of 1927, subject to any alteration by mutual agreement.

SIR NESS WADIA :—My jobbers and other people are assaulted. Even at a meeting on last Thursday or Friday morning, Mr. Harrison, my senior assistant, was threatened with assault. Am I to allow that kind of thing?

MR. DANGE :—The charge is too vague. It has to be supplemented by evidence.

SIR NESS WADIA :—Two men have been assaulted and their heads broken. I may tell you that "zoolum" is carried so far that any witness who comes to give evidence is told to go away. If he gives evidence, he is attacked. Terrorism is carried to that extent, and I am prepared to prove it.

MR. DANGE :—Even on the other side, terrorism is carried to such an extent that a man cannot secure a job, if he gives any evidence against the millowner's will.

THE CHAIRMAN :—Mr. Dange, as a representative of Labour, you should at any rate try to help the labourers in this particular mill to get back their employment. It is not to their interest to continue the strike.

MR. DANGE :—On the slightest report of the head jobber to the manager against any man, that man is sacked without any consideration for his past service. That is the system in all the Bombay Mills.

**THE CHAIRMAN** :—That is a thing which, I am afraid, existed in 19—so that that is not a matter for particular complaint to be submitted to us.

**MR. KHAREGHAT** :—We will consider all these matters in the future when we are dealing with the 17 demands.

**SIR NESS WADIA** :—If my roving men struck, why should my safety men be withdrawn from the mill? For the last five days, I have not got a single oiler or fireman in my mill, and I cannot get up steam. All the engine people have been withdrawn.

**THE CHAIRMAN** :—Do they not come back?

**SIR NESS WADIA** :—They are told that if they go back to the mill, they would be hammered.

**MR. SAKLATVALA** :—I was obliged to dismiss one of my jobbers for absolutely no fault of his. He had done nothing wrong. Mr. Dange brought some complaint against him. I said I would look into the complaint, but the jobber was so much terrorised that he came and told me “Let me go; the whole department has been definitely set up against me, and I cannot help it.” He was an old man who had worked in our mills for 10 years or so; he was a good jobber; there were no complaints against him from any one in the department, but simply because of terrorism, I had to let him go at his own request.

**SIR NESS WADIA** :—My chief engineer will tell you that my oilmen and other safety men had to give up work; they could not attend owing to terrorism.

**THE CHAIRMAN** :—Do you confirm the statement?

**THE CHIEF ENGINEER** :—Yes. The custom lately has been for the men to congregate near the Drinking Water Place. When the strike started, some of the men who were working in my department were told that if they continued they would be hammered. To avoid trouble, the safety men were given a special place to drink water. But even the service men have been taken out by threat. They have assaulted and hammered the night jemadar, an old man of 65. He is the watchman of the place. At the present time, I cannot get a single man to work in the mill. My information is that if any man goes to the mill for work they go and assault his family.

**MR. KHAREGHAT** :—The best thing is to prosecute the men who committed assault.

**MR. DANGE** :—I do not object to that.

**SIR NESS WADIA** :—Our difficulty is in finding the men who do it.

**MR. ASAVALE** :—If there is terrorism why should not the men's names be taken down and sent to the Police Commissioner?

MR. KHAREGHAT :—That is exactly what I suggested.

SIR NESS WADIA :—That is done outside the mill compound, and we cannot find the men.

MR. STONES :—The question is whether Mr. Asavale is not being terrorized by rival trade unions or not.

MR. DANGE :—The question also is whether the weaker mills are not being terrorized by the bigger mills.

THE CHAIRMAN :—We need not go into that question. So far as the question arises as to whether or not there has been a breach of the agreement, we are certainly of opinion that there has been a breach, in so far as the men have gone out suddenly on strike, and we hope that the Labour representatives will do their best to get the men to go back to work. I do not think we can do anything beyond that.

MR. DANGE :—Even if Sir Ness Wadia had his own reporter at the meetings of his own mill workers, he would have found that in all my speeches I have emphasized the necessity of a committee of the mill workers being allocated to each mill, no matter to what union the members of the Committee belonged, and that committee should represent grievances to the officers in the mill and get them settled. In some mills, I do not say all, my committee have got the best treatment. In others when the workers ask for an explanation with regard to anything, are literally being kicked out by the time keepers and clerks. For this purpose, I had to suggest the establishment of a separate office, because there are a huge number of complaints. No such systematic work is being done as yet, and I do not know whether it will ever be done by the mills concerned. For my part, I can assure you that I am trying my best to stop these sporadic strikes, if there is no grievance behind them. If I do not get any redress of grievances, then certainly there will be strikes.

THE CHAIRMAN :—If you want war, you can have war.

MR. DANGE :—As an instance, I may point out that a truce was called on the condition that 1927 wages must be paid and 1927 conditions should prevail. I have to point out that in some mills they are introducing the system of changing the numbers of sorts and calling them new sorts, and putting up new rates, thereby getting round the 1927 wages. They say it is a new sort because it is a new number. That is the cause of strikes in more places than one. We resort to the only way of stopping that; we cannot do anything else.

SIR NESS WADIA :—Lightning strikes have become every day occurrences. Yesterday, Mr. Dange wrote a letter to me regarding the Textile



Mills, which I hand over to the Committee. You will see from that letter that they want 30 pies for drawing in with regard to a particular sort at the Textile Mills. We replied that they were being paid 21 pies in 1927, and we will continue to pay them the same rate. This question arose because in the Spring Mills, owing to a mistake of our clerk a particular sort was being paid for at 30 pies. It was discovered last November. At the Textile Mills, 21 pies were being paid for it. In the case of the Spring Mills the mistake of our clerk had to be corrected by us. But, at Mr. Dange's request, I agreed to continue to pay 30 pies at the Spring Mills, until the decision of the Board. He now starts the grievance that at the Textile Mills only 21 pies are being paid for that particular sort.

MR. DANGE :—In that letter I have done nothing beyond reporting to you the complaint.

SIR NESS WADIA :—You had a letter, dated 13th October from the Millowners' Association regarding that matter.

Another instance is that in the Textile Mills, the Nowganies in the Mixing Department struck work this morning at 8 O'clock. Their grievance is that there were 9 men in the department in 1926, and they want the same number now. We have reduced our production, owing to finer counts, from 35,000 lbs. to 26,000 lbs. and we are therefore employing 8 men according to our requirements. Because we have not employed one more man, these 8 men struck work this morning, and this is occurring in every department every day. We cannot carry on the mills under these conditions.

THE CHAIRMAN :—That is one of the 17 demands. Until we decide that, let us have a truce.

SIR NESS WADIA :—If Mr. Dange can give me an assurance that the men will work peacefully until the 17 demands are decided, I shall be satisfied.

MR. DANGE :—That pre-supposes that I control every human being in the city of Bombay.

MR. KHAREGHAT :—But you can do your best.

SIR NESS WADIA :—There should be no lightning strike. If he makes a report to me regarding any grievances, I shall look into them. That is the proper procedure to follow. If he follows that procedure, and puts his foot down against lightning strike, there will be no such strikes.

MR. DANGE :—What about this strike, and this question of further assurances regarding the Spring Mills.

MR. KHAREGHAT :—Will not Mr. Dange give an assurance that there will be no further lightning strikes?

MR. DANGE :—It is not merely a question of reopening. It is a question of the wages for Sunday.

SIR NESS WADIA :—They have not worked on that day.

MR. DANGE :—I am not stopping the men from going back to work.

THE CHAIRMAN :—Why should not Mr. Dange try to get this matter settled ?

MR. DANGE :—A day's wages are not too much for a person like Sir Ness Wadia. If he wants, he can pay them.

SIR NESS WADIA :—It is not a question of my wanting to pay or not. It is a question of principle. They have not worked, and I cannot pay.

MR. DANGE :—If Sir Ness Wadia promises to inquire into the corruption that is existing in his mill.....

SIR NESS WADIA :—I have communicated with you in writing in regard to that matter. I shall look into them if they are properly brought to my notice.

In regard to the payment of wages for Sunday, if Mr. Dange wishes it I am prepared to leave the matter entirely in the hands of the Committee, and abide by its decision.

THE CHAIRMAN :—I am afraid we cannot go into it without making a detailed enquiry. I do hope that both the sides will settle the matter between themselves.

SIR NESS WADIA :—Will Mr. Dange give me my safety men to-morrow?

MR. DANGE :—No. It is a question of settling the question of the Sunday wages first. The question is about wages for Sunday.

The Committee adjourned till 11-15 a.m. on Thursday, the 22nd November 1928.

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*Thursday, 22nd November 1928.*

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Thursday, the 22nd November, 1928.

The Committee re-assembled at the Town Hall, Bombay, on Thursday, the 22nd November, 1928, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. M. P. KHAREGHAT, I.C.S. (Retired).

MR. B. S. KAMAT.

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MR. SAKLATVALA :—Sir, before you begin to take evidence, I wish to put in a statement of profit and loss account for the years 1925, 1926 and 1927 which the other side asked us to prepare. This is an audited copy signed by our Auditors. We have supplied the other side with printed copies.

This statement gives complete details and in a manner which the other side can easily follow and check when they get the respective balance sheets of individual mills. We show, for each year, as to which mills made a loss and which mills made a profit. Then right at the end we show the total (page 3 of this statement). For instance, in 1925 there were 79 mills which had submitted returns, out of which 22 mills made a profit and 57 made a loss. In the remarks column, we also show whether the profit or loss arrived at is before deducting depreciation or after deducting depreciation. Then at the end we show the total amount of depreciation as taken by us and these figures for individual years tally with the figures already supplied by our auditors.

Mr. Cowasji Manekji Sutaria, Manager, Svadeshi Mills, Kurla,

Examined by Mr. Saklatvala.

THE CHAIRMAN :—What is your full name?.....Cowasji Manekji Sutaria.

What is your occupation?.....I am Manager of the Svadeshi Mills Kurla.

How long have you been manager of these mills?.....From 1900 but I have been in the mills for about 41 years now.

What has been your technical training?.....I got my training in the mill itself, having been taken on as a graduate apprentice. I learnt the business from the beginning.

MR. SAKLATVALA :—Sir, as regards all these witnesses that we are producing, I may say that they have been asked to assist the Committee. They have been told that they are here not with a view to prove any particular points either

on the one side or the other, but that they are here to assist the Committee and give their opinion as experts.

THE CHAIRMAN :—Yes, we understand it.

MR. SAKLATVALA :—Mr. Cowasji, it has been said that in your Svadeshi mills the machinery is very old. Will you give the Committee some idea as to the age of the machinery?.....My carding room machinery is on an average 27 years old. The spinning room machinery is about 29 years old on an average and the weaving machinery is about 23 years old. My contention is that the age is not the only criterion. What we are to look to is the make of the machinery and the condition in which it is kept.

Do you think your machines are kept in fairly good order?.....Yes.

And that they are giving fair production?.....Yes.

Can you give an idea as to the amount you spend yearly on repairs?..... We have been spending about Rs. 90,000/- a year for the past three years on repairs alone, and we do not economise on stores, *i. e.*, we give ample oiling and other stores which may be necessary.

Do you think that the cotton you use at your mills is good cotton?..... I believe we are using cotton of the same quality as is being used in most of the mills in Bombay and it is good quality cotton.

You know that you have got your own ginning factories and that all your cotton is mostly purchased by your Agents, ginned in your own factories so that there is very little mixture of the kind we find ordinarily in the Bombay market?.....In the case of cotton for weaving, most of it is purchased on the spot in the form of Kapas, ginned in our own ginning factories and then sent up here. There are no chances of the cotton of different districts or a long or a short staple being mixed.

You know that in spite of all this, your efficiency is perhaps not quite as good as in the best of Bombay mills?.....In the spinning department, if there is any difference, it is slight, but in the weaving department there is a difference but that is due to inefficient labour.

How do you say that your labour is inefficient and have you always found labour inefficient?.....You know we are situated in an isolated locality, we are not in the centre of the industry, we are in Kurla about 11 miles off from here and we find difficulty in getting plenty of hands there. The result is that we cannot get the best of men.

Have you ever tried to improve the efficiency of your labour? Have you ever tried to get a better class of labour?.....We have, but unfortunately we have not succeeded so far.

What steps did you take in particular?.....We tried to get men from up-country and some five years ago we tried to establish a colony of what are called Criminal Tribes Settlements but without success.

Do you have some chawls for your work-people?.....Yes.

How many?.....110 two-room tenements and about 600 one-room tenements.

Do you get plenty of labour?.....No. At present we have got just sufficient labour, not plenty.

Coming to the standardisation scheme, I suppose you have studied it thoroughly?.....I have.

MR. KHAREGHAT :—Both spinning and weaving sections of it?.....Yes.

MR. SAKLATVALA :—Can you give a general idea to the Committee as to your impression as regards this scheme?.....It seems to have been well thought out and all contingencies seem to have been taken into consideration.

But, in spite of all that, you personally do not seem to be enamoured with the scheme yourself?.....Looking to the ignorance of the work-people and their suspicious nature of new ideas and the present attitude, I would prefer a general cut to the standardisation scheme.

Even in the Spinning?.....All round.

You think that instead of going on with the standardisation scheme, if we had made a general cut, that would have been more acceptable to the men than the standardisation scheme?.....I cannot say but at any rate, there would have been no bickerings among the weavers. They would have seen that all other classes of labour had been treated in the same way. As it is, the spinners will get whatever they were getting before but the weavers will get less and there will be naturally heart-burning amongst them.

MR. SAKLATVALA :—You do not object to the standardisation scheme as such?.....No.

How does the scheme affect your Mill? Is there a reduction in wages in your case?.....In the spinning department there will be a reduction, 8 to 10 per cent.

Even in the spinning department?.....Yes, but that is due to the fact of not getting plenty of labour, we had to go on increasing rates of wages. With the present standardisation scheme, our men will get the same wages that the Bombay mill workers are getting just now.

MR. SAKLATVALA :—That means that at present you are paying much higher wages?.....We are paying about 6 to 10 per cent. higher. The excess

will be knocked off and the wages will be brought down to the same level as that given to the Bombay mill people.

Is there any other reason why you are paying higher wages?.....Because we are in an isolated position and we could not get sufficient labour in the past and we had to go on increasing the rates of wages.

In the spinning section in the ring frame (page 8 of the Standardisation Scheme), in the last column, at the bottom, you have :—

Where Tarwallas are not employed and where work is done by Doffer Boys :—

4 doffer boys per 1,000 spindles for twist.  
4 „ „ „ 1,000 „ „ weft.

This, you know Mr. Cowasji, refers particularly to your mill because in Bombay the system is to employ tarwallas and doffers. In your mill you do not employ tarwallas?.....I think ours is the only mill where the doffers both doff the frames and piece the ends.

Do you think the number put down here is reasonable?.....I think it is excessive looking to present conditions. It can very well be reduced to say 3½ doffer boys for 1,000 spindles for twist and for weft 4 doffer boys per 1,000 spindles.

MR. SAKLATVALA :—Will you give particulars as to how it will affect your men?.....We shall have to employ more men. We shall have to employ more than 50 boys. At present we employ 275. We shall have to employ about 335, although we can do with 275. We have always done with 275 without any complaint or any trouble. We can however make an allowance for about 15 to 20 boys, i. e., we shall have to employ 295 boys which number will be more than ample for our requirements.

Still, you will have to employ at least 40 boys more under the scheme? .....Yes.

As regards carding, is there any particular point you would wish to make? .....There will be a slight difference. There is one point in the case of oilers in the frame department. We have six oilers, whereas according to your scheme we shall have to do with 3. Our system differs from that in Bombay. We do not allow our own work-people to oil the frames and mount the belts. In Bombay that is not in vague, and the tenters do most of the work themselves.

If you ask your own work-people to do it, you think it will be enough?... ..It ought to be enough but I cannot say, looking to the present attitude and mood of the work-people, whether or not they will do it without grumbling. If you give them a single machine more, they kick up a row about it.

Do you find any change in the attitude of the men ?.....A lot of change.

Since when?.....Since the strike. After the strike the discipline is gone.

For some years past you were in the habit of giving 2 roving frames in the case of finer counts where your hank roving was 8s to 12s. You used to give that ?..... I think for the past 25 years we have been doing that.

Giving 2 roving frames to one man in the case of finer counts ?.....Yes.

MR. KHAREGHAT :—How many spindles in one frame ?.....144 to 172 mostly 144.

THE CHAIRMAN :—One man for each roving frame ?.....In coarse counts we had upto 5 to 6 hank roving, one machine to one man. From 8 to 12 hank roving, we have one man to two machines.

MR. KHAREGHAT :—During the last 25 years, has there been any particular difficulty ?.....In the case of coarse counts.

MR. SAKLATVALA :—You think that one man to one frame of 4s, 6s or 8s would be a harder task than 2 frames on 40s to 50s would be ?.....Yes.

As regards reeling department, you use automatic reels ?.....Colby's self-stopping power reels.

On page 19 of the Spinning Section you find the schedule of rates. How does that compare with what you are paying at present ?.....If at all, they will get a little more than what we are paying at present.

On the whole, it tallies with your own rates.

In coarse lots of 8s they are higher than what you pay ?.....Yes, otherwise it is about the same.

Let us now go to the Weaving Section—Page 2—Colour Winding from Hank Bobbin on Drum, also Split Drum and/or Vertical Spindle Winder : Basis—25 lbs. of 20s coloured yarn per day. Number of drums 10. Do you think that is a fair basis ?.....Yes.

What is your practice? You give them about the same ?.....Yes.

So also in grey winding—20 spindles per winder (page 3). Is the basis there fair ?.....Yes.

That is about what obtains in your mills ?.....Yes.

In the warping department (Page 9), you will notice that the warper's pay (average) when on piecework is put down as Rs. 52/-. Do you think that is a fair average? What is the fair average in your mills roughly?..... About Rs. 45/- to Rs. 50/-, but our rates are a bit higher than others.



And still your pay is lower?.....Because the efficiency is a bit lower.

You mean on piecework?.....Yes.

Why is your efficiency low in the warping department?.....On account of the workmen being a little slower in habit than the Bombay people.

As regards weaving, how does that work out compared to what you are paying at present? Is there a cut?.....On the whole, there will be a cut of about 12 per cent.

On plain and grey cloth how much would the cut be?.....About 5 or 6 per cent. on plain cloths and about 12 per cent. on grey fancy cloths.

That means that in other varieties, artificial silks, etc., there would be a much higher cut?.....Yes.

Can you give us the reason as to why there is a smaller cut in the plain cloth and a higher cut in the fancy cloths?.....Because in fancy work more skilful workers are required than for plain work. For work on dobbies more skill is required.

You maintain that you do not get the same class of weavers for this class of goods that we get in Bombay?.....Yes. In fact, we have to employ whomsoever we get. In Bombay they have an ample supply of labour, and they can choose.

You have to take whatever labour you get?.....Yes. Sometimes, weavers bring men from upcountry. They are in charge of 2 looms. They put the new man on 2 other looms. They mind 4 looms each, including the 2 looms of the learner, and that means there is less work.

The weaver makes the learner learn the work on 2 looms?.....Yes. He work 2 looms as usual. He brings a man from upcountry and gives him 2 looms, as he cannot work unless he is properly trained. So, what happens is that the weaver works on his 2 looms and teaches the work to the new recruit.

That is done practically at our expense?.....Yes. This does not happen always. Sometimes it does happen.

The spinning frames in your mill are mostly 5' lift?.....Yes.

And the pirns are also smaller pirns?.....Yes.

On page 20 of "Amended Standardised rates of wages—Weaving Section," we give the wages of doobby jobbers, doobby peggers, line jobber, etc. Take the line jobber, as being the most important. How many looms do they mind in your mill?.....45 to 50.

45 to 50 in all sections? Even when in particular sections there may be more dobbies?.....Yes, but for dobbies and fancy work we have to keep extra

jobbers because our workers are not so skilful as to look after these looms efficiently.

Do you think the wages given there are fair for doobby jobbers, namely, Rs. 60/- plus 70 per cent?.....Yes, they are fair. Perhaps better pay might draw better men.

That is in your case?..... Yes.

Have you any other remarks on the other items, namely, carpenters, beam carriers, etc.? Do you think that the rates proposed for them are fair?.....In the case of beam carriers they are somewhat less to what we pay; we pay them Rs. 2/- or Rs. 3/- more.

Have you any remarks to offer about the proposed wages in the warehousing and calendering departments?.....There is not much to be said. We are paying about the same.

MR. STONES :...You said you had 275 doffer boys and tarwallas combined?.....We had no tarwallas.

You said you had 275 doffer boys and tarwallas combined. Do you keep any extra men to allow for absenteeism at all?.....Our system is quite different from what is prevailing in the Bombay mills. We cannot get substitutes on the spur of the moment as you get in Bombay. In Bombay you can get substitutes at your very doors, and they can be engaged in place of the absentees. We have no such source of supply of men to fall back upon. We have therefore to keep a greater number of men and in that way make up for the absent men.

What percentage of absenteeism do you get?.....I have on my muster roll about 15 per cent. more men than are actually required.

How many preparations are there in the mill?.....We do not work all preparations, but in all there will be about 27.

In reference to oilers in the carding department, you said you had about 6 men?.....Yes. You allow 1 for 6 to 7?

6 to 9. How does it work out in the frame department?.....three to four.

How many preparations?.....26.

On this basis you can go up to 5?.....6 to 9; average is 7. Divide 26 by 7; it is about 4.

You mention that for 8 hanks and over on the roving frames you have had 2 roving frames to one man. Do you pay anything extra?.....We are paying about 10 per cent. extra, but according to the standardised scheme they will now get more.

MR. JCSHT :—Mr. Cowasji, is your mill making profits?.....Yes, our mill is making profits, but it is not out of business proper. It is due to other circumstances, and I will explain fully what it is. You have got reports of the profits made by us during the years 1925, 1926 and 1927. You will see that we have made a profit on an average of about Rs. 7,50,000 every year during those three years. Out of those Rs. 7,50,000/- please deduct Rs. 2 lakhs for depreciation of machinery and buildings.

You have provided for it?.....No. The system ought to be to show the profits after providing for depreciation of machinery and buildings, just as they do it in England. It is not so here. Out of the balance of Rs. 5,50,000 please deduct about Rs.15,000 for the profit made by our ginning factories. Last year we have not made any profit in ginning, but at one time we have made Rs. 25,000/- to Rs. 30,000/- profit in ginning. I have taken the mean figure of Rs. 15,000/- Then, out of the remainder please deduct about Rs. 75,000/- for the profits we made in our bleaching and dyeing houses. These are not textile processes properly. Again, we have a paid up capital of Rs. 20 lakhs, and depreciation, reserve and other funds amounting to Rs. 1,34,00,000/-. I will not ask you, gentlemen, to calculate interest at 6 per cent. I will only ask you to calculate interest at 5 per cent. That comes to Rs. 6,70,000. Deduct from Rs. 6,70,000 the previous result, namely Rs. 4,60,000, and you have a net loss of Rs. 2,10,000 in the mill industry properly considered. And, mind you, this year will be the worse for us. Even the days of making a profit of Rs. 7,50,000 are gone now, and if the discipline among the workers remains as it is, I do not know what the mill industry will be drawn to.

What you really mean is that if the industry takes care to have its cotton properly purchased, if the industry does not squander away its old profits, if the industry has its own bleaching and dyeing houses, then the industry will be profitable?.....I do not know what you mean by saying "squandering away profits." Explain it to me, please.

Squandering away, that is having a reserve fund as you have done?..... Most of the mills have taken certain sums for reserve fund.

Where they have it as in your case, the industry will not be in loss?.....We should not take it that way. When you want to consider it, you must consider how a new mill, started in the beginning with a certain amount of paid up capital will fare in the present circumstances. It has no reserve funds to consider; it has no capital fund to consider. It has to stand on its own legs. It has to borrow money from outside just to keep up running expenses, as well as cost of machinery and supplies. You must take it that way, and then let me know whether my method is wrong.

I am not saying that your method is wrong. We are dealing with old mills. Most of them had a period when they made profits, and as prudent people it was quite possible to make savings as you did. If all the other people had done what you have done, then their balance sheets would not have shown losses?.....I cannot agree with you. In good times, when you are making bumper profits, the Shareholders require bumper dividends. Otherwise there would be a big row in the meetings of Shareholders, and the directors would have to listen to a lot of things. What do your work-people do? They say "You are making big profits; give us big bonuses," and we give them. Similarly, the Shareholders ought to have their share.

You can certainly explain to the Shareholders that as it is a competitive industry, there will be some days of losses and some days of profits?..... It will not matter much to men like you and me who have got some money; it matters much to poor middle class people who have invested their all in this industry. They curse it now.

You yourself admit that the Shareholders are fairly well to do people?... Not all.

A large number of them?.....Oh, no.

The Shareholders are expected to be educated, and if they do not understand the position, then do you expect the illiterate work-people to accept a wage cut simply because the industry is not doing well?.....Are the poor Shareholders to be content with what you give them? They will bawl out, and there will be uproars at meetings of Shareholders.

They must also be prepared to accept less?.....To speak plainly, the fact is that there has been a reduction in the cost of upkeep, in the cost of living, since the highest period say, in 1920 or 1921. That, I believe, comes to something like 30 per cent, or more. If a cut of 5 per cent, or 7per cent, is made, I do not think there will be any hardship.

We shall come to that later on. Is it your opinion that if the industry had been prudently managed as you have done, there would have been profits? .....I cannot say that.

Your balance sheet shows that. It shows that your mill has made practically the second largest amount of profit?.....Why go to past years? Look at it just now, and please prove that the industry is really making a profit. If it is not making a profit, then not only the Shareholders but also those who work in it must also contribute something.

We shall come to that point later on. Do you purchase your own cotton? .....Not all; at least for the weaving department.

Can you tell us, comparing your figures with those of some of the Bombay figures, what will be your purchasing price of cotton?.....That is not my department; it is looked after by the office people, and if you make enquiries, they will give you the information.

Why do you take out the profits of the bleaching and dyeing department separately?.....We are considering the condition of the textile industry, and bleaching and dyeing do not enter into it; they are different processes.

Purchasing of cotton is not part of the textile industry; and dyeing it is not a part of it?.....Purchasing cotton is a part of it, but ginning it in your own ginning factories is not a part of it. There may be a profit from ginning, which other mills may not be able to make. You must take that into the consideration. But the profit from ginning cannot be considered as a profit from the textile industry, properly considered.

If a millowner has his own ginning factory, it will be a good thing?.....Yes, but it means capital and it is very difficult to induce people to advance capital.

What will be your expenses for the purchase of cotton?.....I cannot say.

Your bleaching and dyeing houses are run as separate concerns?.....That is under me; I manage it.

Suppose your dyeing and bleaching houses had not been part of your mill, would it have made a profit? Do you think the dyeing and bleaching houses would have got enough custom?.....In the Tata Mills they are bleaching and dyeing far more cloth from outside than from the mills. They have a very big dyeing and bleaching house. I have not got such a big dyeing and bleaching house. I am trying to expand it, and I am trying to get some work from outside. In these hard times, we must try to get some business.

Do you agree with the millowners that the losses which they are making (you are not making a loss) are due only to the labour cost being high?.....What else can it be due to?

As you said, your labour is inefficient. Suppose I put it to you that it is due to inefficient management?.....Prove it. There the matter will end.

It is a question for investigation whether it is inefficient management or inefficient labour. In reply to Mr. Saklatvala you said, I think, that it is quite possible it may be due to inefficient management?.....How can it be?

MR. KHAREGHAT :—He denies it.

MR. JOSHI :—You deny it?.....Yes. You must prove it.

You said your labour is very inefficient; otherwise, the management is quite good and efficient. May I ask you whether you are treating your labour

as a good employer should do?.....You know it better. You were in charge of the welfare department. Why did you ask that question?

I have never given you a certificate f.....You have told me that we are spending more money on welfare work than the other mills, and that we are a progressive mill.

That is no proof of anything?.....You have said that to me.

What you mean is that some mills do not spend anything upon the education of the boys or in looking after the women. You spend some money, and that is what I meant?.....Certainly, we do it.

Have you ever heard me giving a certificate that your wages were quite good?.....Would not the workers have suffered otherwise? It is no use your saying that you said nothing about the wages, or anything of the kind.

What you really mean is that you were spending a few thousand rupees on welfare work?.....Yes.

Those conveniences represent a small fraction of the wages?.....Well, go on then.

That is exactly what I want to know from you. After all, welfare work does not touch the real question of the wages?.....We do not mind the expenses. We have got the provident fund system in our mills. Every one who earns more than Rs. 10 per month is entitled to contribute his share at the rate of one anna or half an anna per rupee to the fund, and the Company, at the end of every year, adds the same amount and allows 6 per cent. interest on it. The only condition is that the men must be in the service of the Company for 20 years, if they want the Company's contribution also. If the man dies in the middle, he gets the whole contribution, the Company's as well as his. I have so often asked the work-people to become members of the provident fund. Sometimes, when a husband or wife dies, they bring in a petition to me for some gratuity. Out of kindness, it has been the system in our mills to give certain gratuity to those who die in the Company's service and who have put in 10 years or more service. Of course, it is not much; it is only 3 or 4 or 6 months' pay. However, we are giving that gratuity. On such occasions, I have been telling the men to become members of the provident fund, as in case of death the worker's own relatives would be provided for. They do not listen to it.

May I ask you whether you are prepared to hand over the amount of the provident fund to your employees, their own share with interest, at any time they like?.....No.

The man may join the Company's service, and may claim the Company's share of the provident fund after six months' service. It is meant for old hands.

A man who wants money during some difficulties is not likely to join your provident fund?..... There is a clause in the rules that if owing to circumstances like marriage, deaths, etc., the man is in want of money, he can make an application and withdraw a certain sum from the fund, provided he makes up that sum in monthly instalments in a certain period, say one year or so. Many of the Jobbers and others who have been members of the fund have been taking advantage of it in that way. Thereby they save the interest they would have to pay to the *sowcar*.

Would you consider a strike as a difficulty which will entitle them to get back their provident fund?..... What do you mean?

Will you give the men's share of the provident fund during strike?..... I do not think so. In the case of old men who have been long in service, if they rejoin service after a strike, it will be counted as continuous service, and after 20 years' service we give it back to him.

It is quite clear that the man who wants to go on strike at some time is not likely to join your provident fund?..... Why not?

Because his saving will be locked up.

MR. KHAREGHAT :—They intend to go on strike from the very beginning?

MR. JOSHI :—They feel that sometimes they may have to go on strike, and therefore they are not likely to entrust their money to a fund like this?..... My good friend, instruct your work-people to behave themselves properly, and to lay their complaints before superior officers. The present state of things will not do.

MR. STONES :—I could say that we did give the provident fund to the workers during the strike, but it makes no difference to the number who join the strike.

MR. JOSHI :—You, want me, Mr. Cowasji, to give some advice to your work-people?..... Yes, just as I asked you to give advice when you were looking after the welfare work. I have asked you to advise these people to drink less liquor. You perhaps remember the occasion when we had been to one of the Company's chawls we saw a Jobber there at about 8 O'clock, and his mouth was smelling of liquor. I asked him how much he had taken and he said only 2 annas' worth.

Has it been brought to your notice that some of the work-people in your mill have been badly handled by your officers?..... I read one or two instances reported in your annual report. But they are half truths. The truth which was proved before one of your assistants is that a Mahratta wanted to go out. The sepoy wanted the *chapa*, and prevented him from going out until he produced it.

The man assaulted the sepoy as a result of which his turban fell. The sepoy became infuriated and used his stick. The case came to me. I told the sepoy that he had a cause of complaint but he should not have used the stick. I warned him that he would be dismissed in case he did so. What I ask you is to give whole truths and not half truths.

Is it a fact that you keep only a few *chapas* for allowing men to go out to answer calls of nature and so on and that if additional men want to go out they could not go out?.....There is no system of *chapa* after the strike. Men have become so obstinate. Before that we had a system of giving as many *chapas* as would permit a man to loiter or go to the privies or do anything of that nature for an hour and a quarter during the whole day. What more do you want from us?

My information is that you give one *chapa* for 20 people or more—I do not know the exact number—with the result that if two more people want to go out to answer calls of nature they cannot do so. If a man goes out in an urgent case he is beaten by your sepoy as you yourself mentioned just now?.....That is what your people say but it is not the actual case. My good friend I have had 40 years' experience of what these men do. I shall give you an instance. I had once received a letter from your union stating that a certain man's mother or father died and that he had received a telegram and that he must be paid his wages. Now, that man is overdue by one month. Still I wrote to your union to send me the telegram the man had received. The man could not produce it. Then a letter was produced which intimated that some one gave wrong information. There were one or two lines in entirely different ink.

That is enough. How many *chapas* you generally give?.....I cannot say with certainty. I think we give *chapas* for 10 or 12 persons.

I too am not certain about the number of *chapas* but my information is that you give for 20 people?.....Leave it alone.

You admit that if you make a hard and fast rule with regard to the system of giving *chapas* there is bound to be trouble and that you should make distinction between the needy and not needy?.....Who is to distinguish between the needy and the not needy?

Leave it to his best judgment?.....Whose judgment?

Men's.....My good friend, we have to pay the wages.

You ought to remember that in a matter like this you ought to leave it to the men?.....

MR. KHAREGHAT:—Who gives the *chapa*?.....The head of the department jobbers and masters combined. If a man wants to go out he goes to the jobber who gives him the *chapa*.



Mr. JOSHI :—Even to the jobber it is not permissible. He has to give it according to the number of men under him. He is given three or four *chapas* and until the men who go out come back he cannot issue *chapas*.....Please answer my question. How many minutes you think a man ought to stay outside the mill during the day?

Before answering your question I want information from you. How long will it take to go to the latrines in your mills?.....Not longer than 4 minutes.

According to you it is 4 minutes but my information is that it will take 6 minutes. For going and coming back it would take 12 or 15 minutes. Allow 10 minutes more?.....How many times do you think a man must go outside?

I cannot give my opinion on that point.....Then leave that matter.

I am just telling you that your system is wrong. As you refuse to admit it, we shall go to some other point. Let us go to the system of giving leave. Is it a fact that in your mill if a man wants leave you detain him till 9 O'clock, that is, for two hours?.....When a man wants leave the head jobber or the head of the department has to see whether all men are at the machines or not. When a man wants leave he has to find another man to take his place. He may have to wait for half an hour or an hour.

Mr. KHAREGHAT :—9 O'clock at night?.....In the morning. The mill starts at 7-30 and the man who wants leave may have to wait for half an hour.

Mr. JOSHI :—He has to give his budliwalla?.....I wish they could do it. In the weaving department they bring in their budlies, but in the other departments we have to find our own men to take their places.

In the case of the weaving department, although your wages do not run up to Rs. 50/- do you insist upon the substitute being paid Rs. 2/- a day?..... That is an arrangement between the weaver and the budli. For the first two or three days we do not interfere, simply because the loom is there ready. If afterwards the beam has to be tied and the ends have to be taken the substitute will not be able to turn out half a day's work. Why should the substitute suffer?

Suppose a weaver brings in his own substitute and arranges with him the wages?.....If the substitute is really competent we have no objection. If he does work partially what are we to do with him?

Is it fair that when a man wants leave and brings in his own substitute he should be asked to pay his budli much more than what he himself gets?..... They themselves make arrangement as regards wages between themselves. We have nothing to do with it.

Suppose the workman arranges with his budli what he should get you have no objection?.....Certainly not. Why should we interfere?

My information is that in your mill, as it is in some other mills, weavers do not know the rates at which they could get their wages. Have you put up a list showing the rates for each sort you are introducing?.....For new sorts I may tell you that it is very difficult for us to say what a man will turn out. So, generally we allow the man to work for one or two months and we give him the average wage earned during the previous month. What system you suggest fairer than this?

Whether you put up your rates?.....After we have seen for one or two months what a man gets we fix the rate.

He must know?.....He will know what the average earning is. When we introduced artificial silk there was a big uproar at the beginning. We did not expect men to work cleverly on these new sorts. For one or two months we went on paying average wages and they did not work well. Then we gave notice to them that if they did not work as they should they would not get their average wages. I received a long letter from the union that men were dissatisfied and that there would be a strike and so on. Your representative came to me. I am not one of those who do not allow your representative to come into the mills. You know how we are working. I explained to him the whole thing. I told him to ask the men to work hard and that I wanted two months' time to work a fresh average.

The fact remains that you do not put up boards in your department about the rate of wages whether on old or new sorts?.....All these rates are there in the possession of the weaving clerk who prepares the muster roll. If these men like they can go there and have a look at the rate. Sometimes when they have not got the ticket they ascertain the rate from the clerks.

You want these men to be at the mercy of the clerks?.....He is as much a workman as any of these men. Do you mean to say that the clerk will work against these men?

MR. KHAREGHAT :—Where is the objection to put up a board?....None at all.

MR. JOSHI :—Why have the mills not put up a board indicating the rates?....I do not think any mill in Bombay does it. But I have no objection whatever.

MR. STONES :—It forms one of the 17 demands and the Millowners' Association has acquiesced in this question of putting up boards of rates.

MR. JOSHI :—When the weavers are paid, are they paid on the actual weight taken in the presence of the weaver or on the weight you calculate previously?.....As the weavers' presence is absolutely required at the loom, as

the pieces are turned out they leave it in the warehouse. He knows the pieces of cloth turned out by him and the particulars are noted there. If there is anything wrong, he can go to the clerk or master?

Weighment is not taken in the presence of the weaver?.....It means waste of so much time. We have got 900 weavers.

The weaver must depend upon the good will of the clerks?.....What other step you want us to take?

My suggestion is to weigh the pieces in the presence of the weaver . . . . Who will pay for the time lost?

Get a man in whom the workmen have confidence?.....There are 900 weavers. Even if it takes two minutes for each worker what does the time amount to?

MR. JOSHI :—In England even in the mining industry the men select their own representative to be present at the time of weighment.

MR. STONES :—The check weighment is made in mining. But nowhere in the textile industry where they are paid on piece.

MR. JOSHI :—If they think that weaver could not be there, they can make some other arrangement.

THE CHAIRMAN :—This comes under the 17 demands.

MR. JOSHI :—Not under the 17 demands. I am just asking certain questions about the practice.....(Witness) There is this advantage under the standardisation scheme. Here the wages are paid as per yard. When the weaver knows that he has turned out so many pieces he will know what he will get.

Suppose a weaver loses time on account of stoppage of any machinery and so on, do you compensate him?.....No. No Bombay mill does it.

At present a weaver has no means of knowing his earnings?.....We have consented to put up a board indicating the wages.

Is it a fact that you have recently reduced the number of doffer boys by 25 per cent?.....I do not think it is so. If the doffers are absent, one or two boys who do less work attend to it.

If the number has been reduced you think of restoring the original number?.....I have got a lot more than what I ought to have. You must allow it to be reduced. I took up the question even before the strike and I discharged the assistant Jobber and the head doffer giving them one month's notice. I received a letter stating that they should not have been discharged and that I might not fill in the post when it fell vacant. I told them that I had given one

month's notice and that I could not wait because these highly paid men would never go.

Suppose some doffers are absent you do not allow them to put in their budlis?.....We take men from the 15 per cent. more men on the muster roll. These take the place of absent ones. It is very rarely that men may be wanting.

Suppose you do not get budliwallas, you ask the remaining doffers to do a little more work?....The men have got to do the same amount of work. Instead of doing the work in 3 minutes they take 5 minutes. They do not incur any extra labour.

You work the same number of machinery though the number of men engaged is less?.....As I told you they do the work in a longer period, but the amount of work is the same. There is no extra exertion.

You said that you have not got tarwallas and you pay the doffers at the same rate as tarwallas?... ..Certainly not.

At what rate do you pay?.....Our present pay is about Rs. 22/-.

MR. SAKLATVALA :—Under the standardisation it is Rs. 20. But we pay Rs. 22.

MR. JOSHI :—You take from him the work of the tarwala and pay him a little less?... ..He does not do entirely the work of the tarwala. He does both work.

You said that you use good cotton. Suppose I tell you that it is the opinion of your workmen that you are using bad cotton? . ...That may be the union's opinion and I tell you why. Ever since your union has been there, this complaint has come to my notice. Before your union came into existence we had no complaint and the men were doing the work heartily and contentedly. The work-people think that once they become members of the union they can do anything and talk anything.

MR. JOSHI :—Is it your practice to keep some spindles in the roving department idle on some days when you have sufficient production?..... If we have no work for the spinning department they will remain idle.

How many days' notice you give your men?.....If they have no work for one day they will have ample work on other days. In spite of this, the percentage of absentees is much more.

Absenteeism is caused by you also?.....How?

Whenever you have no work you ask the men to go home?.....You ask them to put in substitutes.

I am just asking you whether you do not ask the people to go home when you have not got work?..... We have to do it. We have not got budli system as you have here. We have to keep 15 or 16 per cent. more men.

The same is true when the machinery is under repair?.....The men can go out.

THE CHAIRMAN :—He loses his pay for that day?.....Yes.

MR. JOSHI :—Will you pay him for the day?.....For as much time as he has worked.

You consider it is a very fair method of dealing with your workmen?.....That is what is considered to be fair.

By whom?.....The same system prevails in all the mills in Bombay.

Suppose now one of your doffer jobbers is absent and one of your roving department side boys did the work of the jobber. Do you give him for that day the pay of the jobber or his own pay?.....In the roving department, I think he gets the pay of the doffer jobber.

You consider that this is a fair thing to do, that if a man does a jobber's job he should be paid for that day the jobber's wage?.....Yes.

And if you are not doing it, you will do it?.....Yes, but point out to me some instances.

Suppose one of your spinning department men went to join the weaving department, do you allow him to do it at his own pleasure?.....No.

Why don't you do it?.....We must have sufficient men in the spinning department.

Suppose it is to the interest of that workman to go to the weaving department where he can earn a little more?.....If he can leave a substitute in his place in the spinning department, I will allow him to go to the weaving department.

I want you to tell me whether you do not realise that it is that man's right to go and work in any department where he will be paid better?.....What should I do then in the spinning department?

If an outsider goes to the weaving department, you take him on but if one of your own men in the spinning department wants to go to the weaving department, you do not allow him to do so?.....I will allow him to do so provided he brings a substitute to fill his place in the spinning section.

Is it fair that you should bring in a new man, an outsider, to join your own weaving department and to get a little more wage, and not permit a

man who has already served you for two or more years and who wants to go over to the weaving department?.....(No reply.)

THE CHAIRMAN :—If the outsider is a skilled man, he would be justified in taking him on.

MR. JOSHI :—That question apart, Sir. I can understand that on that ground. Mr. Cowasji's fears seem to me to be that if he allows men in the spinning department to go to the weaving section, there will be none to carry on the spinning branch.

MR. COWASJI :—The spinner gets less wages than the weaver and therefore wants to make the change. The spinner is not as skilful as a weaver. If the spinner goes to the weaving section, not being skilled in weaving, he will simply be learning his work from the weaver who is usually a trained man and yet he will get more wages. He does not know the A.B.C. of weaving and if I take him on in the weaving, the mill will suffer. Not only that he would be sure to spoil a lot of cloth. Who is going to suffer that loss?

You stated that you have got a large number of people. Is it the practice in your mill to ask some men whose pay is charged to some of these working departments to do some other work? I was considering the case of another mill and I find that there were men charged to the spinning department although they were working in the garden belonging to the mill. Is it your practice also?.....Who will look after the garden then?

MR. JOSHI :—You should have a gardener.....Instead of spinning, the man looks after the garden and yet he gets his wages alright. Where is the harm?

Is it because you have more men that you allow some of them to do the gardening? No, I have got two gardeners.

You do not admit that there are some of your men charged to one department while working somewhere else?.....No.

MR. KHAREGHAT :—Are they paid separately as gardeners?.....Yes.

MR. JOSHI :—None of these people work as personal servants of any of your officers?.....No.

Suppose I point them out to you, you will remove them?.....There are some people who go to bring the noonday meals from the houses of masters and their assistants but they get their wages all the same.

They are charged to the weaving and spinning departments!..... If the weaving and spinning masters have to go to their houses, surely they will spend half-an-hour or an hour in doing so and the mill's work will suffer.

**THE CHAIRMAN** :—I think you need not pursue that line, Mr. Joshi.

**MR. JOSHI** :—Can you tell us any figures if you have noted them about breakages in your ring department?....I have not got figures with me.

You do not consider it is your duty to find out how many times a machine stops and whether your breakages are more or less ?....I leave it to the departmental heads.

Have you increased the machines given to your head jobbers recently? .....We want to follow the Bombay system. I do not know whether we shall follow the standardisation scheme if it comes into force. Just now I want to follow the Bombay system and to keep the same number of men and the same number of head jobbers as they do in Bombay.

Have you increased the work of jobbers from 12 to 19 machines?..... That is not it. According to what is prevailing in Bombay, I ought to have three jobbers instead of four I have at present.

You said that you are getting fair production although your machinery is old?.....In carding and spinning. I have already told you that when considering the age of machinery, you must also take into account the make of the machinery. We have got the best make of machinery in our mills and we spend a lot of money on repairs. I have got roving frames of 1893. Only five years ago I changed all the spindles, all the fliers, all the footsteps of the front rollers and now there remains only the skeleton of the frame, and I have spent nearly half the cost of the machinery on repairs. Now it is an entirely new machine and will last for another 15 or 20 years.

When you admit that your production is fair, why do you say that your labour is inefficient?.....In the weaving department particularly; in the spinning you do not require so much skill.

Although your production is fair, you will give it as your opinion that your work-people are inefficient?.....I say in the weaving department, my efficiency is much less. I have already admitted it. One of the causes is the inefficiency of labour. In the spinning they have simply to piece up two ends. In the weaving department, particularly on the dobbies and dropboxes you require a very skilled man. Only the other day, some five months ago, I engaged the services of one jobber to look after a Jacquard machine. We had no work at our No. 2 Svadeshi Mill. We shifted that here. This jobber told my weaving master that the men here cannot compare with the men in Bombay in point of skill.

Have you recently appointed in your weaving department some men who are called head masters over head jobbers?.....I do not know.

Some higher officers?..... We have a system of graduate apprentices who look after all the departments and the jobbers also. These apprentices have some of them five to ten years' service at their credit. They get a monthly allowance and we teach them weaving, tarding and spinning. They become masters later on. I myself started as a graduate apprentice in 1887 in the mill and gradually rose to the post of manager. In fact, almost all the head and assistants in our mills have risen from apprentices.

Have you made any independent inquiry as to the alleged inefficiency of your workmen being due to the inefficiency of your machines or of your officers?.....No.

It is quite possible sometimes that the inefficiency of the workmen may be due to your, head Jobbers, jobbers or officers and not to the weavers.....Do you suggest that all the jobbers, all the head jobbers and all the weaving masters are inefficient?

Are all the weavers inefficient then, Mr. Cowasji?..... I do not suggest that. Some of the weavers get Rs. 55/- to 60/- at a time and some earn Rs. 26/- and Rs. 27/-.

You say that the weavers are inefficient as a whole?.....Yes. On the whole, they are inefficient.

I therefore ask you whether any independent inquiry was made in your mill to find out why the production was less, to find out whether it was due to the weavers being inefficient or on account of the officers being inefficient or on account of the machinery being old?.....If a weaver can turn out six pairs of dhoties on one loom and if another can turn out three pairs on another loom of the same sort, what inference can you draw?

That depends on other circumstances, such as whether your machinery is old or new, whether your yarn is good or bad.....As regards yarn, it is just the same whether it is worked on one loom or on another, the quality of the cotton being the same.

The quality must be guaranteed first?.....Yes, it is good quality.

My information is that you are using very bad cotton from which you are trying to get good yarn.....If you will come to my mill, I will show you the cotton I am using and you can satisfy yourself about it.

I have had several complaints from your mill which show that your cotton is bad.

THE CHAIRMAN :—That is rather outside our province, Mr. Joshi.

MR. JOSHI :—You said that the workmen have become suspicious. As



an old manager, will you tell me why the workmen have become suspicious about you?.....Because they are ignorant.

On account of their ignorance, they should feel very grateful to you?..... Because they have got no education, they cannot discover right from wrong and if any new innovation is introduced, they think there is something in it to catch them.

It may be that their suspicions are due to the fact that their experience is that they do not get justice from you.....Whenever you introduce a new thing, you have the same trouble.

MR. DANGE :—Were they suspicious formerly?.....They were. Suspicions are inborn with them.

MR. JOSHI :—You admit that the standardisation scheme will be very difficult to be accepted by weavers?.....I do not say that. I have said that the cut is mostly in the weaving section and that therefore there will be some grumbling.

You have already admitted that there will be a cut in the spinners' wages also?.....Yes, because I have been paying more wages than the Bombay Mills.

When you admit that it is very difficult to get these cuts accepted either by the spinners in your mill and by weavers in the case of all the other Bombay mills, don't you think that the standardisation scheme should be so revised that in order that it should become acceptable there should be no cut?.....I think they are right in advocating that owing to certain circumstances generally a cut in the weaving department is essentially necessary. Moreover, in the weaving department there was very great difference in the earnings of a weaver as compared with a spinner. A spinner is not required to exercise the same skill as weavers have to and so the weavers ought to be paid to a certain extent more, but the difference between the two was so great that they can easily make a cut of 7 or 8 or 5 per cent, just as they like. Whether the weavers will accept it or not is their lookout, the lookout of those who frame these rules.

MR. JOSHI :—Is it not your lookout, as Manager, to see that the scheme will be framed in such a way that it will become acceptable?.....If all mills will go in for it, I will have to follow suit.

What advice will you give to your Agents?.....I say that the mill industry is passing through a critical state. There is no denying that. In spite of all their reserves, you must admit that the mills are working at a loss. There must be a way out of it. This is one of the ways. If you think that economy can be effected in some other way, you may put your own proposals forward.

MR. JOSHI :—You said that discipline is gone after the strike. Why is it so?.....Because poison is being poured into the ears of the workers that Labour

Raj is coming and that millwallas ought to be given the "Jharoo." I have seen it myself in one of your papers, but unfortunately I have not got it here.

MR. DANGE :—What paper ?.....I do not remember exactly but I believe it bore some such name as "Krantii."

MR. DANGE :—What was there in "Krantii" ?.....That millwallas ought to be given the "Jharoo." Unfortunately, I destroyed that copy after I read it.

MR. DANGE :—Can you not recollect the date or number so that I can supply you with a copy ?..... I have not kept a record of the date.

MR. DANGE :—You are making a serious allegation against a responsible paper. In that case, you must be in a position to substantiate your allegation.

THE CHAIRMAN :—You need not go into it, Mr. Dange.

MR. JOSHI :—Perhaps your meaning is that in former times you could do anything to your men, you could beat the people, you could get the people beaten by some of the officers without any complaint or you could reduce their number or pay without any complaint, but now they do not allow that to be done... .. We are not inhuman beings, we too are men, why should we oppress the poor people ?

Why should they become undisciplined now ?.....Because it is being dinned into the ears of the work people that the millwallas are oppressing the labourers.

Supposing you are not oppressing them at present ?.....That depends upon the leaders.

That depends upon the treatment the people receive at your hands..... Point out what kind of treatment I should give to the men.

As I have been suggesting that in your mill your workers are being abused with foul language.....By whom ?

By your officers.....Prove it.

I can prove it, I have received many complaints.

MR. DANGE :—Will you guarantee protection from terrorisation or victimisation of your jobber if we start to do that ?.....How are you going to prevent that if they will do it ?

MR. DANGE :—That means that you cannot guarantee protection to your workers from being hammered or abused or injured in any other way ?..... My doors are always open and they do come to me whenever they have to make any complaints.

MR. ASAVALE :—What do you think of the head office charges and overhead charges of your mill ?.....That does not concern me.

Does not the report of the mill come to you every year?.....It does, but I am concerned with the management of the mill only. I believe it is in the report of the Tariff Board that the office expenses here are not more than those prevailing in the up country mills like those in Ahmedabad.

Do you know anything about it?.....That is no business of mine.

You have said that there is no difference in production as between old and new machinery?.....There will be very slight difference, I admit.

That does not mean that there is not any difference?.....I have already told you that it all depends on how the machine is looked after in the way of repairs, and that age does not make much difference.

How many looms are there at present in your mills and how many are old and how many new?.....I have already said that the machinery in the weaving shed is about 23 years old. I give herewith the years in which the looms were bought :—

22	looms of	1889
2	" "	1892
28	" "	1893
61	" "	1895
13	" "	1896
1	" "	1901
106	" "	1902
59	" "	1903
222	" "	1904
92	" "	1905
153	" "	1907
82	" "	1908
198	" "	1909
243	" "	1910
102	" "	1912
153	" "	1913
<hr/>		
1,543		

We have got some 400 looms from our No. 2 mill in Girgaon, Bombay. There are no dates and from the books I find that that mill had purchased about 600 looms in 1908 and were going to have 900 looms in all. Out of them, 600 were put in or made in 1908 but I cannot give dates as regards the remaining 300.

MR. ASAVALE :—The production on the loom made in 1896 and the production on the machines made after that year shows any difference, and, if so, what percentage?.....I have not looked into that.

Are they not working at present?.....They are.

How does the production on the one differ from that on the other?.....If you had given me previous intimation, I would have come prepared to answer that question.

Don't you take down production figures for these machines?.....We take figures of production as on 32", 34" or 36" looms and so on. To keep records on the lines that you suggest would mean the employment of a few more clerks.

MR. JOSHI :—You suggest that if the loom is bad, the labourer is inefficient?.....I will not say that.

MR. ASAVALE :—As regards your depreciation in the bleaching and dyeing department, don't you add the income and expenditure in the annual report of the mill?.....Yes.

It is not a separate department?.....The textile industry means the processes involved in weaving on the loom, folding and calendering. The bleaching and dyeing processes are subsequent to the textile proper.

THE CHAIRMAN :—We take the same view, Mr. Asavale.

MR. ASAVALE :—You have stated that the number of doffer boys are not reduced in your mill at present.....No.

According to the proposed scheme, their number will be reduced?.....No, it will be increased, I should think. You seem to me to be confounding the two systems. The Bombay system of doffer boys and tarwallas does not exist in our mill. We have no tarwallas in our mill, but doffer boys.

MR. JOSHI :—What percentage of efficiency do you generally get in your spinning department and in your weaving department?.....Figures have been called for. You will get them. You will then see how it compares with other mills. In some cases it is a bit more than what is given in the standardised scheme while in others it is a bit less.

MR. JOSHI :—You think generally that you will get 80% efficiency in these cases?.....I did not talk of weaving. I have already admitted that our efficiency in this department is much lower than even here.

MR. JOSHI :—So, from the point of view of efficiency you consider that this scheme is correct?.....As regards the carding and spinning departments, I have nothing to complain about. In the weaving section, however, our efficiency is less. Whether it is more or less, you can ascertain from the mills you are visiting or from the figures you will get.

MR. DANGE :—Supposing this weaving standard list comes into force, the millowners' scheme will bring about an average cut of about  $7\frac{1}{2}$  per cent, but their intention is to frame the list in such a manner that the cut should come to that. If this comes into force, what percentage of reduction will there be on the plain looms, for dobbies, artificial silk, etc?.....If we experience any difficulty, we shall ask the Agents to solve them for us.

MR. BAPTIST :—What average count are you spinning in your mills?.....From 4 to 70. Average is about 22.

You say you want 3 doffers per 1,000 spindles.  $3\frac{1}{2}$  for the twist ring and 4 for the weft ring. I want a reduction of half a hand from both as recommended on page 8 of the scheme for the spinning section.

Page 8. Over 20s, 2 doffer boys and 1 tarwalla. That means three persons. Your total is 4 for 1,000 spindles?.....It is  $3\frac{1}{2}$  and 4.

But what is shown on page 8?.....On page 8, they have put down 4 doffer boys per 1,000 spindles for twist and  $4\frac{1}{2}$  doffer boys per 1,000 spindles for weft.

MR. SAKLATVALA :—We have been provided for in the note lower down the page. It is stated there "Where tarwallas are not employed and where work is done by doffer boys, 4 doffer boys per 1,000 spindles for twist and  $4\frac{1}{2}$  doffer boys per 1,000 spindles for weft. Mr. Cowasji recommends that it should be  $3\frac{1}{2}$  for twist and 4 for weft. We have to employ more.

MR. BAPTIST :—What I am pointing out is that when they are spinning average 20s, if they were to follow this system, they would have to reduce. That is the point?.....That is a system with which I am not concerned. I am not working with that system.

Referring to page 20 of "Amended Standardised wages, Spinning section", who do you think has got more skill, the line jobber or the fancy jobber?.....The fancy jobber.

How much more would you pay him?.....In my mill he is getting about 15 to 20% more.

More than the line jobber?.....More than the line jobber minding plain looms.

What would a line jobber earn if he was managing, say, about 50 plain looms?.....That depends upon the efficiency of the department.

Would he earn Rs. 100/- on an average?.....With 80 per cent efficiency that ought to be his earning.

According to the wage fixed for the doobby jobber, he can get only Rs. 102/-?..... Yes. I think he ought to get more, if you want good men.

THE CHAIRMAN :—I think you referred to a statement you had comparing your average wages with the standardisation scheme?.....It was a statement of doffer boys.

It was not a general statement for all the employees?.....No. I hand in a copy of the statement.

I take it your view about the weaver's wage is that the weaver is a more skilled labourer than the spinner, and therefore he should get a higher wage?.....Yes.

Do you consider that the standardisation scheme, although it cuts off  $7\frac{1}{2}$  per cent. on an average from his present wages, will give him a sufficiently high wage, taking into account the extra skill?..... Yes.

Does a weaver require more training than a spinner?.....Yes. The spinner has simply to piece the ends. A weaver requires more skill. The spinner can, after 10 to 15 days' training piece the ends properly, but a weaver takes a couple of months to be properly trained to do his work.

MR. KHAREGHAT :—Have you got a separate reserve fund that is actually invested? Or is it held in cash?

MR. SAKLATVALA :—Our last report shows the investments. It will be seen that part of it is invested as running capital. Instead of borrowing from outside, the reserve fund is utilised for the purpose. The balance of reserve fund is invested in securities.

MR. KHAREGHAT :—The rest is invested in the business itself?..... Yes; otherwise we would have to borrow.

You are saving there?..... Yes.

MR. KAMAT :—Do you think, Mr. Cowasji, that some such scheme of standardisation as the present one is quite indispensable for the improvement of the industry without touching the question of wages of labour at the present moment?.....I cannot follow the question.

As a man in the industry for a long time, I ask you, is it quite necessary to touch the question of labour and their wages at the present moment by the introduction of some scheme like the standardisation scheme, or can we do without it?.....Otherwise, there will be a quarrel between the labour leaders and the millowners. Labour will say, that they are getting a higher wage in a particular mill for a particular kind of work. In the standardisation scheme, the work, in whichever mill, it may be, is uniformly paid for.

You are of opinion that some such scheme is indispensable at this stage?  
 ..... I do not say it is indispensable ; it is advisable.

To improve the industry ?.....Yes.

If this scheme is advisable, it must be judged on merits ?.....Yes.

Because your ticket system has faults, it would not follow that the  
 standardisation scheme is also bad ? The two must be kept separate ?.....  
 May I know what is the ticket system ?

The *Chapa* system ?.....I do not consider the *Chapa* system is bad.  
 There must be some restraint on the work-people ; otherwise, they would come  
 and go at their own sweet will.

I am not asking you any opinion about the *chapa* system. But assum-  
 ing that there is something wrong with it, it does not follow that the standar-  
 disation scheme is bad ?.....I do not know what the *chapa* system has to do  
 with it.

So also, if there is something wrong about the leave rules system, that  
 would not affect the merits of the standardisation scheme.....I do not think so.

Therefore, these three or four separate propositions must not be inter-  
 mixed when we judge of the merits of the standardisation scheme ? Is that  
 clear ?.....You mean that the *chapa* system and the leave system ought not to be  
 mixed ? I cannot follow.

These questions ought not to be mixed up with the question of the merits  
 of the standardisation scheme ?.....That is perfectly true.

On the merits of the standardisation scheme, there are two or three  
 aspects. I would like your opinion separately on each. Physically speaking,  
 do you think the standardisation scheme is possible ?.....Yes.

Both in the weaving and spinning sections ?.....Yes. But as an alter-  
 native, you may have 1 man to 1 machine.

When, therefore, we are told that physically sometimes it is impossible  
 to follow the standardisation scheme, do you agree that it would be physically  
 impossible for the workers to look after 2 machines in the spinning department  
 and 2 in the roving department ?.....I do not advocate 2 machines per man in  
 the spinning department, neither do I advocate 2 machines per man in the  
 roving department, except on fine counts spinning.

Take for example page 1 of the standardised rates in the spinning sec-  
 tion. In the Mixing and Blow Room, the millowners propose that one man

should look after 2 lattice feeders or hopper feeders. My question is, if they want to introduce this change, is it physically possible to do that?.....On the next page, they have given an alternative scheme for 1 man to 1 machine.

Do you mean to suggest that 1 man to 2 machines is impossible? I do not want your opinion on the alternative scheme. Is it physically possible for 1 man to attend to 2 lattice feeders?.....It depends on the position of the lattice feeders. If they are near, they can do it.

You would not stand up for all the particulars in this scheme, unless you had certain safeguards?.....They have given an alternative, and whichever scheme is conducive to the welfare of the work-people and to my own convenience, I will adopt.

It is possible physically for the workers to look after two lattice feeders? .....That depends on certain circumstances.

That is to say, this arrangement of the two lattice feeders being near enough is a condition precedent to the looking after of 2 machines by 1 man? .....I say if the 2 lattice feeders are just close enough, 1 man can mind them. If he has to bring the cotton from a long distance to feed the lattice feeders, then there will be difficulty.

On the question of the basic wage, is the basic wage, which has been taken throughout the scheme for different departments reasonable in your opinion? Have you followed the basic wages for each department? . ...Yes.

I would like to take an extreme case. I do not want to take up cases which are normal. Taking an extreme case, supposing the basic wage is Rs. 13-8-0 plus allowances, would you consider that a fair basic wage?.....If you tell me which department it is and for whom it is, I will be able to answer your question.

Please refer to page 7 of the Standardised wages for the weaving section. For universal cheese winding No. 50 and No. 160 Lessona or similar types of machines, the average is Rs. 12-plus 70 per cent. Would you consider that a fair basic wage? . ...I think it is a fair wage.

You are also convinced that the basic wage taken is fair?.....Yes. There are females working there.

I am not talking of all the sections. I am taking the worst of them. Is the average of Rs. 12-plus plus 70 per cent. fair in your opinion?.....Yes. It is females' work.

Also, do you consider the allowances under this system fair? Page 18 of the same book gives the scale of allowances for dhoties and saris. From



your experience as a mill manager, you are convinced that these allowances are fair? For instance, for dobbie dhories up to 16 shafts, the extra allowance is 12 per cent. Do you think it is fair? .....I think it is fair.

Does this scheme allow for latitude of the fact that some mills are not well equipped and are very old mills? Do you think such mills will be able to carry out such a scheme?.....They will have to carry out certain changes.

They will have to add to their equipment?.....Yes, or put in new equipment. For instance, we have been in correspondence with a well-known firm of humidifier manufacturers for the installation of up to date humidifiers. If there are no proper humidifiers in a mill, that ought to be remedied.

Would it be possible to work this scheme unless the mills are built to put in additional equipment and the latest machinery?.....Would that condition be necessary?.....No.

They can work with the present equipment?.....If they are very old and they have not spent any money on repairs, etc., then it becomes a different question. If they have kept up the mills in good condition, and they are not very old, then I do not think that this scheme is quite unworkable.

Take an instance again. Unless a mill puts in lattice feeders, it is not worth while expecting a worker in that mill to look after two lattice feeders?.....That is done in all mills.

Unless they are re-arranged to suit the conditions of the scheme, it is not reasonable to expect the scheme to work?.....What I say is that there are various circumstances in different mills which have to be considered. In one mill the mixing room may be very far off. If you ask a man to look after two machines there and bring the cotton from a long distance, it will be very difficult for him to do so. If the mixing room is close by, then he can conveniently do so.

It is also a question of re-arrangement, and not bringing in new machinery?.....The manager and the agents will have to consider it, if they want to work according to the scheme.

About the profits and losses of different mills, you must have noticed that, during the last two or three years, some mills have made profits?..... - Yes.

Have you analysed why those mills which are making profits, are making those profits?.....I am principally concerned with my own mill, but I had occasion to go through the balance sheets of 5 or 6 mills in Bombay. I followed the same method; I saw what the funds were, what interest they got from it, and what profits they made. I came to the same conclusion.

To put it the other way, supposing this scheme is introduced. do you hope that those mills which are now making losses would be on a fair way to make ends meet?.....I cannot say.

You would not be quite sure about that?.....I cannot say.

SIR MUNMOHUNDASS RAMJI:—Will it pay any mill company to work on old machinery if that machinery produces more than 10 per cent. less? Will it pay to keep the mill going?.....I cannot say until I go through the figures. It depends on the profits.

Supposing the machinery is old, if the mill is kept going, will it pay the millowner? Can a millowner continue when his old machinery gives him 10 or more per cent. less production? The millowner has to keep up his machinery in order to achieve the desired results, in a state of efficient repair and renewals have to be made?.....If the machinery is kept in proper repairs it can continue. If it is a question of 3 or 5 per cent. less production, there would be nothing wrong in going on with the mill. But if it is 15 per cent., 12 per cent., or even 10 per cent. less production, then it is a matter that has to be considered. That will depend on the circumstances of the mill.

Will it pay the millowners to run the mill under those conditions? As a general proposition, will it pay to continue keeping the old machinery and thereby getting 10 per cent. less efficiency and production?.....I cannot give you any definite opinion, but when we are talking of old machinery and new machinery there is one point which we ought to consider. Just now, machinery is about 60 per cent. dearer than what it was before the war.

We are not concerned with the prices of machinery?.....It has gone up by more than 60 per cent., as compared with the pre-war prices. Substituting old machinery with new means so much extra expense. Where you might have spent Rs. 100 before, you have now to spend Rs. 160/-, and you have to make provision for interest on a big sum, you have to make provision for insurance depreciation, etc.

That is not my point. My point is whether it will pay any company to keep machinery which gives 10 per cent. less production.

THE CHAIRMAN:—The witness's answer is that it depends on the circumstances of the Company to a great extent. He said that they have got to consider the cost of buying new machinery, which is much more costly now than it was before the war. He said that if production went down by 10 to 15 per cent., it would be a serious thing which the Company will have to consider. Do you want to press the point any more, Sir Munmohundass?

SIR MUNMOHUNDASS RAMJI:—No.

MR. JOSHI :—Mr. Cowasji, have you considered the 3 loom system?.....  
I have not thought of introducing it in my mills. It depends on the kind of labour that you get. There are some weavers who can mind three looms, but their number will be very small. If you want to make it general to all the mills, you will have to make certain changes. In the first place, you will have to give superior quality of cotton; in the second place, you will have to give greater length on the pirn, and in the third place you will have to make ample provision for humidification and ventilation of the room. These are the three main essentials. If you follow them, then I think a weaver can easily mind 3 looms. Perhaps he can mind even 4 looms, but I will not go so far as that.

Suppose he minds 3 or 4 looms, will you not be willing to give him a proportionate increase in wages?.....I think 50 per cent. of the third loom wage ought to go to the weaver, and the remaining 50 or 40 per cent. to the Company. I will tell you why. You want superior cotton, and that means extra expense to the Company. You want greater length of pirn and that means additional machinery, additional buildings, and additional power for it. Then you require very good humidification and ventilation, so that the weaver may not sweat. That means extra expense to the Company. Then you have to provide for depreciation and interest charges, I think 50 per cent. to the weaver is fair, and the remaining 50 or even 40 per cent. should go the mill. That is my opinion.

Do you think that he would earn 50 per cent. more wages?.....50 per cent. more. On one loom he would earn about Rs. 22/-, of which Rs. 11/- will go to the Company and Rs. 11/- to the man.

Do you not think that if you use superior cotton the cloth you manufacture will get you more money?.....I do not know. I am not sure about it.

(After Lunch.)

Mr. John Tinker, Superintendent of the Brady Group of Mills examined.

THE CHAIRMAN :—Would you let us know your experience in this line?.....I have had 15 years experience of the working of the mills in Bombay.

THE CHAIRMAN :—Can you tell us on what particular points you want to give evidence?.....On the standardisation scheme and on any general question that may be asked.

MR. STONES :—His name will be found in the list of names of witnesses handed in by both the sides. We are anxious that witness should be called whether it is on the standardisation scheme or any other scheme. Our endeavour has been to get at facts. You assisted the standardisation sub-committee of the Millowners' Association in compiling these rates of wages.....Yes.

Can you tell us how we proceeded to standardise the wages ?.....I can.

Will you just explain the details you went into ?.....In the first case the averages for all the mills were taken out and compared with the census report brought out by the Labour Office. The first census was of 1923 and the second of 1926.

Can you tell the committee how we discussed the allocation of work as well as the allocation of wages ?.....We discussed and compared what was done and what could be done in each mill so as to get the best experience for the benefit of a standard muster.

You have gone through the list for both the sections—weaving and spinning—and ascertained that this list is capable of being worked out in the mills under your management ?.....Yes.

Can you tell how it would affect the mills under your management ?.....I have got here only the approximate figures. In our City Mills the number of hands would be slightly reduced. The average earnings per head will be increased.

MR. KHAREGHAT :—How many mills have you got in your charge ?  
.....Four mills.

MR. JOSHI :—The average earnings on spinning and weaving ?.....The City Mills have got only spinning. In the Bombay Industrial mills the rate will be the same as we are paying to-day.

THE CHAIRMAN :—The same number of hands ? ... There will be a slight reduction in the number of hands. I have not got the figures of earnings per head. In the case of the Colaba Mill it will be slightly down.

MR. JOSHI :—What about the number ?.....The total earnings will be slightly reduced. I have not got the exact figures handy. The City Mill will be up ; the New Great and Bombay Industrial will square and Colaba will be a little down. In the New Great Mills the reduction of wages in the weaving section will be about 9 to 10 per cent. In the Bombay Industrial it will be about 12 per cent.

MR. STONES :—In going through this list do you find that there is any particular job that is put down that would result in excessive physical work on the part of any operative ?.....Generally no.

Have you any individual case where the work would be too much ?.....  
The number of strippers would have to be more in the case of the card room.

Can you make any comparison as to the number of employees in the Industrial Mills with the standard list ?..... In the light of the standardisation scheme on a total of 1,200 men we may be within 20.

In going through all these basic wages do you think that the amount of work done compares fairly and reasonably with the amount of wages provided? .....I do.

MR. JOSHI :—What is the percentage of reduction in the number of men in your four mills. You said it was 20. I did not hear you properly?.....I said that there will be a reduction of about 20 men in the Bombay Industrial Mills. It is already fairly near the standard muster.

MR. JOSHI :—If you take your four mills together how many men will be reduced as a result of this scheme?.....I cannot tell you that now. I can get it for you.

THE CHAIRMAN :—It will be very useful to have these figures, if you can supply them?.....I shall supply the figures. I could not bring the file as my assistant had taken it out when I went to office, before coming here.

MR. JOSHI :—On the spinning side is there going to be any increase in wages in any of these four mills?.....In the City Mills the average earning at present is Rs. 22·7 per head and it will increase to Rs. 25·2 per head. There will be some reduction in the number of operatives.

MR. DANGE :—What will be the difference in wages as compared with 1,000 spindles?.....I have not got the figures here.

MR. JOSHI :—As regards mixing and blow room do you think that one man can look after two scutchers?.....I do think so.

Did you try it in any of your mills?.....We tried it and it has been done particularly when we were short of workmen.

I do not say that it cannot be done but do you not think that the exertion will be greater than it ought to be?.....I do not think it will affect a man's normal health.

Suppose that you give two scutchers to one man what percentage of increase in wages will you give?.....The present average is somewhere about Rs. 14/- plus 70 per cent. and under the new scheme he will get Rs. 21/- plus 70 per cent. He will get 50 per cent. more.

Under the standardisation scheme the wages are Rs. 14/- plus 70 per cent. for 1 machine and Rs. 21/- plus 70 per cent. for 2 machines. Do you think that it is adequate compensation for double work?.....It is not exactly double work. The man without wasting his time attends to the other machine. He won't really have to do double the work.

Even in small mills they have got some one to clean the machine and take away the dirt?.....The machine man does it.

Still you say that it is not double work but you will admit that it is 75 per cent. of the work?.....I do not think so.

If the work is increased by 75 or 80 per cent. and the wages increased by 34 per cent. do you think it fair?..... It cannot be fair from the actual proportion. But it is fair from the point of view of fair wages for a fair amount of work. It is also a saving to the mill without being unduly hard on the man.

Were you ever a member of any trade union?.....No.

With your knowledge of human nature if you want people to work more you must give the advantage of the additional work. Then you will get them to do it willingly. Suppose you want people to look after more machines if you give them a proportionate increase then you will get the men to do the increased work more willingly?.....The endeavour under the standardisation scheme has been to give as much as possible. We cannot give from the point of view of proportion.

You want to make some saving. The phrase "as much as possible" must be properly interpreted. If employers have really spent some money for changing the machinery or on additional machinery I can understand their claiming some share. Otherwise naturally there will be a feeling among the workers that they are losing something?.....I do not think so.

Have you got lattice feeders?.....We have no lattice feeders only Hopper feeders in the Bombay Industrial Mills.

Do you not think that the amount of work to be done is too much?..... I do not think so.

Men do dirty work in the blow room and mixing room and the cotton is liable to get into the men's system?.....There is no doubt about it.

The wages in this department are poor?.....You may argue that way.

You will admit that it is not a bad argument. What is your system of cleaning machines?..... Some are cleaned every day; some are cleaned every week and some are cleaned once a month. In the blow room the machine is cleaned four times a day. The spinning machine is cleaned every day and special cleaning is done twice a month.

I am talking of special cleaning?.....It is twice a month. Then we have the system of relining machines regularly.

So if the cleaning of the machine is done during working hours the workers who are paid by piece rate will lose something in a month?.....The idea of piece work is to cover the earnings including this part of the work. The

wages given include the loss of time also. Two hours are taken for cleaning the machine and in a month 50 hours are taken. The allowance of 80 per cent. efficiency covers this.

MR. JOSHI :—The workers on piece rates are stated generally. Will that include loss on cleaning ?.....Certainly.

Whatever may be in the scheme, wherever it is provided that on an average a worker should get so much, he should get so much even though he may not work during that period of cleaning ?.....That is based on what he will earn while that machine is actually running and cleaning is part of his job.

The machine is actually running so that he will not actually earn so much ?.....On an average a mill is supposed to work 26 days, 10 hours each day or 260 hours. In practice, it works less, so that the loss in efficiency is covered by the allowance made for cleaning.

MR. DANGE :—Is it a fact that in English lists the cleaning allowance is shown separately ?.....

MR. STONES :—No. In England, they stop at 11 a. m. on Saturdays, there is a weekly cleaning, it takes them one hour.

MR. DANGE :—Is there not a special allowance mentioned for cleaning ?

MR. STONES :—I am not acquainted with any special allowance for cleaning.

MR. JOSHI :—Mr. Tinker, card tenters and can boys are put down amongst the lowest paid labour in the Textile Mills. Why should they be paid such a low wage as Rs. 13-8-0 ?.....They are usually boys.

The word "boy" as used in the Textile Mills does not mean a boy in the ordinary sense of that word. Do you think if we go to your mill again and see your can boys, you will be able to show us that they are boys and not men ?

MR. TINKER :—We have got boys. If, however an older man comes and asks for a can boy's job, we take him on and pay him a can boy's wage. But if there is a question of paying him Rs. 13 or Rs. 20, we get the boy on Rs. 13 and not the man on the higher wage.

MR. JOSHI :—Why do you specially in the case of these card tenters have boys and not on other machinery ?.....We take boys as doffer boys, side boys, and sometimes women too.

Are you paying such a low wage in your mill as Rs. 13/3 or are you paying lower than that ?..... I could not tell you from memory.

MR. ASVALE :—Do you at all pay Rs. 13-8-0 in your mills?.....Yes, to women sweepers.

MR. ASVALE :—Not to men?.....I will find that out and make a note of this.

MR. ASVALE :—In your spinning department, suppose women do the work of side boys, do they get the same wage as the side boys?.....Yes.

MR. JOSHI :—There you do not make any difference between a woman and a man. We were told here several times that a woman should be paid less because that is the custom. That is done in the case of sweeping work. If you do not make that distinction in the case of spinning, *i. e.*, side boys, do you think there should be that distinction in the case of sweeping?.....Because a man sweeper is always better than a woman sweeper in a mill.

MR. ASVALE :—In India women sweep better than men.....I do not know much about it but I know that in the mills men sweep better than women.

MR. DANGE :—Do you think women tarwallas are better than men tarwallas?.....Men tarwallas attend more regularly than women. Women are inclined to go out more often than men but on the other hand the women's fingers are usually better than men's. The result therefore varies.

MR. DANGE :—The point that matters is the amount of work turned out by women as compared with men in the same amount of time?.....That is about the same.

MR. JOSHI :—Back Tenters and Slubbing Tenters. Why should the back tenters be paid such a low wage as Rs. 13/8 when the tenter is paid Rs. 38?.....That boy is practically a can boy, but the designation is different.

Does he not do some work on the machinery?.....Probably he may help the tenter.

Doffer Boys. Do you think the number of doffer boys given here will be quite sufficient for working. How many have you in your mill per thousand spindles?.....We are practically near these figures. At the City Mill we have 28 on the books and usually we have, through absenteeism, lower figures. In the Bombay Industrial and Colaba Mills they are actually working on this same number. The Jehangir Wadia is on 10s.

MR. KHAREGHAT :—You are speaking of doffer boys in the spinning department?.....I am sorry, I was speaking of the ring department.

MR. JOSHI :—Under Roving Speed Frame, the wage is the same as in the standard list?.....Yes.



If your doffer jobber is absent, you ask the side boy to do his work?..... We make the head jobber do that work. That is too much of a lift from a side boy to a line jobber.

MR. JOSHI :—In the ring department (page 8), what will happen in the case of the tarwallas? Will their number be reduced?..... There is a very slight reduction in the case of both tarwallas and doffer boys, but the number is very small. May be 2 per cent.

Siders?..... We shall have one per side without spares.

MR. DANGE :—In all the three mills what would be the total spares that you were engaging formerly?..... They varied in each department, but in the carding and spinning, pre-war and during the war, we were taking 10% extra men on the books but we did not always get them, but since the war we had a much better attendance and whenever they stayed away, we have not taken any spares because we have had full attendance. Pre-war we had upto 15 per cent shortage throughout the mills including the 10 per cent extra on the books.

THE CHAIRMAN :—You mean the attendance has improved very much since the war?..... Yes.

MR. JOSHI :—What is the percentage of efficiency in the spinning department?..... I have not got them. I was going to work them out but in the meantime I got a circular from the millowners asking for the particulars, and stopped, waiting for their further instructions.

When you calculate efficiency, do you take the quality of cotton into account?..... Yes.

How have you provided in the standard scheme about having a particular quality of cotton?..... I do not quite understand the question.

You are fixing a certain wage and a certain efficiency. Suppose bad cotton is given and there are more breakages and less work is turned out?..... There will be a bigger percentage of waste and the mill will lose.

MR. JOSHI :—Will not the men also lose by the smaller production?..... They will lose a little.

MR. DANGE :—What is the production per spindle?..... Industrial Mills 5½ to 6 ozs; City Mills 6½; and Colaba 6¼ ozs.

MR. DANGE :—What is the variation due to?..... It is due to the fact that in the Bombay Industrial we put slightly more twist in the yarn than in the other two mills.

MR. DANGE :—This greater amount of twist is put in for what?..... Testing purposes, to allow for the old machinery.

MR. DANGE :—Does it affect the amount of attention which a spinner is required to pay at the Bombay Industrial and at the Colaba?.....No. More twist rather tends to make it easier for the man. It spins better.

THE CHAIRMAN :—How is the test carried out?.....The yarn is tested thus: one mill have 40 lbs. test, another mill will have 65 lbs. while a third may have 70 lbs.

MR. DANGE :—Supposing your spindle production in one mill is 6 ounces; in another mill  $6\frac{1}{2}$  ounces, and supposing an average Japanese production is 7 to  $7\frac{1}{2}$  ounces, will you penalise the worker for the difference you get in the two mills of your own group owing to older and newer machinery? You want to reduce the number of hands per thousand spindles and the cost of production, in order to give the same cost of production. The productivity of each spindle in a Japanese mill is 7 ounces and here it is 6 ounces. If you want to cut down the costs in order to equalise the costs, do you think that equalisation can be done without overhauling or substituting all machinery by what would match the Japanese machinery?.....I cannot answer your question without a lot of technical points being answered.

THE CHAIRMAN :—You had better put your question in writing, Mr. Dange.

MR. JOSHI :—On page 16 where you are dealing with waste plant..... We have not got waste plants, I have never worked in one.

Don't you think working in this waste plant is very unhealthy?.....I know nothing about it.

How many hours of work does a reeling woman put in in your mill? .....I do not know exactly but they work less than the hours specified in the Factory Act. The Factory Act provides for 10 hours, these women work 9 hours.

Have you increased the number of hours of people like mochis, carpenters, roller coverers, rope splicers, etc. ?.....No, they are working exactly as before.

Have you not increased their hours from  $8\frac{1}{2}$  to 10?.....Mochis come in at 7 o'clock. In some of the mills, in mechanic shops, they are working the same hours as before. They have not increased the number of hours.

The standardisation scheme provides for it. Do you think they ought to work ten hours?.....Yes.

What about the wage?.....The wage should be the same. That is my honest opinion.

If a man used to get say for 20 years for  $8\frac{1}{2}$  hours work Rs. 50 and if he is asked to work for ten hours, his wage, according to you, should remain the same?.....In this particular case, yes.

MR. JOSHI :—Why? I think so, looking to the work they do.

Give me your reasons.....I cannot give any reasons, but I think, honestly, they ought to do it.

You admit that in your mills there will be a cut in the weavers' wages on an average, of 12 per cent?.....No. In the Bombay Industrial Mill it will be up to 12 per cent., in the New Great Eastern Mill it will be 10 per cent. or lower. It will depend on the sorts going through. Roughly, in our three mills it will be about 10 per cent.

Suppose no cut is made in the weavers' wages, what will happen to your mills?.... If no cut is made in the weavers' wages?

Yes. Suppose we frame a standardisation scheme according to which there will be no cut in the weavers wages in your mills, will your mills go into liquidation? What will happen?.....I do not understand the question

We have got this standardisation scheme in which certain figures have been put down. Suppose we put down the figures in such a way that there will be no cut in the weavers' wages, what will happen to your mills? In other words, is cutting down the weavers' wage necessary in the case of your mills? I do not say it is necessary in the case of our mills. I think it is necessary as a whole, for all the weavers. If it has got to be done, it has got to be done in our case too, although we may not be in entire agreement with it and may not like it.

MR. DANGE :—Is it absolutely necessary for your mills?.....If it is going to be standardised, then it is just as necessary for us as for anybody else.

As a member of the Association, it may be necessary for you to adopt it, but is it necessary to save you from liquidation?.....In the case of 3 of our mills, no. It will help us to get square and keep on our feet; it may not lead to liquidation.

MR. ASAVALE :—Have you made efforts to decrease the wages of the higher officers since 1921?.....We had a rearrangement about  $3\frac{1}{2}$  years ago. Although it did not reduce wages, we put new men up, and they did not draw as much as the men before them. The net result was a reduction in expense.

Have you got doffer boys as well as tarwallas in your mill?.....Yes, both.

How do you pay them?....So much per month.

Do you pay them the same wages, or is there a difference?.... There is a difference.

What is the difference in the work of a tarwalla and a doffer boy?.....The tarwalla pieces the ends up, and that is more laborious work than that of the doffer boy, and therefore he is paid a little more.

If there are no tarwallas in a mill and only doffer boys are working, then what is the state?.....The doffer boys in that case will stand at the machine, piece the ends up before taking the doffs away. It means that you have got to have more men. The total number of workers employed, whether you have the doffer boys and tarwallas or the doffer boys only, will be the same.

Just now, Mr. Cowasji stated that in the Kurla mill there are no tarwallas, but only doffer boys are doing the work and they are paid the same rate?.....

MR. SAKLATVALA :—Doffer boys are not doing the work of tarwallas. They are doing the work of doffer boys as well as that of tarwallas.

MR. ASAVALE :—That is what I am pointing out. Why should they not employ doffer boys as tarwallas and pay them the wages of tarwallas?.....A higher rate?

Yes. In the Kurla mills they are doing the same work; there is no difference between doffer boys and tarwallas. Why should there be any difference in the other mills here?.....That is the system.

MR. BAPTIST :—Is not more skill required on the part of the tarwalla than on the part of the doffer boy?.....I should not think so. The doffer boy is used to doffing the machine almost without looking at it.

He has to put the ends up?.....It is only a matter of the nimbleness of his fingers.

Is that not more dexterity?.....Not very much.

Do not doffer boys learn the work in a fortnight?.....Yes.

Does it not take less time to train a doffer boy than a tarwalla?.....I should think to get an efficient doffer boy takes just about the same time as it does to get an efficient tarwalla.

MR. ASAVALE :—Are the rates equal in all your mills for the same sorts? Suppose one sort of yarn or cloth is worked in the new City of Bombay Mill and the same sort is worked in the New Great Eastern Mills, will the rates be the same?.....They vary in our own mills.

You are not paying the same rate in all your mills for the same sort?.....No. In one mill it may be Rs. 15, in another Rs. 16-8-0, in another Rs. 15-4-0 and so on.

What is the reason?.....The reason for it is that these mills were not newly started mills. When we purchased them, we kept them going on the same basis as the one which was obtaining before they changed hands, and we therefore continued to pay the workmen the same wages that the previous owners paid.

If you are doing this at present, how would standardisation and fixing the same rates for the same quality in your different mills help you?.....The standardisation is not to help or push down any particular mill; it is to get the whole industry on a proper basis. Some mills do not like it, but we are pushing them.

You have stated that you are getting cleaning work done during the extra hours. You do not pay them?.....Yes.

Do you not think that piece workers suffer?.....No. Mr. Stones has just explained that.

Are you also producing twill cloth in your mill?.....Yes, in each mill we produce it.

Do you pay the producer of the twill cloth the same wage or rate that you pay to the weaver of the plain cloth?.....It is not the same wage. The weight per square yard is not the same for both kinds of cloth.

The question is about the rate: whether you pay the same rate for the twill as for plain cloth?.....I could not tell you from memory what we are paying for twill as against plain cloth. In the case of each mill, we vary. There again, we pay the old rates which have been obtaining for many years.

In the scheme they have put down the same rate for twill as for plain cloth?.....I maintain that the rate for twill should be lower than that for plain cloth. It depends on the speed of the looms and the picks.

Do you not think that by paying better wages to a worker, he would do better work and remain more efficient?.....I wish I could think so, would recommend it any day.

As regards fitters and others, have you at least heard that some of these mills give extra allowance for the extra hour's work?.....I have not made enquiries about that. I know in one of our mills they attend at 7 o'clock, and in the other mill they attend at 8 o'clock.

Do you think by introducing this scheme the workers would be contented?.....I think so. My reason is this: I think if we got this, and the workers kept away from all the present absenteeism, and knocking about in spare hours, there will be less people going away and having a day off. The net result will be that the average earnings per head will be slightly higher than what they are to-day; they will probably be much higher. The net result will be that they will keep to their jobs regularly; they will have more pay, and they will be more contented than what they are to-day.

I do not say anything about the acceptance of the scheme, but as regards the cut of wages?.....I say they ought to be more contented with this scheme.

MR. JOSHI :—About absenteeism, did you ever take any figures about absenteeism which is due to sickness? Did you ever find out what is the percentage of sick people amongst your work people?.... We have never actually taken any figures for absenteeism through sickness, but we have an indirect check on that through the number of attendances at the dispensaries, where a man goes probably on account of stomach ache or headache. We can have a certain amount of check in that way. But every man that goes to the doctor does not go away from work.

Every man who is sick need not go to your doctor?.....He need not.

It is a well known fact amongst these workmen that the dispensary at the mill is not to be used for serious cases, that it is only for such things like headache?.....No we have proper dispensaries. We will operate on you any day you like.

MR. BAPTIST :—If there is no difference in the work of the tarwalla and the doffer boy, why do you suggest in this list that the tarwalla should be paid one rupee more than the doffer boy?.....I do not say that there is no difference in the work.

Do you suggest that more skill is required?.....I do not think more skill is required. The tarwalla does heavy work, while the doffer boy does light work.

Why do you pay the doffer boy one rupee less?.....The tarwalla does heavier work.

But when the doffer boy is called upon to do the work of a tarwalla, he does heavier work too?.....

MR. SAKLATVALA :—Mr. Tinker has got nothing to do with the Swadeshi Mills. You can ask me about it. He is not responsible for what we do in the Swadeshi Mills.

THE CHAIRMAN :—That is a point to be argued.

MR. BAPTIST :—Why are the Exhaust and Lap machine men paid Rs. 16 while the willow men are paid Rs. 15? Is there such difference in the work that these men do that you should make a difference in their pay, and pay the willow men one rupee less?.....The exhaust machine man has a harder job.

Is not the willow man's job the dirtier job?.....It is dirtier, but it is easier. They work about 3 hours a day and spend the rest of the time in the compound. There are very few mills that have 10 hours work a day for the willow men. It is understood that the man works for a shorter time and spends the rest of the time outside.

Therefore, they should be paid less?.....Not necessarily. They are paid only one rupee less.

MR. DANGE :—If you do not mind, can you give me to-morrow the speed of the looms that you are working at the Bombay Industrial and Colaba Mills? .....I could tell you now. They practically compare with figures to within a few revolutions, depending on the speed of the main shaft.

THE CHAIRMAN :—What figures do you mean?.....The standard figures.

MR. DANGE :—How do they compare with the figures given in the "Book of Examples", page 1?.....Practically they are on the same level. Where the speed given there is 220, it may be 218, or less, according to the speed of the shaft and the size of the pulley.

Have you introduced any new sorts since you reopened after the strike? .....I could not tell you the exact number.

When you fix up the wages of the weaver for any new sorts that you introduce in the mill, you take some basis of earnings for his wages?.....Yes.

Can you tell me what is your basis, say, on a plain loom of 28 inches? .....More than three years ago, we started to work at 8 annas per day per loom for a 45 inch loom. That is without allowances; so much down for difference in width.

Matching it against what efficiency?..... Depending on sort ranging from 65 to 80 per cent. efficiency.

So, on a plain 45 inch loom, you calculated the earning on an efficiency of 80 per cent?..... Yes, depending on sorts.

On khadi cloth, how much efficiency do you expect?.....70 per cent.

Khadi chudder? .... 70 per cent.

What efficiency did you calculate on dobby cloths?.....It depends on the shafts. We used to take for our own basis 75 per cent. If it was for a higher number shafts, we went down to 70 per cent.

For plains, you expected 70 per cent, for shafts; you wanted for dobbies 75 per cent?..... Yes; it is of different sort.

Can you give me a few sample rates on your dobby dhoti and putti dhoti in the same mills?.....I could not do so straight away. I think it is 10½ pies per lb. That, so far as I can see, has been the rate for the last 30 years. We have been running the same sort all the time.

I wanted to see from the figure what difference you make between dobby dhotis' rate that you are paying to-day and the putti dhoti rate that you are paying, or T cloth with 10 shafts, and simply grey twill, and to see the difference in the wages that you pay to the weavers?.....On the same size of loom?

Yes?..... Depending on the sort, the wages would vary in proportion to the efficiency and the sort that was going through.

MR. DANGE :—In this list you are making a difference between patti dhoties and dobbi dhoties. It is on page 13 where examples are given. Patti dhoties are paid at a certain rate. On the dobbi dhoties you pay an addition of 12 per cent. We would like to know the present difference that exists between the rate that is paid for patti dhoties and dobby dhoties and whether it would be equivalent to 12 per cent? It may not be of the same dimensions. I have given that only as an illustration to know the difference in the rates paid?..... I will look into it and let you know.

MR. SAKLATVALA :—About absenteeism. Is it not your experience that absenteeism is much more immediately after pay day and holidays?..... Yes; It is.

So, that means that absenteeism is not due to sickness alone?.....

MR. KAMAT :—In the preparation of this scheme you had taken a certain basis. Please refer to page 3 relating to grey winding. I take it as an example in fixing these rates. You have taken 12-8-0 plus 70 per cent. as the average earning per month. You have assumed that if a woman winder could manage 20 spindles and also if she could produce 100 pounds of 20s on 6 inch lift then this would enable her to earn 12 as. a day .....9 as. per 100 pounds.

9 as. has been fixed on the assumption that the woman would be able to mind 20 spindles and wind 100 pounds of 20s. In arriving at this basis I want to know whether you examined the figures from several mills. Can you produce the figures for at least half a dozen mills?..... Yes.

MR. STONES :—We can give you the particulars from the Pearl Mills or for any other mill on varying counts.

THE CHAIRMAN :—Are the women looking after 20 spindles?.....

MR. STONES :—In the Pearl Mills a woman was attending to 28 spindles; but we have to start with the normal as the basis.

MR. KAMAT :—I want the production figures for half a dozen mills?.....

MR. STONES :—We will give the production worked out on this basis for half a dozen mills.

THE CHAIRMAN :—Perhaps it may be best if Mr. Tinker is examined on Monday when he comes with further information. Some of the examples in the Standardisation schemes were incorrect. Have they been corrected?

MR. STONES :—They have been corrected. Mr. Parry of the Union Mills, Mr. Fennington and others may be examined to-morrow.

The Committee adjourned till 11-15 a.m. on Friday the 23rd November 1923.



**STATEMENT FROM THE SWADESHI MILLS SHOWING ACTUAL NUMBER  
OF DOFFER BOYS EMPLOYED.**

Count.	No. of Frames.	No. of Doffs per Frame.	Total No. of Doffs.	
4s.	2	34	68	2,587 Total No. of Doffs on Ordinary & Coarse Counts.
6s.	5	26	130	
8s.	6	21	126	187 Total No. of Doffs on Fine Counts.
10s.	6	18	108	<u>2,774</u>
12s.	6	15	90	Taking 110 Doffs for one set for Doffing & Piecing 2,774
8s.	3	25	75	<u>110</u> = 25 sets.
18s.	2	10	20	110
14s.	2	14	28	11 Doffer Boys in a Doffing set.
22s.	87	7	609	25 × 11 = 275 No. of Doffers.
23s.	4	6	24	
44s.	20	3	60	
50s.	8	2½	20	
60s.	10	2	20	
36s.	5	5	25	
21s.	76	12	912	
26s.	4	10	40	
30s.	5	6	30	
36s.	4	5	20	
44s.	6	4	24	
46s.	2	4½	9	
60s.	3	3	9	
10s.	3	25	75	
12s.	2	25	50	
5s.	2	55	110	
16s.	4	16	64	
18s.	2	14	28	
	279	...	2,774	

Total No. of Doffs on Ordinary and Coarse Counts	...	...	...	2,587
" " " " " Fine Counts	...	...	...	187
			Total Doffs	<u>2,774</u>

Taking 110 Doffs for one set for Doffing and Piecing.

$$\frac{2,774}{110} = 25 \text{ sets.}$$

11 Doffer Boys for one set.

$25 \times 11 = 275$  No. of Doffer Boys.

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*Friday, 23rd November 1928.*

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THE Committee met at the Town Hall, Bombay, at 11-15 a.m.

*Present :*

THE CHAIRMAN,

MR. KHAREGHAT,

MR. KAMAT.

ORAL EVIDENCE OF MR. JAMES GREEN,

*Weaving Superintendent of the Fazalbhoy Mills.*

THE CHAIRMAN :—What experience have you had generally and in India ?—I have had 35 years' experience in the line now ; 16 years in India.

You know both about spinning and weaving ?—Yes, but I have specialised in weaving only.

MR. STONES :—Mr. Green will be examined on weaving.

MR. SAKLATVALA :—You have studied the standardisation scheme as far as the weaving section is concerned ?—Yes, very closely.

You were also present at our meetings as technical adviser to Sir Fazalbhoy ?—Yes, I was there in that capacity.

You know that the whole scheme was discussed very fully ?—It was discussed very fully indeed.

All points were brought out ?—Everything was brought out in detail.

There were other technical experts also present ?—Yes.

And they had raised various points ?—Many points were raised during the meetings.

Finally, some modifications were made in the original scheme ?—Yes, quite a lot.

You are convinced that the scheme was prepared after a good deal of care and consideration ?—I am quite convinced that everything in the way of experience, both practical and theoretical, was put into the scheme.

You know that each expert brought his own experience to bear on the various questions that arose at the meeting ?—Yes.

You also had made certain suggestions?—I had made quite a lot of suggestions.

Some of them were carried out, and some of them were turned down?—Yes.

On page 2 of the "Amended Standardised Rates of Wages, Weaving Section," for colour winding from hank bobbin on drum also split drum and/or vertical spindle winder, basis 25 lbs. of 20s coloured yarn per day. No. of drums 10, the average is Rs. 14 plus 70 per cent. Do you think that is a fair average?—It is rather less than we have been paying.

What is your average?—Rs. 32-8-0 per month; but there is a proviso here that you may give a winder more spindles to make up for that, and they can easily make that up.

This average is lower than your average?—Yes.

Do you think that the basis of 25 lbs. of 20s coloured yarn per day on 10 drums is a fair basis?—Yes.

How many drums do they wind in your mill?—Ten to 12 according to the expertness of the winder.

When you say that your average is about Rs. 32-8-0, what is the average of your counts?—It is 20s.

THE CHAIRMAN :—Rs. 32 includes allowance?—Yes. It includes the 70 per cent. allowance for women labourers.

What is the number of spindles?—It is 10, but some of the more expert winders work 12 drums or spindles.

MR. SAKLATVALA :—In grey winding, how does it compare with your rates?—This is 1 per cent. less. Our average earnings are Rs. 27 per month.

Do you give the winders 20 spindles?—It is according to the counts of the yarn being worked. For 20s warp 20 spindles; for 24s, 24 spindles; for 34s, 34 spindles, and for 40s, 35 spindles.

You think that 20 spindles per winder on 20s is fair?—It is very fair indeed. In fact, the winders themselves ask for more spindles, so that they can earn more money.

Page 4, coloured pirn winding: the average is Rs. 14 plus 70 per cent. Is that fair?—We pay more than that. Our average is about Rs. 1-8-0 per month more than that.

This will be about Rs. 23-14-0, and yours will be about Rs. 25-8-0 ?  
—Yes.

Here also, is the basis of 100 lbs. on 20s a fair basis?—It is rather more than we get. As a rule, we do not get 100 lbs. from the number of spindles we give them. We get 80 to 90 lbs. per day. We give them 12 to 15 spindles in hank to pirn on cup type winding machines.

Have you any universal winding frames also?—Yes, plenty of them.

How does the average work out for that in your mill?—The women get about Rs. 28 per month. This table shows something less.

Your spindle speeds are about the same?—We run at 2,000 to 2,500. We run at 2,500 as a rule. It is higher than what you have provided for here.

If you run at about 2,200 the wages would be less in your case; they would be about equal to those in the standardisation scheme?—Yes. We are now running at a higher speed, and consequently we pay Rs. 2 more than the standardisation scheme, as there is more production on account of the higher speed.

What is the speed in winding from warper's bobbin, cheese and cones to No. 90 universal pirn winder?—We also run at a speed of 2,500 to 2,700. Some of these are working at higher speeds still, because a cheese warper's bobbin can run at a higher speed.

So, this speed is not excessive?—No. We run at a higher speed in all our mills.

Have you got any No. 50 and No. 160 Leesona or similar types of machines?—Yes.

MR. KHAREGHAT :—What are your averages there?—We pay slightly less than this list provides for.

MR. SAKLATVALA :—You are running at a higher speed?—Yes.

How does the average compare in that case?—In the other winding (from warper's bobbin, cheese and cones), the average per worker is about Rs. 26 or Rs. 27 per month; for universal cheese winding No. 50 and No. 160 Leesona or similar types of machines, the women get about Rs. 26 per month, which is an increase over the standardised rate.

Are you providing them with full work?—We are giving them full work.

The woman works all the 26 days and gets about Rs. 26?—She gets Rs. 26 to Rs. 27.

THE CHAIRMAN :—If she worked according to the table given in the book, would she earn the same?—She would get a little less.

MR. SAKLATVALA :—We will go on to the warping department (page 9). What is your average per warper?—Rs. 60, but we have always been considered to be paying higher in that department. Under the new scheme our wages will come down to Rs. 47, the average put down here for piece work. But our intention is that it should be brought up to Rs. 52.

Do you think it is a fair average, looking to the nature of the work?—Yes. We have always been considered to be paying higher for this work.

The average of Rs. 60 is for pattern weaving also?—That is all included. Ours is chiefly pattern work; there is very little grey.

How many hours do the warpers work?—From 7-30 a.m. to 5-30 p.m. with an hour for recess; that is 9 hours.

THE CHAIRMAN :—Is it proposed that the hours of work should be raised to 10?

MR. STONES :—Yes, in that department.

THE CHAIRMAN :—What is your opinion, Mr. Green?—It ought to be raised. I should like that to be raised for the sake of discipline. At present, they are coming in at all times, and we do not know whether they are regular workers or not. It would be much better for the mill to do that.

MR. SAKLATVALA :—Coming to sizing, have you got fixed rates?—We pay them on piece work.

How does the average compare?—The average comes to Rs. 80 per month for the front sizer and half the front sizer's earnings for the back sizer. Under the new scheme, if we put them on 10 hours working per day it will come to Rs. 75, that is a reduction of Rs. 5.

What is your average count?—It is 20s.

In sizing also you do a lot of colour work?—More than half is colour.

If you had not been doing so much colour work, your average would not have been so much?—It would have been considerably less.

THE CHAIRMAN :—Are the wages fair under the standardised scheme ?  
—I think they are very fair indeed. If the men work for a longer time; there is a chance of their getting more pay.

MR. SAKLATVALA :—Drawing-in department : What do the drawers get in your mill ?—They are getting about Rs. 52 per month and the weavers half of that. They start early in the morning at 7 and they finish at 5-30 p.m.

They work for 9½ hours ?—Yes.

According to the standard scheme, what would they get ?—They would get 4½ per cent. less.

If they work for 10 hours, they would be able to make up the difference ?  
—Yes.

Coming to the weaving section, you know that the intention here is to bring about a cut of 7½ per cent. on the present averages ?—Yes.

In your case, you worked out what the wages would be in all the sorts ?—We have worked out every sort.

Can you give us an idea as to what the reduction will be on plain cloth ?—On plain cloth the reduction will be 10 to 15 per cent. on the smaller looms up to 36 inches.

That is for all plain sorts ?—Yes.

For colours, 26 to 50 per cent. and 50 to 100 per cent ?—We shall have to pay Rs. 2 per month more or 4.6 per cent.

That is about 4½ per cent ?—Yes.

MR. KHAREGHAT :—Under the standardised scheme, you will have to pay more ?—Yes. We are now paying less than what we would have to pay under the standard scheme.

MR. SAKLATVALA :—Are there any other varieties where you will have to pay more ?—On dobby work, we shall have to pay considerably more, also on art silk work. We shall have to pay 8 to 10 per cent. more on art silk. On dobby work, from 6 shafts upwards, we shall pay anything from 10 to 20 per cent. more, because in our old system there was a difference of only 5 per cent. between plain and dobby work.

Do you think that the allowances we have made in the case of dobbies are fair from your point of view ?—They are very liberal.



MR. KHAREGHAT :—For art silk, are they liberal?—They are liberal. The difference is about  $4\frac{1}{2}$  to 5 per cent.

What is your difference at present between plain and art silk?—Rs. 4 per weaver; about 8 per cent.

For coloured work, what is your difference between plain and art silk?—It is 15 to 20 per cent. more on art silk, which is very fancy; for coloured cotton we pay  $4\frac{1}{2}$  to 6 per cent. more.

That is what you are paying at the present moment?—Yes.

MR. STONES :—What is the percentage of looms running on plain and colour?—Ninety per cent. of our looms are fancies.

MR. SAKLATVALA :—You do little plain work?—Very little.

If you are having more fancies than plains, you will have to pay more according to the standardisation scheme?—Considerably higher.

How much more? Have you worked it out?—It comes to 8 per cent. more on the whole, on the sorts at present working.

Although, in the case of plain cloths, you will have to pay less?—Yes.

On the whole, the average will be 8 per cent. more?—Yes.

According to you, the allowances which we have made for dobbie sorts and dhoties, are on the liberal side?—They are too liberal for my liking, especially for checks also; it means a bigger wage bill for us.

That applies to all fancies, checks and everything drop box?—Yes.

Coming to page 20, weaving shed, do you employ dobbie jobbers or fancy jobbers?—Yes.

How does the wage compare?—Our fancy jobbers get Rs. 110 per month.

Against Rs. 102 as provided for you here?—Yes.

Do they mind 350 dobbies, or more, or less?—More than that. For 1,000 looms we have 1 fancy jobber, 1 assistant and 1 pegger; that is 3 men in all for a weaving shed with 1,000 looms, with 80 per cent. to 90 per cent. dobbies.

That is 350 dobbies to one man?—Yes.

You think that the standard fixed here is also fair?—Yes.

How many looms does the line jobber mind?—36 to 40 according to how the sides in the weaving shed are divided.

You have not got any section where it is all plain work?—No; it is combined. We are paying the line jobbers less at present

MR. GREEN says that 90 per cent. of his production is fancy sorts.

As regards carpenters and fitters, is their wage fair?—The standardised rate is closely allied to what we are giving at present. Standardisation works very well with them.

What about the beam carriers?—It is about the same.

We provide 2 beam carriers to 500 looms. Do you think it is fair?—We have rather more than that. It works out, in our case, to 3 beam carriers to 500 looms.

Have you any special reason for that? Is your weaving shed a large one?—The weaving shed is rather roomy and the sizing department is not quite close enough to the weaving shed. We allow extra men.

You have more than one sizing department?—Not more than one in one mill. When the sizing department is not quite so near to the weaving shed, we allow an extra man.

In a mill where the sizing department is close to the weaving shed, do you employ 3 men?—No. We keep the same muster as given in the list.

And you pay about the same wage?—It is about the same wage; I think actually it is a rupee per month less than the standardised scheme.

You pay Rs. 19 against the standardised Rs. 20?—Yes.

What about the warehousing and calendering departments?—These are liberally provided for in the standardised scheme. In some cases, we employ fewer men than in the list. By standardisation our muster will be slightly raised, as we shall have to employ one or two more men in the department.

How do the wages compare?—They are about the same as given in the standardised scheme.

Does that apply to the calendering department also?—In the calendering department we will have to pay Rs. 10 more than in the standard scheme.

Do you do baling and bundling by contract?—We employ men on piece work.

How do the wages compare in their case?—These are practically identical with our rates.

As regards balers?—Yes.

Including blanket baling?—For blanket baling, it is about the same as our rates at present.

THE CHAIRMAN :—You do not have a fixed rate?—We pay according to the number of bales they make per day. If they make more bales per day, we pay them more.

That is not proposed in the standardisation scheme?

MR. SAKLATVALA :—We have proposed it.

THE CHAIRMAN :—Yours are the same rates?—Yes.

MR. SAKLATVALA :—On the whole, you think the standardisation scheme is a fair one?—It is a very good scheme, with one or two little exceptions which I have already pointed out.

You raised certain objections; other mills also have done so. Now I wish to ask you one or two general questions. Do you find in your mill at present, after the strike, that the attitude of the men has changed?—It has changed very much indeed. I had a strike this morning, and I left the men in the compound. We promised them on Tuesday that we would put up the rates for some sorts on Thursday, if possible. The Superintendent who was working on the standardisation died. I therefore wrote a letter to the Labour Union that it would be impossible to carry out our promise, and asked for time till Saturday. They replied agreeing to the proposal. We guaranteed to put them up this afternoon, but the men were stubborn, and they would not go back to work. The attitude is more defiant and a tremendous number of men are sitting outside not doing work as they ought to.

MR. SAKLATVALA :—That fact is due to our paying advances?—It might be due to that. The general attitude and demeanour of the men is far from satisfactory. They are hanging about waiting for something to turn up.

MR. SAKLATVALA :—Is that the case in all your mills?—Yes; in all the mills.

MR. STONES :—You mentioned that the grey sorts below 36 inches weft 10 to 20 per cent. rates. Would you tell the Committee what the position is above that?—It compares very favourably with the recommendation in the standard list.

There is one important point on which I am sure you will be able to give some information. In your early career in England you were what they call here a line jobber. How many looms were you minding?—In one place 78 and in another place 120. There we have to do everything ourselves. We have to put our own beams and no one to carry them. No supervisors as we have here head jobbers. Men went to the mills at 6 o'clock and worked till 5-30. That was my experience.

THE CHAIRMAN :—How many years ago?—Only 16 years back. That is the same practice even to-day.

MR. STONES :—Did you have a *mochi*?—No. We did all the small jobs ourselves and there was a man to do any difficult work. There was no carpenter for odd work and we had to square the shuttles ourselves.

Can you tell us the wages for minding 120 looms?—£3-5-0 weekly. Roughly 126 rupees per month.

What does a line jobber get in your mills?—Rs. 125 a month.

He is minding 36 to 40 looms?—Yes.

Do you think that the line jobber is overworked here?—Positively he is not.

You think that he can do more work?—I should like to give him at least 40 to 50 looms.

How many looms you think a line jobber can mind?—He can easily mind 60 looms. The rates since 1927 vary from 132 to 146.

MR. BAKHLE :—I should like to ask you a few questions about the standardisation scheme in the weaving department. I suppose that the mill-owners have prepared the scheme on the basis of the Lancashire list?—As per unit of work done.

Only the rates vary?—Yes.

According to the cost of living as well as of efficiency?—The rates have nothing to do with the cost of living but with efficiency.

As regards these allowances, after you have once fixed the standard rate and the standard variety any work over and above that is paid extra?—Yes; I consider that the extra allowances made under the standardisation scheme are liberal.

That extra work which is done over and above the standard variety should be paid certain allowances?—It is so.

Do you think that the percentage of allowances should vary?—According to the skill of the operative.

The man puts in the same kind of work?—In the case of  $\frac{1}{4}$  inch border a man has got less labour and on a border of 4 inches a man has got much greater labour and he should be paid more. Naturally we pay him more

In Lancashire for the same kind of work you have to pay allowances?—There we do not employ special labour but in Bombay we have to employ special labour for fancy job.

On page 14 you pay 5 per cent. on one split and on succeeding splits you pay  $2\frac{1}{2}$  per cent. Do you think it quite reasonable?

MR. BAKHLE :—What is the percentage of allowance paid in Lancashire?

MR. STONES :—We pay more than what is paid in Lancashire.

MR. BAKHLE :—In the Lancashire list of 1924 on page 27, clause 27, the rates given are : one split uncut 5 per cent. ; 2 splits  $7\frac{1}{2}$  per cent. and so on at the rate of  $2\frac{1}{2}$  per cent. per additional split.

MR. STONES :—We pay more in Bombay. In Lancashire for two splits it is  $7\frac{1}{2}$  per cent. but in Bombay for two splits we pay 10 per cent.

MR. BAKHLE :—What about the cut and uncut splits?

MR. GREEN :—In the case of uncut splits, it is just like ordinary cloth if the split has been cut. In the case of cut splits a weaver has to be very careful in taking the jagged ends. In the case of uncut splits there is no further responsibility after taking out the cloth.

MR. BAKHLE :—Is it a fact that the Lancashire list provides for 3 ends in a dent or one end per dent? Have you made any provision?

MR. GREEN :—We do make provision.

MR. BAKHLE :—I find in comparison with the Lancashire list that here there is some difference in the method adopted as regards allowances. In Lancashire they have taken the reed standard while in the Bombay list the standard varies. I should like to know why this is so.

MR. GREEN :—You want to know my opinion. I had no hand in fixing the rates but I made certain suggestions. Naturally when the reed becomes finer the weaver will have more difficulty and there is a greater liability of the ends breaking up. We consider that that work should be paid more.

MR. BAKHLE :—Here the standard varies with the counts of warp. I should like to know why you have made a departure from Lancashire in this respect?

MR. STONES :—The basic difference between Bombay and Lancashire is this : in Lancashire usually it is 60 to 64 reed with 32 twist, whereas in Bombay 36 to 52 reed on 20s. It is difficult to work a coarser yarn on the same reed. We have fixed the basis approximating to the sorts we make. 36 reed is usual here and we have taken that as the standard. For 40 reed and 13s warp we make allowance and move up further and make provision according to the Lancashire list for reed. We take a little lower basis in order to be within the range of practical politics.

MR. BAKHLE :—So I think you have fixed 36 reed as the standard and proceed further on.

MR. STONES :—36s reed with 18s twist is suitable here. In Lancashire they have 28s twist and then make allowances for coarse twist in fine reeds. We have done its equivalent here. On page 17 of the 1921 issue of the Lancashire list they give additional allowance of one per cent. from 64 to 67 reeds. They recognise that when the yarn is coarse and the reed finer there will be more work and that they should pay more. That is the same we are doing here. In order to avoid all these complications we have amalgamated these points and put them down in varying standards. If we adopt a uniform rate as in Lancashire even a fairly educated man will not be able to handle it. We begin in 48 and make allowances quicker.

THE CHAIRMAN :—Do you give an allowance of one per cent?

MR. STONES :—We give one per cent. per dent.

MR. BAKHLE :—Coming to the shafts, would you tell me why the percentages are lower here than in Lancashire for the same amount of extra work done?

MR. GREEN :—That is on account of the style of work. We start considerably in lower reeds and there is no difficulty in manipulating the ends as you would find in finer reeds.

MR. STONES :—I should like to ask Mr. Bakhle on what basis the Lancashire list is compiled. It is compiled on the basis of 3 or 4 looms per weaver. If a weaver has to mind 4 looms with additional complications the task will be very difficult. In this case we have adopted a lower standard of two looms.

MR. BAKHLE :—I have seen in Lancashire a man minding two looms and the same percentage is given in the Lancashire list.

MR. STONES :—With wider width, with additional complications of the number of threads to be taken care of. The two big factors of an ordinary plain loom weaver are the shuttling and changing of the weft and piecing the broken end. In a wide loom he has to look after so many threads and it is why we pay a higher rate. As regards the rates for shafts we got the figures from all the mills and found that they were 4 per cent. less on each of these items. In consultation with Labour we raised this amount by 4 per cent.

THE CHAIRMAN :—What is the difference between the Lancashire list and this list ?

MR. BAKHLE :—It is stated on page 38 of the list—

4 to 6 shafts they pay	12 per cent.	but here	11 per cent.
7	16	13	13
8 & 9	16	14 & 15	14 & 15
10	18	17	17
11	18	17	17
12	19	18	18
13	20	20	20
14	22	22	22
15	23	24	24
16	24	26	26
18	26	30	30
19	27	32	32
20	28	34	34

As regards the latter we produce here very little.

MR. BAKHLE :—But as regards the latter contention I think we produce very little.

MR. STONES :—As Mr. Green pointed out, 7 to 8 shafts would be fine reed ; here it is in coarse reed which works much easier.

MR. BAKHLE :—I do not think you have gone too far in these varieties.

THE CHAIRMAN :—There is a difference of about one per cent. on the narrow looms.

MR. STONES :—And we increase it to 2, 3 and 4, bearing in mind that this is normally prepared for two-loom basis, but here it is for four looms. I think our allowances are far in advance and that we went too far in our anxiety to settle the dispute.

MR. BAKHLE :—Coming to weft allowances, your list is based on ring pirns while theirs is based on mule cops ?

MR. STONES :—The mule cop is the sole predominant element in Lancashire trade. In India, it is dying out, so that it was absurd for us to standardise on something that was going out of existence. We have provided for mule weft by an extra allowance.

MR. BAKHLE :—Can you tell me the difference in working the cop weft and the pirn weft ?

MR. GREEN :—To put on a cop to start with is an expert's job.

MR. BAKHLE :—Cop weft working is more difficult ?—It is very difficult indeed and if a weaver is not very careful, there will be a tremendous lot of waste and the mill will suffer a big loss.

MR. BAKHLE :—So, naturally the Lancashire list has provided for a larger percentage than you have. On 10s, you have said 23 per cent., *i.e.*, 18 per cent. on the ring pirn, to which is to be added 5 per cent ?—Yes, that would be 23 per cent. on cop.

If we take this percentage and compare it with the percentage in the Lancashire list basis on cop weft, the comparison would be fair ?

MR. STONES :—No, it would be vitiated by the fact that a weaver in Lancashire would be unable to tend four looms on 10s weft. Mr. Green, if you had four looms running on 24s weft and if you gave that weaver four looms on 10s weft, would there be any big increase of work for the weaver ?

MR. GREEN :—The weaver will, as a matter of fact, refuse to work two looms on 10s weft. The practice is to give not more than one loom for very coarse sorts.



THE CHAIRMAN :—You have 3 looms on finer weft and one loom on coarse ?

MR. GREEN :—Yes, because the work would be so much that there would be bound to be less production, greater cost of production and for this reason they do not give a weaver more than one loom.

MR. STONES :—I have had several complaints from mills about the allowances being more excessive than about anything else, because they say we have made them on the two-loom basis. It would be physically impossible for a weaver in Lancashire to mind four looms on 10s weft. That list has provided for extra. This amount must be sufficient to provide a weaver enough from 3 looms on 10s weft as compared with the wage she would obtain on 4 looms with the finer weft and therefore the allowances for coarse weft in Lancashire are on a higher scale.

MR. BAKHLE :—The point is this. I do not know and I was not told when in Lancashire that their list is conceived on four-loom basis. I know that there are four looms for each weaver but they definitely told me that for extra work done over and above the standard basis they have provided a certain percentage and that that percentage should be given to the weaver if the same amount of extra work is done. I find here that while the basis of allowance is more or less the same, you have reduced almost out of recognition certain percentages. You have increased certain percentages in the shafts but I am told by my colleague here that that kind of work is very seldom done here. Naturally, therefore, the higher percentage is of no use so far as the working class is concerned.

MR. JOSHI :—Mr. Stones, in his 3-loom system and double-frame system, gives a smaller allowance because he gives the man two frames to work with. That does not give him double wages but he gets one and a half times the wage. If the Lancashire system is based on four looms and therefore you give them an increased allowance.....

MR. STONES :—On coarse wefts where the work gets entailed more.

MR. JOSHI :—Suppose, as a matter of fact, the Lancashire allowance ought to be less because he manages four looms.

MR. STONES :—No, it could not be done. I want to get this point very clear, because it is so essential to know the scheme of standardisation in Bombay. In standardised wefts again, we have moved down to what may be called standard wefts in Bombay. The English, I believe, provides for 28s weft and above. If the weft is 28s and above, the allowances are *nil* and no allowance is made. Below 28s allowances are given. As we stan-

standardise on 28s, we would have been standardising for 20 per cent. cloths making an additional calculation in other cases for 80 per cent. cloth. We therefore moved down to what we considered reasonable standard, bearing in mind that the weaver takes on two looms, and the standard was fixed at 15s. Decreasing allowances are given from the standard rate down to 52 per cent. in the case of 5" lift wefts and we varied that according to the length of yarn on the pirn. Bigger allowances have been given for smaller pirns. Our basis is essentially founded on the fact that a weaver minds two looms and not four and on the length of the yarn on the pirn. In fact, we have given deductions where we use universal weft in view of the fact that there is more weft on the yarn.

MR. BAKHLE :—Mr. Green, how long have the workers been working on four looms in Lancashire ?

MR. GREEN :—From time immemorial, long before I was born.

MR. BAKHLE :—Long before this list was prepared ?—Yes.

MR. BAKHLE :—Coming to weft allowances and deductions on page 15, Mr. Green, I find that the range of counts varies from 3s to 20s and finer but that for 20s and finer there is no allowance.

MR. STONES :—A definite deduction is made in the case of the universal pirns.

MR. GREEN :—In the Lancashire mill where I was working previous to coming to India, if it was a universal pirn of 6" they used to deduct from the standard list 15 per cent. against the cop weft.

MR. BAKHLE :—As regards mule cops you have got up to 10s and below, *i.e.*, 5 per cent. Don't you think something extra should be given ?—5 per cent. plus an increased allowance on the other rates.

MR. BAKHLE :—Here you have got greater allowance than in Lancashire ?

MR. STONES :—Yes, we have, because the weaver minds two looms as compared with four there.

MR. BAKHLE :—But the allowances fixed are on one loom ?

MR. STONES :—Yes, we pay them on one loom. If we ask a weaver on ring pirns to work on one loom, there will be trouble.

MR. BAKHLE :—Coming now to your statement which you just made that the workers working on plain varieties would be reduced 10 to 15 per cent ?—On a very small loom.

MR. BAKHLE :—Can you tell me the average pay for plain workers as it obtains to-day ?

MR. GREEN :—Rs. 46.

MR. BAKHLE :—Have you not got any weavers getting less than Rs. 40 ?—I have never seen one in my experience, not in these days.

MR. BAKHLE :—They all get above Rs. 45.

MR. BAKHLE :—As regards the attitude of the men, you have made a reply to Mr. Saklatvala's question. What do you mean by saying that the attitude has changed ?—I meant that the men are not working with the same energy as they used to before the strike. They are spending more time outside. They have developed a wrong mentality.

MR. BAKHLE :—Don't you think that the men alone are not responsible for this attitude that you speak of ?—No, we are working just as hard. We went on strike too. I should say we are working harder than before.

According to you, the men alone are responsible for this state of affairs ?—Absolutely. It is their own mentality and they are responsible entirely. They get as good rates as before, the working conditions are exactly the same. I can show you men in my mill loitering about and sleeping away their time in the compound.

MR. JOSHI :—Have you got an Association of your Textile officers ?  
—Yes.

Did that Association ever consider the scheme of standardisation ?  
—Certainly.

Have they expressed an opinion ?—Yes, that it would be a good thing for the trade generally.

I want to know that opinion on this particular scheme in detail. Have they made any criticism ?—Yes, they think that generally the scales laid down are very liberal indeed.

Give us some details.—They think that the allowances for work over and above plain work are excessive.

Will your mill or group of mills gain on the whole or lose and will the wages be reduced ?—In the present case the wage will be considerably increased.

And still you are supporting it?—For particular reasons, namely, we get better discipline with the standardisation and we expect better work and in some cases we hope to get more efficiency under the standardisation scheme.

Does your mill get efficiency on different kinds of work as stated in the scheme?—Yes, previous to the strike but not now.

You said that the universal winding woman gets Rs. 28. Is that the maximum or the average?—Average. To a man looking after a universal we give more pay. Some get Rs. 46.

You said that in Lancashire on coarse counts the weavers will not mind four looms. So, whenever people generally talk about the Indian weavers minding two looms, it does not really mean that the Indian weaver is not competent and perhaps it may mean that in India coarser cloth is being woven. Whenever a general statement is made, it must be taken with some caution?—Certainly.

If a Lancashire weaver is brought to Bombay, you think he will be able to mind four looms everywhere?—He will have to get accustomed to the atmospheric conditions here but in the present conditions, I should think he will do it easily.

If an Indian weaver is sent to Lancashire, will he, after two or three months, not be able to manage four looms?—I think he will be dead in less than that time. He could not do the work for one day because the work is so difficult and so much more is expected from him.

Do you know that there are some Indians working in America in some factories and that they are doing the same work as the Americans and the mills there do not work less than the mills in Lancashire?—I think Americans are not as good as Lancashire mill workers if you are to compare the two races. They are not as expert as the Lancashire operatives.

You are talking of being expert, by which you mean energy?—Yes, without the energy your expert is no use.

THE CHAIRMAN :—Are you talking of Indians or Americans?

MR. JOSHI :—Indians will not be allowed in Lancashire mills. I cannot really compare them. I have seen Indians working in the United States in some factories and they do as much work as the Americans do. Therefore, I could not compare the Indians working in Lancashire, but my own feeling is that the Indian can do as much as a Lancashire man.

MR. GREEN :—I have had no experience of conditions in America and cannot therefore make any comparisons.

You said that you were a sort of a line jobber and that you were doing the work of any kind that came to your hands. Were you complaining at that time or did you express satisfaction?—It was a natural thing, we took it as being the natural consequence. If I did not like the job, I could go away and somebody else would come in. We always took pride in our work, it is not the same here.

In Lancashire they do not ask for more wages?—They certainly do according to the cost of living and according as the job is worth.

I want to know whether your opinion was taken when making any plans like this?—We only calculated the extra pay we got. Ordinarily, we used to start at 6 in the morning and ended at 5-30. Everybody knew that. There we were doing anything that had to be done. Here the man would rather ask his jobber to bring up a thing than go and fetch it himself.

My point is this, that you were somewhat unfortunate having been born a little earlier and in those days the movement had not gone so strong and you had to work hard. Those who worked in a previous generation had to work under worse conditions than people of your generation.—The conditions in Lancashire have changed but little since 1912 inside the mills.

MR. STONES :—There has been a reduction in hours from 55 to 48 per week.

MR. JOSHI :—On the whole the Lancashire workers have gained more than what the Bombay workers have gained?—No.

MR. BAKHLE :—The last advance in Lancashire was 95%, but the cost of living too went up. If we were to accept Mr. Green's opinions, sir, we should have a good case for a 50% reduction. The Lancashire list generally provides 25% surplus over and above a certain list. If the trade merits it, the list is subject to 25% increase. If the trade does not merit it, there is a 25% reduction.

MR. STONES :—While they have had much higher rises, they have also had big reductions since as can be seen from that Lancashire list. We have had no reduction here.

MR. BAKHLE :—They have been paying bonus.

MR. STONES :—In that case, there would have been no strikes in Lancashire.

MR. BAKHLE :—There were many when I was there recently.

MR. JOSHI :—Now as regards the attitude of the men, the question is this. Don't you think that as time passes, there should be a change in the attitude of the management towards their workers?—I do not think there has been any change except this, that the managers must maintain a certain amount of discipline for the benefit of the workers as well as the company. They must also maintain certain efficiency to make it possible to run the mill profitably. If they cannot do that, the mill will be a total failure and will have to close down.

Don't you think that the management should recognise that the workers are human beings and that they should get a certain amount of freedom and that they should be treated with respect?—I do not think they have been treated harshly. They are being treated now just as 16 years ago. At times they do need chastising in their own interest.

Is the attitude of the management towards the workers in Lancashire the same as their attitude towards the workers in India? Do you think any set of people in England will tolerate for a moment a man being beaten by either a jobber or a weaving master or an assistant weaving master?—The fact is that in Lancashire the weavers are women and women are dealt with in a more lenient way than men. Where it is a case of men, they usually settle it with bare fists out in the fields after the mill is closed.

MR. JOSHI :—They do not treat these workers as human beings; they simply use kicks and all sorts of physical violence in the Indian mills.—I have not seen it in the course of my experience.

MR. JOSHI :—What do you want your workers to do?—I want them to do a fair day's work for a fair day's wage which they are not doing now.

Suppose you do not put up rates of weavers on the boards and the men complain, is it the fault of the management or of the operatives?—The trouble is that the men do not understand how to calculate. They do not understand that a pie or two more or less makes a lot of difference in the mill's profits. There is not one man amongst them or in the Trade Unions who is competent to judge whether the rates are really just or not. In England men as well as women know how to judge the rates. There a Trade Union official is well conversant with all the operations in a mill, just as much as the mill manager, and if any reductions are put up, he goes into facts and figures, and arrives at a conclusion as to whether or not the reduction is just.

Is not that a greater reason why you should make special efforts to explain their proper significance to your workers?—I might do it if I had more time at my disposal.

Should the workers accept whatever rates you choose to give them?  
—No, I think to do so would be a little unfair to them, but they should have enough faith in the management.

MR. JOSHI :—Suppose the men have not got sufficient faith in you?  
—That is the men's fault.

Don't you think sometimes the fault may be yours and not theirs?  
—I would go into the matter and try to find out whether the reduction is fair or just before deciding on any action.

I am talking of the general faith of the men in the management.—There is no faith on the part of the men even in their trade union officials. These officials promise us that they would see that the men work all right but I find that their promises go in vain. Only last Saturday they promised certain things and only this morning we had a strike.

They have also no faith in the mill management. Why not admit it?—I admit it.

If I find that the men have no faith in me, I do not go and explain but simply I change my methods.—Though your methods are considered proper, can you change them?

MR. JOSHI :—Yes.

MR. GREEN :—For something worse, I suppose.

MR. ASAVALE :—When the standardisation scheme was prepared, you were taken into confidence as an expert weaver by the Millowners' Association?—Yes, I was.

You have said in reply to Mr. Saklatvala that you had suggested some methods but some were turned down and others accepted. May I know the suggestions made by you that were turned down?—One of my suggestions was this: a weaver on two looms, say 36" wide, was only able, according to the standardisation, to earn 40 rupees a month. According to me, to give this man a bigger loom, say 72" and upwards, would have been a more fair basis. For this reason, that a man with a family may have the misfortune to work on two small looms, while another man may be fortunate enough to get work on two large looms. I do not see why the man working on two small looms should be penalised, as against the man who gets larger looms.

That was the suggestion you had made?—That was one of the suggestions.

This was a good suggestion?—What I wanted was to equalise more the wages earned by the man on the smaller looms and the man on the bigger looms.

THE CHAIRMAN :—You do not want to have too big a discrepancy between the worker on the smaller and the larger looms ?

MR. STONES :—If the Committee desire it, it is for them to make a suggestion in that direction, on the evidence. But I might point out that we have raised the wage for the narrow looms without taking it off the wide loom.

MR. ASVALE :—Mr. Green, you have stated that you have been paying all the workers more at present than has been shown in the standardised list in all departments?—Not in all departments; in many departments I pay more.

Still, you say you will have to pay more under the standardised list?—Yes, because we do not conform to the standardised rates as laid down for the number of spindles. We give a certain number of spindles which is not equal in proportion to the number laid down in the standardised scheme. We restrict the women on grey winding 20s warp to a certain number of spindles. But under the standardisation scheme we can give 5 more spindles. So they can earn more. They will not get less. It makes a proviso that we can give more spindles, and with very little effort they can earn a higher wage.

Do you think the workers would work more than at present?—We are hoping that they would give a fair day's work for a fair day's wage.

Have you consulted them?—Certainly not; it is not for me to do so.

Then how do you say they would work more?—If we give them coloured silk to wind they want 9 annas per bundle. For grey silk 35s the rate is 5 annas per bundle, and they do two and a half bundles a day. That is 12½ annas plus 70 per cent., but for coloured silk they want 9 annas per bundle. That is, for a difference of one anna in the sort of silk over the grey, they want 9 annas.

Do you not think from that that they want to work as much as they do at present, and get something more?—That is what I think they want. They want to do less work and they want more pay.



I do not mean to say that. Do you not think at present they are working as they ought to work?—No, I do not think so; they are not working as they ought to.

How do you say that?—In the pre-strike days, the output was more than it is now. Before the strike, they were not spending as much time in the compound as they are doing now. They used then to devote more time to the work and used to get good wages. Many of them are not now earning even what we give them as an advance.

I do not want to ask you about what they are doing at present. Because of the strike, they have been bothered, and there may be irregularities. But taking the normal work, how do you say they are not working as they ought to?—For the same sorts of work the men are not turning out the same amount of work.

THE CHAIRMAN :—Mr. Asavale means that they may settle down afterwards?—We are waiting for that.

Supposing that does happen, you do not think adding a certain amount of work would be raising it too much?—No. They can manage their work very nicely.

MR. ASVALE :—May I know from what mill you have made all these statements? In what mill is the state that you have described to-day in your evidence going on?—In the Mathradas Mill, the Madhowji Scindia Mill, the Kasturchand Mill, the Bradbury Mill, and several other mills.

Is that the condition in all the mills?—In all the mills there is the same trouble; two lightning strikes in two days.

I am not talking of lightning strikes. I am asking you about your whole evidence as to the wages, the rates, and the system of work. You have stated here the system. From your experience of which mill have you stated that?—Not any particular mill; all the mills.

Do you mean to say all the mills are working in the same way as you have stated here?—Yes.

Are the rates and wages the same in your mills as they are in other mills in Bombay?—In some cases they are much better.

You admit that you are not paying more; there are some other mills who are paying still higher rates than your mills?—Possibly, yes.

Do you not think that if 10 to 15 per cent. is the reduction in your mills, in other mills the percentage of reduction will be greater?—If the mills are paying higher, the reduction will be greater.

Could you give one other mill which is paying less rates?—I could not say which mill is paying less; I am not interested in them.

Were you not consulted at the time of the preparation of this scheme?—It may be so, but no special mill was mentioned as being a low-paid mill.

MR. STONES :—Only Mr. Saklatvala and I had access to the confidential documents. Mr. Green did not see them.

MR. ASVALE :—In those departments in which you are now paying more than the standard rates, if you accept the standardisation scheme, do you not think the workers would be discontented and there will be trouble?—I dare say, if the workers know they would receive less there will be trouble.

Even in your own mills?—Yes, even in our own mills.

Still, Mr. Green, you have not satisfied me how you will be losing by accepting the standardisation scheme, when you actually pay more than what is given in the list.—Because we shall be able to make the women or men, as the case may be, earn as much as, if not more wages than, what they are getting at present.

How will you be losing? You will be gaining, because at present you pay more than the standard rates.

MR. SAKLATVALA :—For artificial silk and coloured goods, he will have to pay more.

MR. ASVALE :—He has admitted that there are some mills which pay still more.

MR. KHAREGHAT :—In some mills they have paid more, but in some they have paid less.

MR. STONES :—We propose to lead evidence on behalf of the principal one of the bigger mills in Bombay, where the reduction may be greater.

MR. ASVALE :—You say the line jobbers are paid Rs. 125 to Rs. 160 per month. Is that the case in some of your mills, or in all your mills?—I can give you the figures. In March 1927, the Kasturchand Mills paid the line jobber Rs. 131-10-10, the Mathradas Mill, for the same month, Rs. 123-1-11, the Madhowji Scindia Mills Rs. 124-15-0, the Bradbury Mills Rs. 124-8-0. In April, the Kasturchand Mills paid Rs. 138-6-0.

I want for the old mills. They have come in your charge from Mathradas & Co. We want wages and rates from your own mills.—They are the same.

What are the wages in Currimbhoy Mills, Fazalbhoy Mills, Pearl Mills, etc. ?—There is not a difference of even Rs. 2.

As regards shafts, from 4 and 6 up to 14 shafts have been worked in your mills ?—Yes.

The rest have not been worked ?—We work up to 40 shafts in our mills.

How much time is wasted by the weavers in changing the shuttles in the whole day ?—On one loom, if you take one particular unit, for one change of the shuttle it takes the weaver 4 seconds.

During the whole day ?—He gets slower towards evening, at about 4 o'clock. The average all through the day may be taken at  $4\frac{1}{2}$  seconds.

It comes to nearly half an hour ?—For the whole of the day it is more than half an hour. It depends on the weft. The coarser the weft, the more changes of shuttle, and the finer the weft, the less changes of shuttle. For 6s weft, for 6 inches of cloth, an inch of cloth containing 40 picks (which means 240 picks in all), it will take about a little more than half a minute for the shuttle to require replenishing ; it will be 13 minutes in the case of 6os.

Generally the weaver rests about an hour ?—Say 45 minutes.

He wants one hour for his rest ?—We do not give him any rest. They have rest time at noon. We go on for 10 hours daily, not counting the rest.

They have to go out for answering calls of nature. They must be spending half an hour for that ?—Some of them go six times more often than I do, and each time they take six times as much time as I do.

That means the actual working hours are 8 or  $8\frac{1}{2}$  ?—Even if they work for 8 or  $8\frac{1}{2}$  hours, and give us 80 per cent. efficiency, their wages will come up to the standard wages.

Will you kindly say, when the weaver works for 8 or  $8\frac{1}{2}$  hours, whether according to the standard list he would be able to earn the wages that you have suggested ?—I can say that the standardisation scheme, as regards efficiency, is quite fair and just.

At present they are getting the wage you have stated according to the weight and not according to square yards. You propose to pay them now according to the square yard?—It amounts to the same thing; square yard or pound makes no difference.

The question is whether the weaver will be able to make up so many square yards to get the wage that he is getting at present?—It means the same thing. We can convert square yards into pies per lb.

How will they be satisfied whether they have done so much work? Is there any other system showing the work?—Whatever we base it on, they must give the yardage. Without the yardage and the picks that are inserted in the cloth, we cannot place his efficiency. If the basis is 40 picks per inch, and 50 yards of cloth, they must give us that in the day. Whether the weight is 10 lbs. or 20 lbs. makes no difference. They must put the picks and give that amount of cloth. If the weaver is giving a certain efficiency as laid down by the standardisation scheme, he will get, according to that scheme, the amount of wages that is allotted to that efficiency and that style of loom. If they do that, I consider they will get a fair rate of pay for a fair day's work. That is my opinion.

Do you think that the present wage is fair for a fair day's work?—Yes. If they give us a fair day's work on the present basis of wages, I think it is entirely fair.

If that is reduced, would it be fair?—Even if it is reduced, it will increase our wage in many cases, and the general average will be increased.

I am asking about your mill.—I am speaking about our mill. There will be an advance in pay.

Owing to the increase in rents at present and the indebtedness of the workers and other difficulties, do you think they will be able to live happily if you reduce the wages now?—As regards rents, they will be just in the same position as they have been during the last 7 months; they will not pay the rents. I can show you by facts and figures that they do not pay rents,

Are they in a position to pay?—If they do the work, they are in a position to pay. If I do not work, I starve.

Have you enquired from your workers whether they have sold off their effects during the last six months?—I have not enquired, but many of them have had to dispose of some of the jewellery and so on, just as I would have to do if I did not work. When I was a jobber, if I had not worked for a fortnight, I should have been on the streets. Here they have not been working for six months.

Do you not think that 5 years will be required to make up their losses ?  
—They can get all that back again in 12 months.

Do you not think that this is not the time to reduce wages ?—It is not reduction ; our men will get more wages.

That will be in your mill only ?—Yes.

MR. KHAREGHAT :—On page 3, the standardised average is Rs. 12-8-0 plus 70 per cent. You stated you are paying Rs. 32 ?—Yes, they are earning Rs. 32, but by giving them more spindles, as suggested by the standardised scheme, we can bring the wages up to that amount.

The women are really doing more work than is provided for under the standardisation scheme ?—That is about the men.

They will get Rs. 24 ?—The women are not working to the full limit of their capability. We can make it up by giving them more spindles.

THE CHAIRMAN :—You made one suggestion to us about the narrow and broad loom workers. Have you got any other suggestions to make ?—No. That was the most important ; to keep the wages more equal than they seemed to me to be by standardisation. I now see, according to the later figures, that they conform more to that ideal. They have lifted the wages up considerably. If that is done, it will conform more to my idea of what it ought to be. But they could go further than this. The rate here is 36-inch loom Rs. 42-8-0, 72-inch loom Rs. 57-14-0 ; there is a very wide difference. A difference of Rs. 15 is too much.

Does it require very much more skill to handle a broad loom than a narrow loom ?—No. The weaver on the narrow loom can change on the larger loom. It does not take him very much longer to look after the larger loom. Within a month, he can do it very nicely.

On the wider loom, they pay higher for the extra skill ?—For the little extra skill, the rate is too high, because the amount of work is just about the same as on the smaller loom.

Is there any other suggestion that you wish to make ?—Not anything particular.

How do they get on to the big looms ?—Suppose we have 750 men, and we want 5 new men. Five new men present themselves. These five men are taken on the looms which are vacant, whether they are big or small. If we find that any of them has no experience, we try another one. We seldom change a man from a smaller to a bigger loom.

Can you do it?—It interferes with the discipline and the routine of the mill.

MR. STONES :—When a man leaves for his native place, he may be working on the narrow loom. When he comes back, one will go back to the narrow loom ; another may say that dobbies are paying better, and he will try to go there. There is no definite, scientific system of automatically moving the men up. The weaving master supervises, but the jobber is first responsible, and the jobber generally knows the man ; he knows whether the weaver is capable of minding the loom or not.

MR. SAKLATVALA :—Mr. Green's suggestion was carefully considered by the Sub-Committee, and on theoretical grounds no exception could be taken to it. But unfortunately the present practice in Bombay is that we pay much higher for the wider looms than for the narrow looms. We could not accept his suggestion *in toto*, but we have tried to reduce the disparity. As this disparity is very great in the Bombay mills, we could not accept his suggestion in full.

MR. KAMAT :—While preparing the scheme, did you enquire about the proportion of narrow looms in the industry in Bombay as compared with wider looms?—I did not enquire.

Is it 1 to 3?—I think it is 1 to 4 ; not more than that. 25 per cent. of the looms will be narrow, that is 36 inches. The general tendency now is to go wider.

So, this 10 to 15 per cent. cut will fall on 25 per cent. of the weavers?—Yes.

25 per cent. will get something less than what they are getting at present?—That is so.

MR. STONES :—A very large proportion of the narrow looms work fancy cloth. So it is not really 25 per cent. of the weavers who will get less wages. 90 per cent. of them are on fancy work, which has increased rates ; so that the net reduction in that department is for much less than 25 per cent.

MR. KAMAT :—In fixing your efficiency, I wonder whether you took into consideration one or two factors. You gave Mr. Joshi a comparison between the British worker in Lancashire and the worker here. Have you taken into consideration the climatic difficulties in Bombay as compared with those in cold countries?—There is nothing remarkable to consider there. The men here are as much accustomed to the climate here as the men in

England are accustomed to the climate, say in the middle of December. The conditions inside and outside the mill in Bombay do not vary to the same extent as the conditions inside and outside the mill in Western countries. We get certain conditions in the weaving shed in this country which we try to aim at in the weaving shed in England. There we raise the temperature and maintain a certain moisture. In this country we try to bring down the temperature and maintain the same moisture. Inside the mills, in this country and in Lancashire, there is not a big difference. Sometimes in Lancashire, on a hot day, overpowering heat is in evidence. In Bombay and other places in India, the millowners have gone in for much better systems of humidification. In England in many of the mills, the humidification plant is antiquated, which is not able to give the required results. In Bombay the general conditions inside the mills for working are equal to those in England.

Another factor in getting up efficiency is the physical stamina of the worker. How does the worker, especially from the Ratnagiri side, compare with the British worker in stamina?—The Bombay men compare very favourably in point of stamina with the British worker, but they do not seem to have the desire to do work. They want to lie down and sleep. They fail to do full justice to themselves, and no more to the employer. If a man can go to sleep, he will do so. He does not take pride in his work as the British worker does.

Would the Ratnagiri worker lift up the same weight as the British worker?—Not for hours together; not continuously.

That is a factor which has to be taken into account?—Not in cases where we have 2 looms per weaver; they have 4 looms per weaver in Lancashire. Suppose it is necessary for a man to do a certain unit of work in a certain length of time, that unit is doubled in Lancashire.

How does his nutrition and the value of his diet compare with that of the British worker?—I think they can go on as well as the beef-eater.

*(The witness withdrew.)*

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ORAL EVIDENCE OF MR. PHEROZESHAH COWASJI LENTIN,

*Superintendent of the Petit Group of Mills.*

THE CHAIRMAN :—What is your experience in the textile industry? —I have been serving for the last 27 years.

In what capacities?—As carder, spinner, manager and superintendent, in Calcutta, the Punjab, Ahmedabad and Bombay.

How long in Bombay?—For the last 14 years.

You know more about spinning than weaving?—I know more about spinning.

MR. SAKLATVALA :—You also had attended the meeting of the Mill-owners' Association as an expert, when the standardisation scheme was discussed?—Yes.

What is your impression? Was there a full and fair discussion of all the points brought out?—It was a full discussion on all the points.

You have studied the standardisation scheme yourself?—Yes.

What was your main objection to the standardisation scheme so far as the spinning section is concerned?—We have to increase our expenditure by about Rs. 5,000 per month in the Maneckji Petit Mill in the spinning department.

Will you tell us where the increases are?—From blow-room to the spinning department each workman will have to be paid Rs. 2 to Rs. 3 increase.

Take the ring spinning department. Would you have to pay the line jobbers and doffer jobbers more?—To line and doffer jobbers Rs. 10 to Rs. 15 less. At present we are paying on piece work.

In the case of siders would you have to pay more or less?—In the case of siders we will have to pay Rs. 2-8-0 in twist and Rs. 3 for weft more per month per sider.

Of course you consider that the rates provided here are at least fair?—They are very high comparing the old rates.

What do you pay the doffers?—We have been paying doffer boys from Rs. 10-12-0 plus 70 per cent. Under the present scheme we shall have to pay Rs. 1-4-0 more.

As regards tarwalas?—We have been paying Rs. 12 at present.

In the case of doffer boys you pay Rs. 10-12-0 plus 70 per cent. and you will have to pay under the scheme Rs. 12 plus 70 per cent?—Yes. In the case of tarwalas under this scheme we will have to pay Rs. 15-8-0.



Do you find any difficulty in getting men in view of the low wages you pay?—We have not been experiencing any difficulty at all.

As regards oilers and bundlers?—We have been paying them on piece work.

What is the average wage an oiler gets?—We have been giving about 26 or 27 rupees plus 70 per cent.

That is, more than what is provided here?—Yes.

What do they do?—They oil the machines and help the doffer jobbers.

MR. KHAREGHAT :—How do you pay?—According to the production.

MR. STONES :—Is it on hanks or on weight?—On weight.

How many oilers do you employ for 20,000 spindles?—We have been giving 12 machines to each oiler and about 3,000 spindles to each oiler.

MR. SAKLATVALA :—Do they work as doffing jobbers?—No; they help the doffing jobbers in case they are short.

In our standardisation the oilers won't have to do that. Have you any mules?—No.

Let us go to reeling department on page 19. How do the wages compare here. Have you to pay more under the standardisation scheme?—I shall have to pay more.

As regards bundling and baling?—Our rates are about the same as the standardisation list.

As regards weaving would you be able to give us any details?—I can give the details you require.

Let us start from page 2, colour winding from hanks.—There is no difference.

As regards weaving itself?—There will be a 30 per cent. reduction in jacquard and some fancy sorts.

Let us start with plain cloth.—In plain cloth there will be a reduction of 20 to 22 per cent. Our wages will be 20 per cent. higher than the other mills in Bombay.

Are you talking of the Tardeo Mills?—Yes. This is the only mill where we are paying a higher rate.

That is why you find that the cut will be bigger?—That is why while the cut in the other mills will be 10 per cent. it will be 20 per cent. in our mills.

Have you gone through the various allowances? Do you consider them fair considering the nature of extra work that has to be done?—Taking the average there will be a reduction of 12½ per cent. on the whole.

In your Tardeo Mill?—Yes.

MR. BAKHLE :—You said that there will be a reduction of 12½ per cent. in the weaving section. What will be the reduction or addition in the spinning section?—The addition will be about Rs. 6,000.

How does it work out in percentage?—15 per cent. more.

So, taking the weaving and spinning departments together there will be no difference in expenditure so far as the Maneckji Petit Mill is concerned?—I am not in favour of this scheme, because we shall have to pay more in the spinning department.

There is not much difference?—But the thing is that weavers will be dissatisfied in case their wages are cut.

What is the average wage in the spinning department?—The side boy gets Rs. 22-8-0 or Rs. 23.

What will he get under the standardisation scheme?—Rs. 30.

How many spinners have you got in your mill?—We have 250 ring frames and 500 spinners.

How many of them you think will get Rs. 27 or Rs. 30?—500.

You will see on page 137 of this Government publication—Working-class Family Budget—where it is stated that for a family of four members if the monthly income is from Rs. 30 to Rs. 40 the expenditure will be Rs. 35-3-0 and the family runs into a debt of 3 annas a month; for a monthly income of Rs. 43 the saving is Rs. 1-5-0. Even under the standardisation scheme the wages of spinners will not be more than Rs. 27. So, he will be running into a monthly debt of 3 annas.—How can you say that?

On the basis of the Bombay Government report.—I am talking of the side boys.

How many side boys have you got?—500.

Each one of these side boys would get Rs. 27?—That is not for the whole family.

MR. SAKLATVALA :—That is not the income of the family. He may have his parents or brothers.

MR. BAKHLE :—In some families there may be more than one earning member and in other families there may be one or two dependents.

MR. SAKLATVALA :—We cannot say what the earning of the family is.

MR. BAKHLE :—You have got to take that fact into consideration.

THE CHAIRMAN :—How can the witness help you. It is a general argument.

MR. BAKHLE :—The point I am making is that even when the spinner gets something more it is not what is absolutely necessary for him to live. I want an answer to that.

MR. SAKLATVALA :—The earnings of the family of a side boy may be even Rs. 80. It is a representative family budget.

How many men will be affected in plain varieties where you said that there will be a reduction of 20 per cent. ?—400.

In fancy ?—400.

800 people of your mill will get a reduction ranging from 20 to 30 per cent ?—I am talking of grey winding. In all the sections there are 1,150 weavers.

MR. SAKLATVALA :—These men will get about 12½ per cent. less because they are being paid higher wages ?—Yes.

You have been paying a higher percentage of wages in order to attract labour ?—May be.

You said in reply to Mr. Saklatvala that you are paying more in order to attract labour. Is that correct ?—To attract labour—I cannot say. They have been paid high.

Can you tell the reason why you are paying high ?—I cannot say.

You cannot say that you are paying so much in order to attract labour ?—I cannot say that.

As regards allowances I just want to ask you one or two questions about what is known as pick-finding in Lancashire.—I do not know anything.

MR. BAKHLE :—So far as your mill is concerned you are prepared to accept the new scheme ?—I am not prepared to accept it.

MR. JOSHI :—May I ask you where did you get your expert knowledge from ?—What technical knowledge you have got ?—I have served for 27 years.

Did you attend any school ?—No. I served as a fitter, jobber, spinning master and so on.

You did not go to any school ?—No.

You said your spinning expenses will increase by Rs. 5,000. Did you take into consideration the saving that you will be making by employing a smaller number of men ?—That is the reason why I am not in favour of the scheme.

You are not spending more on the whole. You are spending less ?—We have to employ 200 men less and pay more.

So, the wages of 200 men will be there and you will not be spending more on the spinning department ?—As regards efficiency I am afraid.

I agree with you there that with a less number of men it will be difficult to get efficiency. You say that your expenses will be increased under the standardisation scheme. Do you pay any award or bonuses ?—We have been giving bonus.

Including the bonus there will be no increase in wage ?—There will be increase in wages.

Not to the extent of Rs. 5,000. Your increase of Rs. 5,000 is calculated on the basic wage. You have not included the bonus you pay ?—I have taken bonus also into consideration.

MR. DANGE :—What do you pay to your stripper ?—Rs. 14. We have been paying Rs. 14 to the strippers.

MR. DANGE :—Under the scheme of standardisation, you will have to pay Rs. 16-8-0 ?—Yes.

How many card strippers are there in your mill ?—One pair strips about 30 cards. We have 14 strippers and 14 grinders.

MR. KHAREGHAT :—How many cards ?—210 in six blocks.

MR. DANGE :—Under the new scheme you will have to pay higher wages and the number of cards will be reduced ?—Yes.

The Rs. 14 includes a bonus ?—We have not been paying any bonus to card strippers.

When pieceworkers shut up for cleaning and cleaning is done thrice or four times or more often in a month than now, would that not cause a loss in wages to them ?—I cannot follow your question.

Suppose in the roving department, the men clean while the machines are running. If these machines are stopped for a thorough cleaning, will these men get their wages for the period of such stoppages if they are pieceworkers ?—We clean fortnightly and we have not changed it.

The standing orders do not cover cleaning. Will the mills be at liberty, at their sweet will and pleasure, to order a greater number of cleanings in a month than now and in that case will not the pieceworkers suffer a loss in earnings ?

MR. STONES :—Only the flue cleaning will be standardised later on, sir. We have not arranged to standardise cleaning just at present. The practice is to clean the machinery twice a month, once a fortnight, which will have to continue for some time.

MR. DANGE :—If there is no provision, should the mills have authority to change the rule and ask the rovers to clean once a week or even twice daily and if they do so, should not the men be compensated for the time lost in such cleanings ?—At present, we give no compensation.

The wages are not fixed so as to include any such loss ?—The rates fixed do include compensation for time lost in cleaning.

So, you do give compensation for the time lost by cleaning ?

THE CHAIRMAN :—It is included in the wage.

MR. DANGE :—Supposing if there is no standard rate for it and if you, as a millowner, take advantage and change the order and say that instead of a fortnightly cleaning you must have a weekly system, then the compensation ought to be increased for the lost time ?—If we adopt the weekly system, we shall have to lose production.

MR. STONES :—The tendency is to keep the machines running all the time.

MR. BAKHLE :—I received a complaint only two days ago from a certain mill to the effect that in addition to the machinery being cleaned twice a month, the weavers were asked to clean machinery half an hour every day after 5-30. They were not asked to clean the whole of the loom but to take away the dirt below the loom. Fearing that they may suffer in production, the weavers were cleaning the portion below the loom when the machinery was actually working. This practice was going on for more than a year. Now, the point is that the weavers were cleaning machinery half an hour every day and taking the risk of accident to life and limb because they did not want to lose production. Should they not be compensated for this cleaning ?

MR. STONES :—This very question has been gone into by us. We have a definite system in the mills. For example, when a weaver, what we call "downs a beam," that is, finishes the whole yarn on that beam, preparatory to that beam being put in again, it is the standard practice to clean the loom then, in addition to the fortnightly cleaning. If any adjustment is made into any other arrangement, then it can be compensated. The trade union could tackle the problem when the need arises.

MR. JOSHI :—This question of cleaning must be put down in the standardisation scheme.

THE CHAIRMAN :—Do you want to have it expressly put in ?

MR. DANGE :—It cannot be taken up with standing orders which refer merely to going in and going out, fines, leave rules, sickness, etc., etc.

MR. SAKLATVALA :—You have raised this point of cleaning in one of your 17 demands.

MR. STONES :—This can be taken up when we discuss the 17 demands, sir.

MR. DANGE :—We raise this point simply because this particular order affects the wage of the men. May I know how many spindles you have in the ring frame ?—284 spindles per ring frame.

For these, you pay the siders Rs. 23 ?—Yes.

Under the standardisation scheme ?—Rs. 15-8-0 plus 70 % or Rs. 26 or Rs. 27.

In that case, are you going to increase the number of spindles per frame ?—No, we cannot do so.

MR. DANGE :—There is no system by which you can increase the number of spindles?—There is a system but we have no room for that.

MR. KHAREGHAT :—They can break up the frame and increase its length. That is what we saw in one of the mills we visited. Otherwise the frame will remain as it is.

MR. STONES :—A higher rate goes with a higher number of spindles.

MR. DANGE :—You can change and add 16 spindles because you are paying a bit more as per standard list?—We will not be able to do that as we have no room to do these things.

MR. DANGE :—There is a possibility of doing that?—Yes.

MR. STONES :—It is actually being done. I am doing it in my mills, Mr. Dange.

MR. DANGE :—All that increase will not be merely in the existing system but there will be a change in the number of spindles also?—I do not think in our mill.

MR. DANGE :—Because it is not possible in your mill, you are not going to do that?—Yes.

MR. ASVALE :—You have stated here that there will be a reduction of 10 to 12 per cent. in your mills. Is that your mill or the Maneckji Petit Mill?—In the latter.

What would be the difference in the other mills?—About 7½ per cent.

Have you had any chance of considering the other scheme that the millowners have suggested and have you suggested anything as regards your weaving also?—I have not suggested anything because I like to pay less to the weavers because they were getting more wages than they were entitled to and especially so in the Maneckji Petit Mills.

Do you think you pay more in your mills than other mills?—Yes, specially in the Maneckji Petit Mills.

As regards work allotted to head and assistant jobbers and doffer boys by the standard scheme, do you think this work can be managed by them willingly?—I think ultimately we will have to increase the number of hands to some extent.

MR. KHAREGHAT :—In which department?—Doffer boys and tar-wallas. In the ring department only.

How many spindles is a line jobber in the ring department looking after in your mills now?—We have 4 line jobbers and 70,000 ring spindles, *i.e.*, 1 line jobber for 17,500 spindles.

*Doffer boys*:—One doffer boy for 11 ring frames and 3,000 spindles per doffer jobber.

How much do you pay doffer boys in ring department?—Rs. 10-12-0.

Including bonus?—We have been paying bonus about one rupee per month.

The same wage as is being proposed in the standard list?—No. We have not been giving them the war allowance of 70 per cent.

How many doffer boys are working a thousand spindles in your mills?—We have got 250 ring frames at present and we have  $1\frac{1}{2}$  doffer boys per one ring frame of 280 spindles.

I do not know how you say that by introducing the scheme you will be only paying the same wage or getting the same profit for your mill. Have you calculated correctly the weaving and spinning sections' profit and loss accounts according to the standard scheme?—According to our calculations we are not going to gain anything out of this.

Then, from the beginning you have been against this scheme? Have you really gone through the whole thing and known that there will be no gain and no loss?—The spinning section will get something more while the weaving section will get less. That will be the difference.

Will the workers be satisfied with this?—No, on the contrary they will be dissatisfied.

MR. STONES:—What counts are you spinning on an average?—20s.

*(After Lunch.)*

MR. PHILLIP HARRISON OF THE BOMBAY DYEING AND MANUFACTURING CO., LTD.

THE CHAIRMAN:—What is your full name?—Phillip Harrison.

Your profession?—I filled various posts since 1919 when I was appointed an apprentice till I was appointed manager. I was assistant manager in 1923 and the manager of the Spring Mills in 1924 and continued in that capacity up to March 1927.



Are you able to give us any opinions about the standardisation scheme?—I have had very little time to go into the scheme as it is presented in these books. I had something to do with it for the office originally in the early days of the last strike. Since the going on leave of Mr. Pallonji owing to illness, I have been reappointed manager of the Spring Mills.

MR. STONES :—Mr. Harrison, as he points out, has not been so much in touch with the scheme. His evidence was asked for by the other side. I would prefer very much to cross-examine Mr. Pennington who has been in touch with this scheme from its inception and has assisted the Sub-Committee. Perhaps Mr. Joshi and his friends having put Mr. Harrison's name down, they would like to ask him questions.

MR. JOSHI :—We have not put down his name.

MR. STONES :—You have said "Manager of the Spring Mills." He is reappointed manager.

MR. HARRISON :—I am not the manager of the Spring Mills. The manager is Mr. Homi Mehta but I am assistant to the managing agents of the Bombay Dyeing and I am here, I believe, at the request of the Labour representatives.

MR. JOSHI :—Have you calculated the effect of this standardisation scheme on your mill?—No. I can only give you facts as I find from the office where they have been worked out. I cannot vouch for them except that the office has worked them out and I have taken the figures as being correct.

You have not yet seen what effect it will produce upon the wages of your workmen either in the spinning or in the weaving department?—Those figures have not been personally checked by me but they have been worked out by the office.

Will you tell the Committee how your mill will be affected?—In the Spring Mills the wages in the spinning department will not vary very much either one way or the other with those set out in this scheme of standardisation of the millowners. But there will be a reduction in the number of hands in the ratio of about 21 to 18. That is, where we are getting 21 hands per thousand spindles, it will come down to 18 if we adopt this standardisation scheme as it is now presented.

In the weaving department?—The number of hands will be the same but the actual saving to the mill will be 13.64 per cent. which is the figure obtained for 17 months working; that is to say, applying the standardisation

scheme and rates of wages to the musters over the last 17 months and comparing them with the figures that we have got on our own musters, the difference is 13.64 per cent. in favour of the mill.

Do you expect any change in the efficiency of your weavers when they begin to get 13 per cent. less wages? On an average some may get more and some may get less.—There are some that will get considerably less where we have been paying very high rates. I refer particularly to drills. There our weavers get in many cases exorbitantly high wages if you compare them to other weavers doing work not necessarily less difficult but work of much the same nature for which they get paid very disproportionately.

So, they will not be satisfied?—They will be dissatisfied. But it is natural that a man getting a certain wage is not going to be satisfied when his wage is reduced. I would not be satisfied any more than you would.

Are you prepared to take that risk?—I am not the managing agent. But that is the tendency. If you want to standardise, then some will have to lose and that is obvious.

Why were your weavers, especially working on drills, paid more?—That is going back to several years before I joined the company.

MR. STONES:—This is one of the higher paid mills and these rates there are worked out on the payment as existing in the mills at present.

THE CHAIRMAN:—It may be rather useful if we could have these figures on our records.

MR. STONES:—If they are willing to put them in.

MR. HARRISON:—The reduction on 2 standard types of drills will be 29.40 per cent., on one sort 14s weft, a reduction of 24.77 per cent. and on the other sort, 31.6 per cent. Ordinary plain drill; where we are paying at the present moment 6.9 pies. Earnings on one loom work out to Rs. 27-5-6 on our own ordinary standard drill paying rates that we have been paying in the past, and on the new rate as put down in the standardisation scheme it will come to Rs. 20-9-8 or Rs. 7 less.

Will you be able to tell us why you were paying such high rates as 24.7 per cent. more on the standard rates?—I am afraid I cannot tell you. Personally, I think it is unnecessarily high, when you compare the work he does there with the sort of work he does on ordinary standard shirting. There is very little difference between the two.

May I ask you whether on account of paying a high rate, as you call it, you may possibly get better production?—Our production works out at only 72 per cent., which is not as high as the millowners think is possible in the standardisation scheme.

Leave aside the standardisation scheme, because it is not based upon experience. I am asking you whether, when you and your agents were paying 24 per cent. more wages, your experience was that you were getting better production, and therefore you were paying more?—Our production is 72 per cent., which is not anything like what is obtaining in Lancashire on equivalent sorts; it does not seem very high. 72 per cent. on plain grey sorts is rather low; we ought to get there 84 to 85 per cent., when in a 36-inch loom we arrange a width of 29 inches for cloth. In plain sorts 84 to 85 per cent. is regularly obtained. A drop to 72 per cent. is a considerable drop of 13 per cent.

There is another indication why your workers are giving good results, namely, that your mill is not making losses?—Personally, I do not think 72 per cent. is a very good figure. It is one that I am not at all pleased with. It is not one for which the management or the weavers can take credit.

I think you are paying a little higher wages?—We have always adopted that, in order to attract the best type of workmen.

So it pays to pay a little higher wages. Sir Munmohundass also will tell you from his experience that he pays higher wages and he makes profits. Suppose, we begin to standardise on the basis of those mills which are making profits, namely, that they employ better weavers and they make profits (you are doing it and Sir Munmohandass is doing it), suppose we begin to standardise on your profits, what will happen?—I cannot say that it is very logical. Because we have been able to pay high wages and therefore attract the best men, it does not mean that every mill starting off to pay our wages will be able to attract as good men. We have taken the cream out of the milk; we have taken the best men.

I can show you instance after instance that those mills which are paying high wages are making profits.—The converse also holds good. You cannot pay higher wages unless you are making profits.

That is a point of view which will appeal to you that, on the whole, it is better to pay higher wages, because your experience shows that you can make profits in spite of higher wages?—Personally, I am for giving the men as much as they earn. If they earn more, give them more every time.

In your mill, there is the practice of cleaning the looms daily?—It is not actually cleaning the machinery. They brush the fluff that accumulates (it is in the loom department) under the looms, and that has a tendency to fly about and spoil the cloth. It is a matter of less than 2 minutes' work. He has to remove it from 2 looms only. He does not carry it away. Before he starts in the morning, he swishes the brush round and moves the fluff that has accumulated during the day, lets it fall to the side where there is a passage, and during the course of the morning the departmental sweepers walk round with a broom, collect this fluff and remove it outside. He does not lose any time over it. At the most it is a matter of a couple of minutes' work when oiling the machine. He can do the two things together in the morning.

Suppose you employ a sweeper for that purpose, for the looms, what will happen? It will only cost a little bit more?—The sweeper would not have time to get round the first thing in the morning. In the Spring Mills we have 3,116 looms, and if you keep sweepers, half the morning will pass away before all the looms are attended to. It is a small job, and it is one that Sir Ness Wadia insists on being done. I think myself he is right, as we can get better price for our cloth, as our cloth is cleaner.

MR. KHAREGHAT :—Was that being done before the strike?—It is being done ever since I have been there, many years before the strike.

MR. JOSHI :—If the practice is good and it keeps the cloth clean, why are not the other millowners adopting it?—I cannot say.

MR. SAKLATVALA :—In our case, the weavers come a few minutes before time, and before they start work they remove the fluff.

MR. STONES :—The weaver does it in his own interest. Any good weaver naturally looks after his tools, and he sees that the loom is cleared of the fluff. Otherwise, it is going to cause him trouble, as it will get mixed up with the thread of the cloth, which means that he is going to have a smash.

MR. ASVALE :—You have stated that the number of workers will be reduced if this scheme is introduced?—Yes.

That will be so in almost all the departments?—I cannot tell you in detail, but I can tell you from the figures I have worked out that the total figure will be reduced from 21 to 18.

By reducing the number of workers, do you not think that the production will suffer?—Personally, I do not. I think there is lots of room for the men to go higher yet. I do not think the men are fully employed for the full 10 hours. I know it is difficult to compare conditions in this country

with those in European countries. To start with, here you have got labour which has malaria and all sorts of diseases, and you have a very hot climate. In many mills, the conditions under which they have to work are capable of improvement. In many of them there is not enough light and air. I think that the men that we have in our own mills are more than what are really required to do the work. In our mill we have very good mixing. That means to say we do not give many more spindles than other people. That means they have less work to do, and the conditions under which they work are very much better. It is airier and lighter, and the mill itself is built on modern lines; it is labour saving. Of course, the men in our mill are undoubtedly better off than the men in the mills built 20 or 30 years ago. I am convinced that in our own mills we shall not suffer if the men come there with the intention of working. If they come with the intention to shirk work, we will suffer.

Your own explanation now given is that the conditions in the city of Bombay and India are not so good as in other countries. Therefore the workers should not be burdened with more work than at present. Otherwise, do you not think that there will be a deterioration in their health?—I can only speak from my experience in the Spring Mills. I have never served in any other mill, and from my experience in the Spring Mills I am of opinion that they can give, without unduly taxing their strength, considerably more work during the 10 hours that are required of them. Their work in the Spring Mills at present is fairly light; the mixing is good, the arrangement of the looms is good, and the conditions are good.

You are talking of the conditions as they are in your mill?—I can speak with authority only with regard to that.

Your building site is good, facilities are given to the workers, you use the best cotton, and there are all sorts of other advantages. Unless these advantages are provided for in other mills, the reduction in numbers would be harmful?—I cannot say that it would be harmful. I say that the limit to which the men can work is by no means reached by reducing the number according to the standardisation scheme, because even then there will be a big reserve to fall back upon. The men do not do anything like 10 hours' work. In fact, in the Spring Mills, if they work conscientiously, they can do the work that they are expected to do at present in five hours.

As has been complained, the workers very often go out, leaving their jobs?—I am afraid they do. It is a very serious complaint which every management has to contend with in Bombay to-day.

Does it happen in your own mills?—In the Spring Mills, I can vouch for that fact. There is always the tendency to go to the latrines and sit there

smoking for minutes on end, which time they ought to be spending in the department. It is quite a common thing for a roving tenter to look after 2 frames, provided there is not much creeling to do. If the machines are well placed, one man is quite sufficient to look after 2 machines ; we provide 2 men, and it is quite a common sight that one man looks after the two machines and the other man goes out into the compound to smoke.

Under the rational system, the workers will have to be reduced. If the assistants given to the workers to look after the machines are reduced, will the remaining men be able to do that work ?—Yes.

MR. DANGE :—When you say your proportion of men will be reduced from 21 to 18, you are calculating this figure of 21 on the present basis of men you are employing ?—In the month preceding the strike.

That is to say, March 1928 ?—Yes.

Your figure of 21 is the figure of March 1928 ?—Yes.

Are you aware of the fact that you had made reductions under spinning in January 1928 ?—That is true.

Do you mean to say that the reductions you have already effected are not included in this figure ?—Precisely.

If you include those figures, what will be the total reduction ?—I could not tell you off-hand.

After working out the figures in your office, could you let me know the number of hands that would be reduced if the basis of calculation is the number that you employed in 1927 ?—Yes.

That is, the figures before your reduction in January 1928 and the figures according to the standard list ?—Yes.

MR. KHAREGHAT :—What about wages ?—We went through a time when labour was very difficult to obtain. We had that trouble for some years. Then we had another trouble, which was constant absenteeism, of hands. The men would not turn up. So, we employed a certain percentage of hands over and above our requirements. The extra numbers were taken as permanent hands, and they were taken up even if the other men did turn up. We found absenteeism was fairly regular within certain limits, and therefore instead of taking on odd men to fill up the places, we had these additional men on our books, who used to turn up every day, with the result that although there were absentees, we had enough hands to work the whole department. Instead of being taken for the day, they were taken for the month. Those extra men were reduced.

MR. DANGE :—You know representations were made before this Committee that your Textile Mill maintains very correct figures, so much so that a sample of the industry was put in from the Textile Mill. That means your mills are being worked on a scientific basis?—We claim that.

When you made reductions in January, what prevented you from putting down your figure at 18 instead of 21?—The figure of 18 is obtained from the standardised scheme as presented by the Millowners' Association Sub-Committee. The figure of 21 is the figure that we obtained.

Since you have got a very correct standard of the proportion of work that should be allotted to each worker, what prevented you from arriving at this figure of 18, which is claimed to be a very scientific figure, and why did you stop at 21?—It is purely a tentative figure. You must after all experiment and try a certain thing for a certain time; and if you can still further reduce the number, then do that. I do not think it is a correct thing to make a bold bid for the final answer and then find you are wrong. It is much better to go three-fourths of the way, and if it is correct go for the remaining quarter. You must feel your way about.

You have been experimenting with regard to the number of workers to the machines. Accordingly, when you made the adjustment in January 1928, you did not find it advisable to reduce the figure below 21?—No.

At that time, you did not find it advisable to bring down the figure from 21 still lower?—That is true.

And to-day, if the standard list is to be followed, you will be still further below, and you will bring it down to 18?—That is right. We have been consolidating our position from January to March to see how it would go on. By that time the strikes came on, and all this is subsequent to the strikes.

You have given your opinion before the Sub-Committee of the Association, and did you recommend this figure of 18 instead of 21 for your mill?—I cannot tell you. I have not had any work with the Sub-Committee. I understand that the Sub-Committee arrived at that figure as an average for a certain number of mills. I do not think they took any particular mill. They took the figures in each department in a certain number of well-run mills and struck the average. That, I understand, is how they obtained their figures.

MR. STONES :—Something on those lines.

MR. ASVALE :—Did they not consult you?—I have had nothing to do with it.

Your agents must have been consulted ?

MR. STONES :—Mr. Batlivala, a partner in the firm, was on the Sub-Committee. We had also the benefit of the experience of Mr. Pennington who has experience of Mexico, England and India, so that Messrs. Nowrosji Wadia and Sons have always been in touch with those who were on the preparation of this list.

MR. DANGE :—The figure that is put here is for an average mill. You say that your mill has got labour-saving appliances and very well directed and managed. In that case your figure must be lower than the standard figure ?—That is what I said.

You have been having checks, experiments and so on. There must be some other reason why you cannot bring your figure below the standard rate ?—I do not follow that trend of argument. Everything is experimental. I am of opinion that they do not really do a full day's work and could be reduced very considerably.

You have always thought it advantageous to carry on experiment in reduction. How did you come to have these additional hands ?—We have these additional hands put in because it was difficult to get labour up to about 3 or 4 years ago—especially between 1920-24.

THE CHAIRMAN :—Has there been any reduction comparatively recently ?—Yes; there is no necessity to keep spare hands at all.

MR. DANGE :—Can you tell me the reduction in wages in your drawing-in department ?—I am afraid I cannot tell you that.

THE CHAIRMAN :—On these details it would be better to examine Mr. Pennington.

MR. DANGE :—With regard to Spring Mills I have to ask some questions. You know particularly the job of winding women. I must know that you certainly know it so that later on you may not refer me to Mr. Pennington. These winding women are paid on piece work and they have to do winding work on the machine. You will find it mentioned in the English list also. Particular jobs are defined and the operatives have to do that much job and nothing else. In your Spring Mill do these winding women do any other job than winding on the machine ?—Is it grey winding, pinn winding or colour winding ?

Any winding.—As far as I know she does nothing else but winding.



Supposing that it is shown to you that winding women are given other jobs than winding?—They have to clean their bobbins. That is in the nature of their work.

We may allow that. Supposing that she is asked to do any other job that should be prevented under the standardisation?—Unless I know what particular job you are referring to it is difficult to give an answer.

If a winding woman who is paid on piece work, if she is asked to go up and down the three storeys of your Spring Mills and carry 30 or 40 pounds of yarn and thus waste her time it should be stopped?—It has always been done in the past.

It may have been done in the past. But when you are preparing a scheme of standardisation should not this kind of additional work be prevented?—They have to continue what they have done in the past. They come down once a day and it would not take them more than 10 minutes. They have to take 30 to 40 pounds. They put it in a lift and take it to their machines. In the Spring Mills the weaver must fetch his weft and there are no reachers; and he is going further than the winder who has to fetch the yarn for winding.

When I asked you what other jobs is a winder expected to do, you could not think of anything else but cleaning. This is an extra job she is asked to do. I may mention here that even the hoist was refused to them?—When I was managing they used the hoist.

When you are arriving at a standard scheme, when you are copying an English list you must put down that only a particular job is allocated for a particular operative, and no other. Do you not think it advisable to have such rules?

THE CHAIRMAN :—It is a question for the Committee. It is not a question of expert knowledge.

MR. DANGE :—I wanted to know his expert opinion on that; whether it is a winding job or a coolie's job. Are you carrying on test with the new winding machine in your mills?—There is one I know but I have not seen it.

You have fixed some piece-work rate for it?—I had been there one day and on the following day they went on strike. I have not seen it.

MR. BAKHLE :—Is it a fact that during the last 18 months or so there has been a rate reduction on certain varieties in the Spring Mills?—In which department?

In the weaving department.—I do not think so.

I received a complaint a few months ago. The point I am making is this. He said that the wages are higher by 24·7% than the standard rates.—On one particular sort.

Can you tell me how much higher your wages are than the other mills ?  
—To be accurate, 13·64% higher than the scheme proposed by the mill-owners.

What is the average wage of a weaver ?—Rs. 52.

Is it over and above the bonus you give and the railway passes ?—  
There is no bonus and they do not get any passes. We are giving bonus only in the spinning department.

There is no kind of bonus so far as weavers are concerned ?—No.

MR. JOSHI :—Suppose you ask these winding women to bring their material from some distance which will take up 15 minutes, will not their production be affected ?—Mr. Joshi, I put it to you this way. The woman has got to feed her children, her husband and herself. She has got other household duties. For that reason we give them special facilities. They come to the mills as they like, do as much work as they like and go whenever they like. I do not think a more satisfactory treatment can be given than that given to the women winders of the Spring Mills.

I am not making a complaint about the treatment of women. The standardisation is based in such a way that the woman should get so much if she works for so many hours. If she is asked to do something more which is really not included in her work she is likely to get less than what is provided in the standardised scheme.—The standardisation scheme is based on the output which they obtain or have obtained in the different mills and it certainly allows margin for compulsory stoppage of machinery and so on. I think, therefore, that the rate as put down in the standardisation scheme embodies that.

Supposing that it has not been calculated ?—I imagine it must have been included.

MR. STONES :—In preparing the scheme we have allowed sufficient margin and put down 30 pounds.

MR. SAKLATVALA :—Since 1927 have you gone finer counts ?—We have gone finer.

MR. SAKLATVALA :—So, the reduction in the number of men is also partly due to the fact that you cannot find. . . ?—Precisely.

As regards the average cut in the weaving department, you say it is 13.64%. Your average is Rs. 52. In Bombay the average is between Rs. 47 and Rs. 48. Therefore, you are already paying 8% more, taking the maximum average at Rs. 48 for the average Bombay mill. Therefore, though your mill had been paying the same as the average, the reduction would come to 5 to 6% ?—Yes.

SIR MUNMOHUNDAS RAMJI :—In some mills there is a practice of keeping, instead of employing substitutes, more spare men on the musters so that the spare men can work in the place of the absentees.—Those are the men that were dismissed in January because labour was plentiful and, instead of having the right number every day, we found that we could have the right number plus the number of extra hands we kept on our musters in case of absentees.

THE CHAIRMAN :—You had more hands than you wanted ?—Yes. There was no necessity to keep these additional men.

MR. JOSHI :—By keeping additional men, don't you get workers who are a little better than those who come as *budlis* ?—Yes. In the past it was a good thing to have men who came to you regularly if there was necessity for them, but the necessity does not now arise.

The necessity is there because you have been complaining of absenteeism even now ?—They cannot go away anywhere else. You must remember that before there was demand for labour—more than the supply—and if you did not employ them, they would go elsewhere and you would be left without any men.

Do you mean to tell me that although you did not employ these men regularly, they were hovering about your mills every day ?—Yes, every day, the same men.

MR. KHAREGHAT :—Did you pay them ?—They got paid definitely on a monthly system, so much a month plus the usual allowance even if they did not work.

THE CHAIRMAN :—They were on the musters ?—They attended whether we wanted them or not and they got paid just the same

MR. KHAREGHAT :—About the reduction from 21 to 18. Do you take into account the new scheme of one man to two frames and one man to three looms ?—No; not under the ordinary system.

MR. KHAREGHAT :—The reduction will be to that extent?—Yes.

MR. SAKLATVALA :—That reduction from 21 to 18 is per thousand spindles?—Yes.

MR. KHAREGHAT :—In the spinning department?

MR. SAKLATVALA :—From the blow-room right up to the spinning, but in our standardisation scheme, for finer counts, we have worked on the basis of 18 men per thousand spindles and Mr. Harrison employs 21 and is reducing the pay.

MR. KAMAT :—The Bombay Dyeing Mill, with which you, Mr. Harrison, are connected for the time being, is one of the mills in Bombay which has made profits during the last three years consistently. You stated in the course of the discussion just now that your policy was to attract the best of weavers and to pay high wages. In other words, the policy was high wages, high profits. So far as your information goes, there are other mills in Bombay also making profits consistently during the last three years. Do you think that they are following the same principle of high wages for efficient labour and high profits? Is that also your opinion?—If you pay high wages you get better labour.

MR. KAMAT :—I will quote a few instances of mills which have made profits during the last three years. They are (1) The Indian Bleaching, (2) The Indian Manufacturing. Here also, can you say that they are all following the same principle of selecting efficient labour and paying high wages?—I do not know anything about it. It is no use my presuming to say anything because I do not know anything of the wages they pay. In fact I do not know what profits they make.

MR. SAKLATVALA :—The Bombay Dyeing Mill Co., Ltd., means of course all the mills, dye works and other concerns under the company, and Mr. Harrison himself has pointed out to you that the Spring Mills did make a loss in 1925. The profits shown for all the mills include dye-house and bleaching house combined, 14 lakhs, but the Spring Mill itself in 1925 did make a loss.

THE CHAIRMAN :—The Spring Mills is in the Bombay Dyeing and Manufacturing Mills Company?

MR. STONES :—The Spring Mill and the Textile Mill are part of that company and they have in addition dye works and bleaching works and a big outside business. They have 3 crores of rupees in reserve.

MR. KAMAT :—Conversely, have you observed whether all these mills which are making losses sustained during the last three years, are having cheap but inefficient labour?—I have not compared and so I cannot possibly say because I do not know.

THE CHAIRMAN :—Thank you, Mr. Harrison.

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MR. A. PARRY, MANAGER OF UNION MILL.

THE CHAIRMAN :—What is your full name?—A. Parry.

What position do you hold?—I am manager of the Union Mill.

How long have you been in India?—Over 16 years.

As what?—As spinning master and manager.

Before that have you had experience?—As spinning master in England.

How long?—42 years altogether.

MR. STONES :—Mr. Parry, you have gone through this standardisation scheme carefully at the request of your Agents?—Yes.

Both spinning and weaving sections of the list?—Yes.

Can you tell us what difference the standardised list makes in your mill as compared with the existing conditions?—Taking it as a whole, it will make this difference. On the present muster in the spinning department, we have 413 assuming everybody is present. The muster under the revised scheme would be 354 or a difference of 59 men.

Is there any difference in any particular department or all though the mill?—Largely in the ring spinning department.

MR. STONES :—What difference has it made to the men's wage per operative?—In the ring department the average per head is now Rs. 25-15 while the average under the new scheme will be Rs. 26-7.

So, as an offset against the reduced number, you have an increase of wages?—Wages per head would be higher.

Could you manage to run the mill with the number of operatives given in the standard list?—We could run the mill but I do not think efficiently owing to the fact that ours is not a normally laid out mill and I should

probably have to approach the Technical Sub-Committee to consider my circumstances and get me a concession of a few more men for extraneous jobs which would not arise in a normal well-laid-out mill.

Do you think the amount of work allotted to the operatives under this scheme is fair and reasonable?—I do.

In England you had a good deal of experience in mule spinning. How does this mule list compare with the list of rates now paid in the mule department?—The wages paid, I should presume, and the cost per spindle, same counts in Bombay, were higher than in Lancashire.

I do not mean that. I mean you are a mule expert. Leave your impression of England aside. I merely mention that as you have been particularly interested in mules and therefore you are undoubtedly taking keen interest in mule spinning in India. I do not want any comparison with England. What I want to know is whether the mule section of the standardised scheme compares favourably or unfavourably with your present mule rates?—It is about the same.

The number of operatives?—About 2 per cent. less.

In the weaving section of the industry, how is your mill affected?—On the whole, the rates will show in favour of the mill by  $3\frac{1}{2}$  to  $4\frac{1}{2}$  per cent. That would vary owing to the difference of wefts and at different times. On an average you could say the maximum would be 4 per cent. against the weaver.

And the other departments, the winding, warping and the sizing?—Colour winding would have a fair reduction, but grey winding would be about the same or very little difference.

Warpers?—They would have a slight decrease.

On the whole, then you consider this scheme fair and reasonable with the proviso that your mill will have slightly extraordinary circumstances which will necessitate a slight variation from the standardisation scheme in consultation with the Technical Committee to be appointed to go into these matters?—Yes, in the present circumstances, but with a normal year as is now proposed at our mill, I should give considerably less than is allotted by the standard scheme for the same number of spindles after the revision.

MR. ASVALE :—You have stated that in your ring department only 59 workers will be reduced. By reducing these 59 workers, what would be the benefit to the mill?—A saving in wages of about Rs. 1,200 or a little more.

What do you mean by saying that the scheme proposed will benefit your mill?—It will benefit our mill to the extent of Rs. 3,000 per month, on the whole.

During the last six years, did you ever try to reduce the wages of rates of sorts in the weaving section?—Never.

Suppose that you introduce this system by reducing the number of men as well as by reducing their wages, how would they feel?—Speaking for half of them, they will be very pleased to get more money. The rates generally would be increased in the spinning for side piecers.

Only the small boys—side piecers—will be pleased?—They are not small boys.

What is the number of side piecers?—On 106 frames there are 212 side piecers.

What is the total number of workers in that department?—At present 413 with full attendance.

The majority will be disappointed?—No, no. None of them will be dissatisfied because the wages will be higher under the new scheme. Those who would have any grievance would be outside, those who were dismissed.

You must have heard Mr. Harrison saying just now that by giving a better wage they get better production and thus they get efficient work?—It does not apply to any Indian mill in my opinion. People with ambition to earn as full an amount as possible are very very few in an Indian mill.

Do you think that if the number of workers is reduced the work will not be increased?—Not necessarily increased. Perhaps they would be occupied more hours per day but the strain on them would be *nil*. In a great majority of cases, 40 to 50 per cent. of the time occupied is to no useful purpose, it is waste.

Here on page 1 of the Spinning Section—Mixing and Blow-room. Assistant jobbers have been allotted about 8 lines to look after. At present how many lines have been looked after in your mill?—Normally about 4 lines, but occasionally five.

From this you can see that the work has been doubled per man?—Exactly.

But you have not increased the wage proportionately?

MR. PARRY :—That is never done. It was never applied in Lancashire. He gets a portion of the added benefit.

MR. ASVALE :—Intermediate and finisher scutcher men have been asked to oil machines and remove droppings, in this list. Is that system going on in your mill?—We have a separate oil man.

The scutcher men do not now do this oiling work or removing droppings?—Yes, they remove their own droppings because we have a surplus. We start at 7-45 and go on till 4-45 in the evening. In fact, as a matter of fact, time is wasted, not owing to the pressure on the lines.

Are there bondas, roller lap or thread extractor men?—Yes.

Are any women employed there?—No. He just sits there throwing bundles when he is not asleep.

Does he sit or stand?—He sits.

MR. DANGE :—Is a seat provided with the machine?—No, he makes a temporary seat of his own. I do not mind it though.

There is no difference between standing for ten hours and sitting for ten hours?—There is.

The exertion is the same?—No, while standing he bears his own weight but while sitting, not so.

MR. ASVALE :—Page 4, Drawing and Speed Frame Department. How many preparations have been given to the assistant jobber and the doffer jobber?—We have at present 13 preparations; for the greater part of the year 1928, 4 preparations. Actual 9. We have one head jobber and an assistant jobber. Drawing department. 4 head jobbers, one fitter and the rest are men on the machines.

The average comes to how many preparations per assistant jobber and doffer jobber, 4 to 5 preparations?—The head jobber has the whole of the preparations. He is simply supervising and walking round and seeing that the people are doing the work they ought to do.

What do you pay to your back tenter in the drawing department?—Back slubber Rs. 14 plus 70 per cent.

Does he ever do the work of slubbing tenter if he is absent?—Sometimes.



Do you not think that, by reducing the wages, there will be much discontent in your mill?—I have said that the wages in almost all the departments, with very few exceptions which are only small departments, will be higher, with the exception of the weaving rates, which will, on the whole, amount to about 4 per cent. less for the weaver on the same production.

Do you not think that troubles always occur in the weaving department generally in the Bombay mills?—No. I have had no trouble in the weaving department.

*(The witness withdrew.)*

The Committee adjourned till 11-15 a.m. on the 26th November 1928.

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*Monday, 26th November 1928.*

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Monday, the 26th November 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

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Further Oral evidence of

MR. TINKER,

SUPERINTENDENT OF THE BRADY GROUP.

MR. STONES :—Mr. Tinker has been examined once, but he has brought certain figures for the information of the committee.

MR. TINKER :—Mr. Dange asked the number of operatives in the City Mills per 1,000 spindles. The figure is 21.22.

The next question that Mr. Dange asked was "Have you any workers in any of your mills who are drawing under Rs. 13-8-0 per month?" I presume he refers to "basis" figures. I have got a list. The figures I am going to give are all basis figures, and they are all plus 70 per cent. In the Bombay Industrial Mills we have 2 sweepers in the Mixing department on Rs. 7-3-0; 3 sweepers in the Reeling department on Rs. 8/-; 16 waste pickers on Rs. 8/-; that is 21 in the Bombay Industrial. In the New Great Mills we have 3 sweepers in the Mixing department on Rs. 7-12-0; 5 sweepers in the Card room on Rs. 8/-; 4 waste pickers in the Frame department on Rs. 8; 5 sweepers in the Mule department on Rs. 8; 19 sweepers in the ring room on Rs. 8; 3 sweepers in Grey winding on Rs. 7-4-0; 2 sweepers in Warping on Rs. 7-12-0; 5 waste pickers in Weaving department on Rs. 7-12-0; 15 waste pickers generally for all Waste departments on Rs. 7-8-0; total 61.

In the New City Mills we have 2 sweepers in the Mixing department on Rs. 7-8-0; 3 sweepers in the Reeling department on Rs. 8/-; 23 waste pickers on Rs. 7-8-0; total 28. All these are women. In each case they are plus 70 per cent. The women's wages are within Rs. 10-8-0 and the men's within Rs. 13-8-0.

The next question asked was about the particulars of wages in our mills, approximate reduction in spinning and weaving. I looked up the lists and found that they were made out on the original scheme. After that there were several alterations which put the figures up. In the first Evidence I gave City

Mills as Rs. 22·5 and Rs. 25·2. The average actual figures are :—Under our present muster : for spinning Rs. 25·6 per operative ; under the new scheme they are Rs. 27·75. Bombay Industrial spinning (I have taken the figures for April 1925 for a full month's work) Rs. 29·3, and Rs. 28·3 under the standard scheme. In weaving, taking all the departments Rs. 41·5 present and Rs. 39·3 under standard muster. The New Great Eastern Mill (for January 1928) spinning Section Rs. 27-7-0 ; standard scheme will show Rs. 29-11-9, say, Rs. 29-12-0 ; weaving, every department included present muster is Rs. 36-0-10 ; standard muster will give us Rs. 37-4-3. For the Colaba Mill I am having it worked out. There will be a rise in the weaving wages in the New Great Eastern. The actual weaver's wage in January 1928, average earning was Rs. 33 ; It will be Rs. 41·2 under the standard muster.

In the Bombay Industrial mills, the weavers earned in March 1925 Rs. 45/- each ; under the standard scheme they will get Rs. 43·8.

Mr. Dange the asked the difference between the rate that is paid for patti dhottes and dobby dhooties. I find that the Millowners' Association have asked for particulars of these. They are being sent to them.

Mr. Kamat had asked for figures for women winders' wages for 6 mills. The Mill Owners' Association are getting the figures ready for the Committee.

MR. BAKHALE :—What is the reason for the wages of sweepers varying from department to department ?.....I could not tell you the original reason for it.

Do they work more in one department than in another ?.....I do not think so.

MR. STONES :—It is probably due to the fact that in the old days most of the mills were spinning mills, and when they went on to weaving, they paid higher in that section according to the state of the labour market, and they have not fixed up in that proportion. Every one of Mr. Tinker's mills has been taken over from somebody else some period, and extensions have since then been made. They did not start the mill as it is running to-day. That difference has normally existed, and that is the reason for standardisation.

MR. ASVALE :—Why is there a difference in rate in spinning in the City Mill and the Bombay Industrial Mill ?.....The Bombay City has 41,000 spindles while the Industrial Mill has 20,500 spindles.

MR. STONES :—Is it also due to the fact that the Industrial Mill has mules and rings and the City Mill has rings only ?.....Yes.

MR. ASVALE :—Do you not think that the reason for the difference in wages in both these mills is because of the old and new machinery ? You must

admit that the production in the City mill is more than in the Industrial mill, on account of the difference in machinery?.....There is a slight variation. But it does not affect the spinners.

MR. STONES:—Spinning is on fixed pay. In the weaving and other departments, if there is less production, it is compensated for, so that the average will be Rs. 38/-.

MR. SAKLATVALA :—Mr. Asavale has been asking every witness as regards the low pay of the back tenter. In order to save time later on, I would point out that in their own standardised list they themselves put it down at Rs. 13-8-0. Where both sides have agreed, it is no good asking the witness, because that is the wage they have fixed themselves.

MR. BAKHALE :—Two wrongs do not make one right.

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Oral Evidence of

Mr. ANANDRAO VELJI, Manager, Crown Mills,

and

Mr. SHIAVAKSH SORABJI, Weaving Master Crown Mills.

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THE CHAIRMAN :—Mr. Anandrao, how long have you been manager?  
.....Twenty-one years.

What were you before that?..... Before that I was head clerk in the same mills for 8 years.

MR. SHIAVAKSH, how long have you been weaving master?.....I have been in the industry for 50 years, and have been weaving master for 15 years in the Crown Mills.

MR. SAKLATVALA :—Mr. Anandrao, when the standardisation scheme was put up by the Millowners' Association, did your agents consult you as regards the scheme generally?.....Yes.

How does the spinning section compare with the present wages you are giving?..... Regarding spinning wages, from blow room to the spinning we do not find much difference. On the contrary, we shall have to give them a little more. The rate will be a little bit more and in total amount will be accordingly a little bit increased. In the ring department, we have to reduce the doffer boys and tarwallas by a certain percentage, and the number will be reduced to some extent when we work on finer counts.

Will it be reduced because of finer counts, or on account of the standardisation scheme?.....According to the standardisation scheme, we shall have to reduce that number working on finer counts.

THE CHAIRMAN :— Because you work on finer counts ?

MR. SAKLATVALA :—Under the standardisation scheme, he will have to slightly reduce the number, although he would be paying a higher rate individually.

MR. KHAREGHAT :—On finer counts you will have to reduce the numbers ? .....If we follow the standardised system, then in the finer counts we shall have to reduce some of the doffer boys.

MR. SAKLATVALA :—On the whole, what effect will it have in the spinning department?.....There will not be much effect. Some will get monthly 8 annas to 12 annas more.

On the whole, there will not be much difference?.....On the whole it does not affect the spinning department.

Therefore, in your opinion, as far as the spinning section is concerned, the Millowners' standardisation scheme is fair and reasonable?.....Yes, it is.

MR. SHIAVAKSH, what effect has it on the weaving?.....The grey winders get from Rs. 15/- to Rs. 17/- per month including 70 per cent. Under the standard scheme they will get 5 per cent less. For colour winding they get Rs. 21/-.

Which section are you referring to?.....Pirn winding Rs. 31/-.

How does the average work out when compared with the standardisation scheme?.....About 10 per cent less.

Under the standardisation they will be getting about 10 per cent less?.....Yes.

Don't you think that Rs. 31/- for pirn winding is high when compared with the wages for grey winding?.....The average pay of a winder is from Rs. 17/- to Rs. 18/-. Generally winders are on piecework. Some work for 8 hours and some for 9 hours and some for 10 hours. We do not press them to sit for the whole day and work the regular hour. In this case we have taken the whole total of the number of winders in the mill and total of the wages. Some may have worked for 10 hours. Full time workers get Rs. 23/- and Rs. 25/-. We do not engage the colour winders throughout the year. When we have a demand from the market for finer counts or coloured goods then we engage them. When we engage them we do so to suit our requirements. Throughout the year we do not work colour yarn.

You pay high rates because it is more or less casual labour?.....Yes.

On a permanent basis you will not pay your men so much? No.

Our scheme is based on the fact that we give them continuous work. We have mentioned the number of spindles. As regards warping what is the average wage you pay?.....The average wage is Rs. 54/-.

Is it for colour or for grey?.....For grey as well as colour.

Under the standardisation the average is Rs. 52/- and your average is Rs. 54/-. That means you are to pay Rs. 2/- less under the standardisation scheme?.....Yes.

On the grey warping what is your average? Have you taken your averages separately? How do you get your Rs. 54/- average? What is the average on colour and what is average on grey?.....We put colour and grey in one Beam.

For grey beams having no colour ends, what is your average?.....5 as. to 6 as. per 100 lbs.

What is your count?.....20s, 24s, sometimes 30s with dhoties.

Have you worked out this in comparison with the standardisation scheme? We pay 6 as. per 10,000 yards. How does it compare with your average?..... We have not worked out.

You have put down here. In the grey department for 20s, 4 as. 3 ps. per 100 lbs.; for 24s, 5 as. per 100 lbs.; in the mixed pattern 8 as. per 100 lbs. of colour yarn only.

How do you make that out? 8 as. for colour and 5 as. to 6 as. for grey?.....Yes.

So the average pay at that rate works out altogether to Rs. 54/-?.....Yes.

You have not worked out on the yard basis. At any rate you are sure of this fact that your average is about Rs. 54/-?.....There is no doubt about it.

How many hours do your warpers work?.....9 hours or 10 hours. Sometimes when they have no work they go away.

What is the system?.....10 hours.

Do you know whether they work 10 hours in all the mills?.....If they have work they come early and work for 10 hours.

Some workers work for 10 hours also?.....Yes.

All warpers do not work for 10 hours?.....The working hours are between 8 A. M. and 5-20 P. M. If they have work they work the whole time. If they have not enough work they go away.

In the sizing department you pay a fixed rate?.....Yes.

How does it compare with our rates?.....The front sizer gets Rs. 50/- plus 70 per cent.

The same as the standardisation scheme?.....Yes.

What does the back sizer get?.....He gets half of this.

As regards mixers?.....They get from Rs. 17/- to Rs. 22/- per month.

The wage fixed in the standardisation scheme is Rs. 22/-.....Yes.

THE CHAIRMAN :—Why do you get this difference?.....The mukadam gets Rs. 22/- His assistants get from Rs. 17/- to Rs. 18/-.

MR. BAKHALE :—Plus allowances.....Yes.

MR. SAKLATVALA :—What does the beam carrier get?.....Rs. 22/-.

How many beam carriers have you got?.....There are in all 9 beam carriers.

We are now talking about the sizing department. How many beam carriers have you get there?.....We have two.

How many looms have you got?.....968 looms.

As regards drawing how does your average compare with that of the standardisation scheme?.....We pay Rs. 46/- for the front drawer.

What do you pay for the back drawer?.....Half of it Rs. 23/-.

It is the same as the standardisation scheme. As regards the weaving section will there be a cut compared to the standardisation scheme?.....Yes; there will be a cut of 5 to 7 per cent.

It will be 5 per cent. on certain sorts and 7 per cent. on other sorts?... Yes.

What is the average wage in your mill?.....From Rs. 45/- to Rs. 52/-.

That is also according to sorts?.....Yes.

MR. SAKLATVALA :—They have taken out the average per man per month from June 1926 and divided the total amount of wages by the total number of hands. When you say that it varies from Rs. 45/- to Rs. 52/- you mean from month to month?.....Yes.

The cut will be from 5 to 7 per cent.?.....Yes.

Let us now go on to page 20 of the weaving section. Do you employ Dobby Jobbers or fancy Jobbers?.....No; we employ only line Jobbers.



How do you pay them?.... On the basis of the production of the weavers.

How many line Jobbers have you got?.... 21.

You have 968 looms and 21 line jobbers. That means about 46 looms per jobber?.....Yes.

That is practically the same as under the standardisation scheme. What do you pay your line jobbers?.....Rs. 117/- on an average.

MR. KHAREGHAT :—On what basis are they paid?.....They are getting on the production of the looms they supervise. They get at the rate of Re. 0-6-6 per 100 lbs. of cloth tendered.

MR. SAKLATVALA :—On the standardisation basis how much will be get? .....The average weaver gets about Rs. 52/-. A line jobber supervises 46 looms. That means the line jobber will get 11 per cent. of the weavers' wages which amount Rs. 1,150/-. Under the standardisation scheme you will have to pay about the same. But it depends upon the average taken.

MR. BAKHALE :—What is he paid on an average? Rs. 117/- ?

MR. SAKLATVALA :—He will get Rs. 121/- under the standardisation scheme.

MR. BAPTIST :—What is the average wage per weaver?.....Rs. 45 to Rs. 50.

MR. SAKLATVALA :—It depends on the sort manufactured.

MR. BAPTIST :—Then the average would work out at Rs. 47/-.

MR. SAKLATVALA :—Even then the line jobber would get Rs. 117/-. We shall now go to page 21—warehouse. Is there any big difference between the standardisation rate and your rate? Let us take the calender men. What do you pay to the front men and the men at the back?.....We have got 7 calender men.

How many calenders have you got?.....We have got 3 but we do not use one of them. For two calenders we have got 7 men. There is one mukadam. Including the mukadam we have got 8 men.

How do you divide the work? What do the remaining men do?.....Two men in the front and two men at the back.

What do you pay your front calender men?.....We pay 2 men Rs. 18/- each and 2 men Rs. 17/- each.

You pay Rs. 18/- plus allowance?.....Yes.

You pay Rs. 34/- to the mukadam ?.....For calender jobber we pay Rs. 27/- plus allowance.

To the front calender men ? .....We pay Rs. 18/-.

To the back man ?.....Rs. 17/-.

Under the standardisation scheme also we have got Rs. 33/- for the Mukadam, for the front calender man Rs. 18/- and Rs. 16-8-0 as against your rate of Rs. 17/- for the back calender men. Then as regards baling, how do you pay your balers ? Have you got a contract system ?.....We have only cloth baling. We pay Re. 0-1-6 per bale.

Is it ordinary packing ?.....Ordinary packing. But for dhories<sup>s</sup> the put cross hoops. We do not pay anything extra for it.

There is nothing like Japanese packing or special packing ?.....No, Sir.

MR. STONES :—I want to ask you just one question. In paying the head jobbers you pay per 100 lbs. of cloth turned out. Do you think whether it is not fairer to pay on the percentage of the weavers' wages ?.....We pay 14 as. per 1,000 lbs.

MR. STONES :—Are you paying 50% extra for fine dhories ?.....Yes.

For finer cloth do you pay the same rate of 14 as. ?.....We have no dobbies working, and no fancy cloth.

MR. STONES :—My point is, Sir, that the weight varies with the difficulty of varying counts. It will be no more difficult for a line jobber to do that work by paying a percentage on the weavers' weight. We give weavers extra for more difficult work and therefore they get the benefit of the extra difficult work by paying a percentage on wages in preference to weight which is subject to many fluctuations although the work may not vary. It is more equitable that we pay a percentage on wages than on weight because weight fluctuates and the wages are fairly steady and we have made an allowance for the difficulty.

MR. BAKHALE :—Coming to the weaving department, you have said that there will be a cut from 5 to 7 per cent under the standardisation scheme, but you have not given me any information about the cut which is likely to be made in the sizing.....In the sizing if you pay a monthly wage there will be no cut. The standardisation scheme provides for piecework, as also for fixed wages. According to the fixed wages system, there will be no cut.

According to piecework, how much cut ?.....15 to 20%.

In the warping, you pay Rs. 54-8-0 while under the standardisation scheme the wage will be Rs. 52/- . So there will be a cut again of over 4½ per cent.....There may be.

In the winding, there will be a cut of 10%?.....No, it will amount to 5 per cent. because winding is very clear. For 100 lbs. they have Re. 0-9-6, while we pay 10 as, at the most 5%. In 24s, the suggested rate is Re. 0-10-6 while we pay Re. 0-10-10, only 3 per cent. difference and in 30s we pay Re. 0-12-6 per 100 lbs. while the suggested rate is 0-12-0 which means 4 per cent. difference. In the winding there will be no more difference than that.

You said in reply to Mr. Saklatvala that there will be on the whole a cut of about 10 per cent?.....No, no. That referred to drum winding.

What will be the cut in drum winding?.....About 10%. But drum and colour we do not work throughout the year.

MR. ASAVALE:—Suppose you want to work this, then what would be the reduction?.....If we have to finish a contract within one or two months, we engage some more men as winders, pay them a little more and get our work done.

MR. BAKHALE:—In winding the cut will be of about 2 to 3 per cent.? .....Yes.

What will be the average cut in all the weaving departments? .....It will mostly affect the loom section and not the others. 5 to 7 per cent. on the whole.

In the spinning you said there would be no cut at all but you said that you would have to reduce the operatives.....Yes. According to the Standardisation Scheme we shall have to reduce some doffers and tarwallas, but on the other hand we shall have to pay a bit more.

What will be the number of hands retrenched and the saving effected thereby?.....2.65% reduction in hands but the savings will be very little.

You have given facts and figures for the spinning section. Cannot you give figures similarly for the weaving section?.....I cannot do so definitely because in some cases within a month we have to change from 8s to 10s or from 24s to 30s, 4½ hank to 5½ hank roving, 3½ hank to 4 hank roving, in which case we shall have to reduce a few doffers.

Coming to Mixing and Waste Room, how many workers have you got at present?.....Mixing and Blow-Room, 28 men, average wage Rs. 16.57, there will be no retrenchment of men. The wage as per the standard scheme is Rs. 17.21, a slight increase.

Carding Department:—We have 57 men, present wage is Rs. 17.21. We shall have to increase not decrease, the men here because we have carding under two *separate* departments. According to the new scheme, we can reduce 12 to 13 hands but owing to the peculiar laying out of our carding sections in

two different places, we shall not be able to reduce, but may have to increase the number of workers. If at all, we may reduce 5 to 6 not 12 to 13.

If you had your own peculiar difficulties and if there had been no standard scheme at all, would you not be required to engage 5 to 6 hands more than the 57 you have already?.....No.

Why not?.....My present number is enough.

What will be the wage under the standardisation scheme?.....Rs. 16.51.

That means there will be a saving of .70?.....Yes but it does not apply to fly gatherers but to Jobbers only. We have two Jobbers in the two departments, 55 cards in one and 77 cards in another department. According to the standard scheme we have to engage one head Jobber and two assistant Jobbers but we have two head Jobbers here.

What is the number of cards that you have allotted to the strippers at present?.....Grinders and strippers; we have 20 for 132 cards.

In the drawing frames, how many workers have you now?.....176 men.

What is their wage?.....Rs. 29.23, average.

According to the standardisation scheme, what will be the number of workers?.....175.

You will reduce only one operative?.....There will be no reduction.

Will there be an increase in wages?.....No, there will be no change at all.

Ring Department :—How many men have you?.....376.

The wage?.....Rs. 17.31.

How many will be kept under the Standardised Scheme?.....10 to 12 doffer boys will have to be reduced.

Will the wage remain the same or increase or decrease?.....On the whole, just about the same.

You will reduce doffer boys but you will have to increase wages of tarwallas etc.?.....Yes.

According to you there will not be any increase or decrease in the present wages at all?.....If any, it will be very little.

Very little on the side of decrease or increase?.....Tarwallas and doffer boys will get a little more.

How much do you now pay to doffer boys? ... Rs. 11/-.

Plus the allowance? ... Yes.

Are you paying any bonus?.....Yes, 1 Rupee a month.

That means Rs. 12/-?.....The same as the standardisation scheme.

How many tarwallas will you keep under that scheme and how much more will you be required to pay them?.....It depends on the hank roving. If it is finer, we shall have to reduce some; if they are 3.25 to 4 hank, we shall have to pay according to the new scheme.

That means there will be no change at all or a very small change?.....If at all, it will be a little change in the doffer boys.

Have you got any mule spinning?.....We have mules but they are lying idle.

On the figures you have given just now, I find there will not be much change under the standardisation scheme either way. Am I correct?.....Yes.

But in the weaving, there is going to be a reduction?.....Yes.

That means that your mill will on the whole make some savings?..... I have already said that in the weaving, the savings will be 5 to 7 per cent. and that too mostly in looms.

Do you work plain cloth or dobbies?.....All plain. We have a few dobbies but we do not work them.

What is your present wage bill in the whole of the weaving section per month?.....Rs. 26,000/-, Rs. 27,000/- Rs. 28,000/- per month, according to production and according to working days.

If your wage bill comes to Rs. 28,000/- and if there is going to be a cut of 5 to 7 per cent., I will take 6 as an average cut, there will be a saving in your mill to the extent of only Rs. 1,680?.....About that.

Can you not effect that saving by some other method such as more economical management?.....We have economised to our utmost capacity in every part of the administration of the mill.

What is the wage bill of your technical staff such as weaving master, assistant weaving master, spinning master and his assistant, the mill manager, etc. etc.?.....It comes to Rs. 4,500/- a month.

Including the clerks or excluding them?.....Including them.

Have you made any reduction in the wages of these people?.....No.

Have you made any reduction in the salaries of the higher staff from the manager downwards?.....When they got no increase for the last 8 to 10 years, how can we reduce their salaries?

Why cannot you employ the same argument to the case of the workers?  
.....They got 70 to 80 per cent. allowance in addition to their wages.

Did not the officers get the war allowance?.....I am talking of the period since 1922.

Since 1922 the workers have not received any increases in allowances!  
.....That is so.

Have you ever considered the possibility of reducing salaries paid to the clerical and the superior staff?.....That is not my point.

What is the number of counts you are working at present in your mill?  
.....Warping : 20s, 24s and 30s, mostly 24s.

Is there any tendency in your mill to go in for finer counts?.....It depends on the state of the market and the demand for cloth.

That means if there is a demand for your goods of finer counts, you will certainly go in for finer counts?.....Yes.

Have you studied the standardisation schemes?.....Yes to some extent.

It does not give any allowance for fine warp at present?.....That is so.

Suppose your mill goes in for finer counts, how will you compensate the workers?.....For finer counts they get more rates. The rates are different to what we pay.

Do you expect the same kind of efficiency in the light and heavy reeds, or coarser and finer?.....Our average is 80 per cent.

You are weaving master, and I want some general information about it. Suppose there is a variety working with coarser reed and there is another variety working with finer reed, do you expect the same amount of efficiency on both the looms?.....Yes.

Then, why do you give an allowance on finer reeds under the standardisation scheme?

THE CHAIRMAN :—That is a question to be put to the people who drew up the scheme.

MR. BAKHALE :—He says he has studied the scheme.

THE CHAIRMAN :—You can ask him whether he thinks it reasonable.

MR. BAKHALE :—Under the standardisation scheme an allowance has been given for finer reed, and you said that you can expect the same efficiency from the lighter and heavier reeds?.....The average is 80 per cent. in every kind of cloth.

MR. STONES :—I had better make it clearer. If you have 24s warp working in a 40 reed and 24s warp working in a 68 reed, which quality will weave best ?.....The 40 reed quality.

You do think that you would get less efficiency above a certain limit ?  
 .... Yes ; some allowance has to be made.

MR. BAKHALE :—Have you studied the standardisation scheme ?.....  
 In what way ?

In a general way. Suppose the scheme comes into operation after the report of the Committee is out, you will have to calculate according to the standardisation scheme, and therefore you must have studied it ?

THE CHAIRMAN :—I am afraid he is waiting for that time.

MR. STONES :—I am afraid the other side will want lessons equally.

MR. BAKHALE :—I would like to have your expert opinion on the standardisation scheme. What is the range of shafts on which the majority of the production is turned out in your mill ?.....We have only plain cloth ; no dobbies.

What lift for weft pin are you using ?.....Five inch lift.

Could you tell me the reason why the standard fixed for weft allowances and reductions on page 15 of the list for the weaving section varies in the case of 5" lift, 5½" lift and 6" lift ?.....Because the weaver gets more length on 6" lift.

What is the length of yarn on 5½" lift ?.....We have not got 5½" lift.

What is the length of yarn on 5" lift ?.....I do not know.

MR. ASVALE :—I should like to ask the manager a few questions. Is your mill at present working at a profit or at a loss ?.....At present ?

Just before the strike ?.....It was working at a profit.

According to your answers to the questions of my colleague, do you not think that by introducing the standardisation scheme, you are going to be profited very little ?.....Yes.

What would be the state of the workers if you introduce this scheme ? Will they be contented and work willingly ? What is your opinion ?.....There is one point to be noted, and that is that by the standardisation scheme all the mills will have equal rates and equal wages.

As regards your own mill, what is your opinion ? At present, you are not to be profited much ?..... By comparison, there will be little advantage to the workers.

Mostly to the weavers ?.....Yes. The savings will be very little according to the standardisation scheme.

And yet, you are going to displease your workers ?.....Standardisation is for the whole of the Bombay industry ; it is not for one particular mill.

In what way do you say that the scheme will be in the interest of the whole industry, that is to say, the millowners and the workers?.....It will be beneficial as regards the rates in different departments and the fixed salaries in different departments. At our place, if a neighbouring mill is paying a particular worker 8 as. or Re. 1/- more in any department, our men say that they also want 8 as. or Re. 1/- extra. But if a neighbouring mill in any particular department is paying 8 as. or Re. 1/- less, and if we propose that our workers doing the same work should also get 8 as. or Re. 1/- less, they will totally refuse. If the rates are equalised at all the mills, there will be no such bother. Wherever the worker goes, for a particular kind of work he will get the same rates and wages. This applies to all the workers in all the mills.

This applies to weavers too ?.....Yes. The standardised rates are also for the weavers.

At present you are not paying the same rates as the other mills are paying for the same sorts ?.....We might be paying a little bit higher, but we have not made any comparison with other mills.

Will you kindly tell us in which departments you are paying more as compared with the other mills ?.....We have not got the rates of other mills.

Then how did you arrive at the standardised rate ? Your agents were consulted, and you were asked by your agents about it ?

MR. STONES :—He did not arrive at that rate. He was only asked whether it was fair and reasonable in his own mill.

MR. ASVALE :—The question put to him was “ Did your agents consult you ? ” and the witness has answered in the affirmative ?.....That was with regard to the standardised rates and the present rates, which we are paying. I had that discussion with the agents.

Who are your agents ?.....Purshotamdas Vithaldas and Co.

Do you know the rates in weaving departments in other mills managed by the same agents ?.....No.

You do not know that even though you are a manager of the same agents working under the same supervision ?

SIR MUNMOHUNDASS RAMJI :—I might explain that we have a group of mills under our agency. The managers in some cases are common to two mills ; in other cases they look after only one mill, and the books and accounts of other mills are not accessible to that manager.



MR. ASAVALE :— How many mills do you manage ?..... Only one ; the Crown mill.

SIR MUNMOHUNDASS RAMJI :— As I explained, Mr. Anandrao looks after only one mill.

MR. ASAVALE :— In the spinning department you said that there would be a reduction in numbers, but there will be no reduction in wages. How do you say that ? By reducing the men, their wages must be saved ?..... Although the number may be reduced, the rates of wages are increased.

MR. KHAREGHAT :— The wages will increase, although the total number of men may be less.

MR. ASAVALE :— According to the witness's statement, the wages are higher at present in the spinning department of his mill.

MR. SAKLATVALA :— He is paying lower. He said he would be reducing the number of doffer boys.

MR. ASAVALE :— In the ring department, at present, how many spindles does each doffer boy and tarwalla look after ?..... It is one gang of doffer boys to one frame of 320 spindles.

How many doffer boys are in the gang ?..... We have, say, altogether 100 ring frames, warp and weft ; for that we have 200 side boys, 100 doffer boys and 50 tarwallas ; that is  $3\frac{1}{2}$  for each frame. We have altogether 35,000 spindles.

In answer to Mr. Saklatvala you have stated that the workers do not get full time work ; they sometimes work for 8 hours and sometimes 6 hours in the winding department ?..... That is in the warping department.

They draw about Rs. 30/- per month ?..... That is for colour winding.

For frame winding they get Rs. 29 ?..... Yes.

That means they are paid a good salary at present, as compared with the wage in the standardisation scheme ?..... Yes ; there will be a reduction of 10 per cent.

If full time work is given, they will draw more ?..... That is about the grey winders. Drum winders and colour winders hardly work for two or three months during the whole year. If there is a demand for coloured goods and we have sold about 300 to 400 bales, we have to make it up, and we then engage colour winders.

If you give them work for only 3 or 4 months and pay according to the standard scheme, would it be suitable to your mill ?..... That has to be seen at the time of working according to the scheme.

Would it suit your mill?..... Why not? When it suits others, it will suit us.

The other mills are not working the colour winding for 3 or 4 months only in the year?

MR. STONES :—Coloured winding is somewhat casual labour. The season for coloured goods is about June, July, August, September and October, and we have an influx of casual female labour which does this work. This particular mill will be drum winding for dobby bordered dhoties all the year round. Whenever they have an influx of orders for coloured goods, they get this extra casual labour. It is not employed all the year round.

THE CHAIRMAN :—Orders for these goods come at particular times?

MR. STONES :—It is a periodic trade.

MR. ASAVALE :—How have you arrived at 10 per cent. less wages here?..... It is a comparison between the standardised rates and what we pay at present.

Would it not be to the interest of the industry and to the loss of the workers that they have to work only for 3 or 4 months in the year and get only the standardised rates, as it will not be enough for them for the whole year? .....They are not going away. When we work more on coloured goods, we spare them from the grey winders. They are not going out of the mill. The system with us is not to engage them for 2 or 3 months and then send them away. When we are on more coloured goods, the grey is proportionately less. So, the grey winders are taken in for colour winding.

MR. STONES :—On page 8 of the Weaving Section, we have put down "Number Marker.—To be done by Grey Winding Man in view of the fact that when colour is wound there is a reduction in grey winding work." These workers are made up in three ways. There is always a certain number there winding for dhoty borders, and odds and ends of that sort. When we have an influx of orders for coloured goods, there is less work for grey, and the grey winders are transferred to colour winding. If there is extra big business, then only they bring them from outside. The bulk of the workers go from grey to colour.

THE CHAIRMAN :—In some mills, I suppose some amount of colour winding goes on for the whole year?

MR. STONES :—The Manchester mills have no colour winding at all. But most of the mills in Bombay have had to set their sails to catch any wind that came along. If there is more colour winding, there is a proportionate

decrease in grey winding, and the grey winders are transferred to colour winding.

MR. ASVALE :—Is there any variation in the wages of the workers who work in the grey winding department and colour winding department? Do you pay the same wage?.....For coloured winding there are different rates.

MR. DANGE :—Generally, your average count for spinning is 24s?.....  
Yes.

During this year and last year also?.....Yes.

During 1925, 1926 and 1927 you have been working the same counts in your mill?... ..20s, 24s and 3Cs during the last 3 years, but generally 24s.

Did you make any reduction in hands in January, February or March this year?.....No.

Did you make any reduction in 1927?.....No.

Do you employ spares in your spinning room?.....No.

Do you ever employ them?.....No.

There is no system of spares in your spinning department?..... No, we have sufficient hands.

Still on that count you will have to reduce some doffer boys and tarwalas?.....Yes.

There is a contention that the reduction of hands will be due to super-numerary men you employ. Your reduction will not be due to this? ...Yes.

Similarly there is a contention that the reduction of hands will be due to the mills going finer. You have not changed the counts in your mill?.....We are going finer.

At present you have worked out the number of hands that will be reduced according to the standardisation scheme by taking into account the counts that you are spinning to-day. So, your reduction will not be due to the mill going finer but to certain proportion determined under the standardisation scheme?.....The finer we go we have to reduce the number of doffer boys.

That may be the prophecy of the future. The question is this. You say that you are employing a certain number of hands at present and you are spinning the same counts that you did formerly and at present you have worked the figures on the counts you are spinning. These two facts I want to get from you. Your spinning count is the same for the last two or three years. You have no spare men and still you have not gone finer. Still you will be required to reduce the number of men according to the standardisation scheme?

.....Yes; as regards the finer counts we have working on 30s, 24s and 20s but we have not reduced hands upto now. But we are going to finer day by day.

Whatever you may do hereafter you have been spinning the same counts?  
.....Yes.

Will you let me know when the weaver has finished his beam and has taken out his tagas, where is he required to take it in your mill?.....To the folding department.

How far is it situated from your weaving shed?.....It might be about 30 feet to 50 feet.

Have you got the system of throwing the spoiled pieces on the weavers when they are spoiled as is prevalent in all the other mills?.....No; we do not do anything of that sort.

What do you do with the spoiled pieces?.....We keep it separate as second class quality.

This folding department is 30 to 50 yards away from the weaving shed 30 to 50 feet.

It is not connected with the weaving shed? It is separate?.....Yes.

Is there any fine road between the two?.....Yes.

Do your lorries move on that road traversed by the weavers when they go to the folding department?.....No, no. There is a separate road for it.

What is the condition of these roads during the rainy season?.....It is rather muddy in some places.

When the weaver takes his piece to the folding and tumbles down spoiling the piece is he fined?.....They are not fined.

So, you are quite human and charitable not to fine them. How many minutes will it take for a weaver to go to the folding department and return to his work?.....How much time does he take to smoke?

How much time you take for racing? Leave aside such question and answer my question?.. ...Two or three minutes.

He is a human being and he has to smoke and he will smoke. Because he is a piece worker and paid on the outturn I want to know how much time he will lose by going to the folding department and returning to the weaving shed? .....In that very place they go to smoke.

A man may go to Poona for work and go for racing. Going has nothing to do with it. Here it is a question of motive. ....Still he gives 80 per cent. efficiency.

On what efficiency you base your plain loom reed of 28" ?.... 80 per cent.

He gives 80 per cent ?.....Yes.

After that he has no chance of mounting over that and getting extra ?  
.....What extra ?

The millowners say that with this efficiency a man can easily get more, so that when they fix up a rate at 80 per cent. it does not mean that that is the maximum efficiency but an efficiency which he gets on an average. They say therefore that a man can possibly give 90 per cent. efficiency. You fix the efficiency at 80 per cent. Is it not a fact that a man cannot mount that and earn more ?.....If he works zealously, he will give even 85 per cent.

Is 80 per cent. not zealous work ?.....No.

What is the standard of zealous work ?.....If a man does not go out except for 5 or 10 minutes and works he will get more percentage of efficiency.

What is the maximum efficiency do you except from zealous weaver ?  
.....More than 85 per cent.

Up till now on an average you get 80 per cent. Have you had any zealous worker giving 85 per cent. efficiency ?....There are.

How many ?.....I have seen some ; they are working the whole day.

MR. ASVALE :—How long do they live ?.....I have not enquired.

In your long experience you must have had under you many weavers ?  
.....I am not an expert to judge the age of the man from his face. I cannot say your age even.

That is not my question. In your long service of 50 years how many weavers giving an efficiency of 85 per cent. lived long ?.....I do not know that. I am not likely to know when they died.

You must when he leaves work ?.....I do not know when he lived and when he died.

MR. DANGE :—Your average in warping department is Rs. 54/- and the working time is  $8\frac{1}{2}$  hours.....They work for 10 hours. Otherwise how will they get Rs. 54/- ?

They get it and they are not going to give it back. Your working time is  $8\frac{1}{2}$  hours.....Some work for  $8\frac{1}{2}$  hours, some 9 hours.

I want to know whether they work on an average  $8\frac{1}{2}$  hours ?..... Sometimes more.

THE CHAIRMAN :—Some work for  $8\frac{1}{2}$  hours, some 9 hours and some more 10 hours. So many work for 9 hours ; so many for 10 hours and so on. Then you take the average.....Some work for more than  $8\frac{1}{2}$  hours and I have taken that also in this  $8\frac{1}{2}$  hours.

MR. DANGE :—The least number of hours is  $8\frac{1}{2}$ . Some work for 9 hours and other 10 hours. What is the average as regards time?.....I cannot say.

THE CHAIRMAN :—The majority work for  $8\frac{1}{2}$  hours?.....Yes.

MR. DANGE :—The majority of workers work  $8\frac{1}{2}$  hours.....I cannot say that. How many work for  $8\frac{1}{2}$  hours and how many for 9 hours I cannot say.

You have got a general idea that men drift in at any time and go out at any time. You must have got a general idea that on an average your men work for  $8\frac{1}{2}$  hours.....No.

What is the average time?.....I cannot say.

Do you think that the warpers' wages put in here are fair?.....It is fair under the standardisation scheme.

According to the Standardisation scheme the wages of a warper will be Rs. 52/- and you pay Rs. 54/-. You have got an impression that the difference between the two is only Rs. 2/-. Suppose I put it to you that he gets Rs. 54/- for an average work of 9 hours. Under the standardisation scheme he would get Rs. 52/- for 10 hours work. Now would you consider the difference is only Rs. 2/- or more?.....If he works for 10 hours he will get more pay. At present he works for 9 hours.

Your present rate is Rs. 54/- for 9 hours. The standard rate is Rs. 52/- for full 10 hours' work. So, I want to correct your impression that the difference is not merely Rs. 2/-, but it is more, because you have not taken the time factor into consideration?

THE CHAIRMAN :—You can put that point forward in argument.

MR. DANGE :—He cannot give me the average working hours whether they work for 8 hours or  $8\frac{1}{2}$  hours. I leave it there.

How many beam carriers do you employ in the sizing department?.....two.

In Drawing?.....Two men both for drawing and sizing.

The sizing department carriers take them to the drawing department?.....Yes.

You will have to employ according to the standardisation scheme beam carriers for the drawing department also?

MR. SAKLATVALA :—We have specifically mentioned that beam carriers will have to be employed in the drawing also.

MR. DANGE :—In the sizing department you have got two beam carriers. How many looms have they to feed ?.....968 looms.

MR. BAPTIST :—Are you in favour of the standardisation scheme ?.....  
Yes.

You prefer that to the scheme at present in practice ?..... Yes.

Why ?.....If you can allow me to speak in Gujarati I can explain it.

THE CHAIRMAN :—I do not think it will be of much use.

MR. BAPTIST :—In the warping department the beam carriers under the standardisation scheme get Rs. 19/-, in the sizing department they get Rs. 20/-, in the weaving department they get Rs. 19/-. Would you like to have a uniform rate for all departments ?.....Yes.

What would you fix as the uniform rate ?.....Just as in the standardisation scheme.

That is not uniform here ?.....Rs. 20/-. It is understood.

In baling ?.....I do not know.

You pay  $1\frac{1}{2}$  as. for baling but here it is only  $1\frac{1}{4}$  as. It will about 20 per cent loss to the workers ?.....There will be some difference.

Do you work splits in your mills ?.....No splits.

As weaving master I should like to ask you one question. The yarns of two different mills are not alike. If there is a difference in the yarn there will be difference in the efficiency. What the other mills do I do not know.

If there is a difference in the cotton used will there be difference in the efficiency also ?.....There are many other factors to be taken into consideration.

Therefore all cannot be alike ?.....Why not ?

There is a possibility of their being not alike ?.....I myself go and enquire about the quality.

The standardisation scheme does not provide for that ?.....I cannot answer that.

From one mill to another there is difference in the condition. Good weavers will go where they have got good conditions..... Yes ; it is so.

What would happen to bad mills ?.....They will stop. If they do not make any profit they will have to stop.

MR. KAMAT :—You stated that the cut in the weaving department will not be more than 5 to 7 per cent. I should like to know whether this cut will affect those weavers who are getting Rs. 45/- or so or those who are getting more?.....The men working on small looms cannot be called weavers.

I want to know whether this cut would affect them or those who are earning more?.....That is the average.

In working out this figure you should have compared the average earnings on the sorts you manufacture with those in the standardisation scheme? .....I have compared.

To take an instance, would you tell me the average earning of a weaver working on a 36" loom plain twill with coloured ends?.....We have no colour.

MR. SAKLATVALA :—I will put a direct question to him. You are making plain longcloth. What is the average wages you pay at present and what will you have to pay under the standardisation scheme for the same?

MR. KAMAT :—What I want to find out is how he arrives at the reduction of 5 to 7 per cent.

MR. STONES :—The production will be the same. Therefore, the rate will be the dealing factor. If the rate is 10 per cent. down and he was getting Rs. 46/- before, it would be Rs. 46/- less 10 per cent.

MR. KAMAT :—Under your scheme a 32" loom on plain cloth would give the weaver Rs. 41-6-0. We have been told by some other witness that under this same variety the weaver now gets Rs. 46/-, that is to say, under your scheme he gets Rs. 4-10-0 less, which is surely not 5 per cent.

MR. SAKLATVALA :—Sir Munmohandass Ramji would have no objection to giving to the Committee and also to the other side the statement of figures worked out by the witness but he does not like to have it tendered in as a regular exhibit to be published. A new statement will be worked out according to the revised list and a fresh copy will be submitted to the Committee as well as the other side.

THE CHAIRMAN :—Yes, that will do.

#### Oral Evidence of

MR. WALTER PENNINGTON, MANAGER, TEXTILE MILL, OF  
THE BOMBAY DYEING & MANUFACTURING Co., LTD.

THE CHAIRMAN :—What is your full name?.....Walter Pennington.

Your occupation :.....I am Manager of the Textile Mill of the Bombay Dyeing and Manufacturing Co., Ltd., Bombay.



Your experience ?.....I have been weaving master and manager for the last 14 years at this mill. Previous to that I have had six years in Mexico in the same line.

MR. STONES :—Mr. Pennington, you have been in touch with the Standardisation Sub-Committee during the course of the compilation of this list ?.....Yes.

This list was sent to your Agency Firm for survey although one member of your Agency Firm was a member of the Standardisation Sub-Committee ?.....Yes. ?

It was handed up to you and you favoured us with a great deal of criticism on the various points raised in the standardised list ?.....Yes.

Some of your criticisms and suggestions have been accepted and alterations made accordingly while others have been rejected ?.....Yes.

I would like you first of all to tell the Committee what difference is made in the Textile Mill in the spinning and weaving sections by the application of the standardised list and to give one or two items in which the Standardisation Sub-Committee accepted your criticisms and others in which your criticisms have been turned down.

MR. PENNINGTON :—As regards the spinning section, there is very little difference in the number of hands between our present muster and the millowners standardised list. As regards wages, of course certain of them are slightly higher and some slightly lower. Perhaps the total savings to our mill might be a thousand rupees in the spinning section per month.

There are some minor points which are capable of adjustment by the Sub-Committee.

As regards the weaving section, the number of hands will be practically the same, but in the Preparation Department that is to say, Sizing, including Winding, drawing—in and Warping, of course it would bring about a reduction in hands.

MR. STONES :—Can you give the Committee the actual figures, the number of hands employed at present and under the new list ?.....The reduction of hands is chiefly in the winding department where we employ men as well as women who attend whether there is or not work for them to do. As regards the other details of the Sizing and the Loom department, the number of hands will be practically the same as what we are employing at present.

THE CHAIRMAN :—Have you got figures of reduction ?.....As regards weaving department, (loom section) the figure given was 13·64 as the average reduction in weavers' wages.

As regards the other departments, commencing with the Winding department, the wages that will be earned under the new scheme will be perhaps higher than what they were earning in the past, because the men who were formerly surplus would go away. The average wage for a grey winder previous to the strike was about Rs. 18-13-0 to Rs. 19/- including 70% allowance. The wage now put down by the millowners is Rs. 21-4-0 and I think they will be able to earn that money.

MR. STONES :—Mr. Harrison has already pointed out, that their mills pay about 8 per cent. higher wages than the other mills.

MR. PENNINGTON :—That is so, Sir.

MR. STONES :—As regards the Drum and Vertical winders?.....The average rate earned was Rs. 22/-. In this connection it might be said that the work is variable according to the seasonable requirements. The basic wage as proposed by the millowners is Rs. 23-12-0 which I think the workers will be perfectly able to earn, and more.

MR. STONES :—Pirns? ....The same remarks apply here as in Drum and Vertical winding. The average wage is very low, Rs. 18/-, as against Rs. 23-12-0 as proposed by the millowners, which I think they will easily be able to earn, provided the work is kept up and they work for 10 hours, (9 hours for women).

As regards Warpers, the average wage is Rs. 46/-. The time a warper puts in as regards actual work is perhaps about 7½ to 8 hours.

Drawers.—The average wage is about Rs. 43/- against the millowners' rate of Rs. 46-12-0. Here, we employ more men than we have actually work for to keep them employed full time.

Sizing.—We pay fixed monthly pay. There is no change between what we pay now and what we should have to pay under the standardisation scheme.

MR. STONES :—Mr. Pennington, these things have been subjected to the intense criticism by various members and out of those criticisms the list has been evolved. For example, you still want some items to carry, still increased rates and in others you want the rates to be decreased. In drills, your firm reduced the rates by 20 per cent. but the Sub-Committee of the Association requested your firm to reduce them still further, the point being that you were paying very excessive wages before on drills?..... I think this has been transposed the Standardised List reduces our rates on these by more than 20% but we would like to reduce them still further. Yes, that is so.

MR. STONES :—Similarly, there are other items which you would like to see increased. These have all been brought out. For example, the wide width

looms. In the original list it was much lower than the present, and on your representation the rates were increased.....Bigger allowances were made.

MR. STONES :—I will take up Mr. Pennington after lunch, Sir.

(After Lunch.)

MR. STONES :—Mr. Pennington, you have already told us that in deference to your wishes we altered the rate on wide width looms. Now, can you mention any other places where we have altered the rates on your request ? .....I am afraid that to do so is rather difficult, but generally I may say that several of the points which I raised when I received the first scheme have been embodied in the later scheme. You have not of course accepted all my suggestions but I think you have averaged out the different ideas that were put forward, in a fair and equitable way. Generally the scheme is fair, reasonable and equitable.

MR. BAKHALE :—You said, Mr. Pennington, that the average cut in the weaving department would be about 13·64 per cent ?.....Yes.

Could you give me some further information about the cut on plain cloth, dobbies and fancies ?.....The greatest cut is on fancy cloth.

How much is that ?.....On plain cloth, the cut might be 5 or 6 per cent, not more. On fancies, dooby cloths and grey fancies such as striped drills, the cut is rather heavy.

How much ?.....It varies from about 18 to 30 per cent. on different sorts.

The maximum cut will be about 30 per cent. and not more than that ? .....Perhaps on one or two sorts, even heavier than that.

How much ?.....The cut would go up to 40 per cent. on one or two sorts.

You said that your mills have been paying 8 per cent. more wages than other mills ?.....Yes. I think it is rather well known that our mill did pay a higher rate of wages both in weaving and in spinning.

Why was it so ?.....It has been the policy of Sir Ness Wadia to attract the best labour by paying them higher wages. In the fancy sort, we find the efficiency is low which proves that the weaver does not do his best because he has been getting a high wage without working very hard for it.

All the same, the fact remains that you have been paying a somewhat higher wage and the original reason was that you were giving higher wages in order to attract the better type of worker ?.....Yes.

MR. BAKHALE :—If the reduction on the fancies goes from 18 to 30 or even to 40 per cent on a few varieties, do you expect to get the same kind of efficient worker that you were getting hitherto?.....I do not think we could go any worse in efficiency. We may not get the same efficiency then. Suppose a high rate and suppose also a new sort is put on. You do not know exactly what you are going to turn out. The weaver says "If I work hard on this and if I am going to get a cut in my rate, why should I do so?"

THE CHAIRMAN :—How will that be improved under this scheme?.....I do not think it will be improved under this scheme but the thing is that where these big cuts are, the old rates have been abnormally excessive and disproportionate.

MR. BAKHALE :—Having got these higher wages all these years, if you cut them down suddenly, don't you think it will be a source of discontent among the workers?.....The wages being cut, I am afraid there will be a certain amount of dissatisfaction and discontent. If you do not cut wages down, you stop the trade altogether.

When a worker works with discontent, don't you think that production also will suffer to a great extent?.....I do not expect the worker always to work with discontent. He will in time get over the dissatisfaction and discontent because he will have to.

He will of course have to put up with it and the man will continue to work in the mill also but that sore will still remain in his mind?.....Yes.

Therefore, his production will suffer to some extent?.....It may or it may not. If the wage is cut, he may get a higher efficiency which will compensate him for this rather big cut.

You have an efficiency of 80%?.....On greys it runs round about 82 and on fancy sorts it runs round about 75%.

Do you think that this average will increase after the cut is made?.....It might, by their trying to make up the losses due to the cut.

If I put it the other way, would I be right in saying that because the workers are getting higher wage with efficiency at 80 or 82 per cent, you want to cut the wages down in order to increase the efficiency?.....No. We do not want to cut wages down in order to increase efficiency.

That is what it amounts to?.....It does not.

The average efficiency is at 82; you have been giving higher wages all these years in order to attract a better type of worker, and now, under the standardisation scheme you want to reduce those wages. Then you say that after the wages are reduced, there will be some anxiety on the part of the workers to increase their wages in order to make up the cut?.....Yes.

That can only be done by increasing efficiency?.....That is so.

That means that you feel at the present time that the average efficiency is lower than it ought to be?.....Well, yes. On plain sorts, I do not see why we should not go further up.

What about fancy sorts?.....There is no reason why there also we should not be able to get a higher efficiency.

What saving will you be able to make by a wage cut in the weaving department? Could you give some idea?.....That varies from month to month according to the proportion of fancy and grey working. For 17 months the cut averages out to about 13·6. We have taken the average of 17 months. In one month the difference between the old rate and the new rates would have been 6·78 per cent., in another month it is as high as 17%. That is due to the varying proportion of Grey and Fancy sorts. As I have already explained the biggest cut is on the fancy sorts, and naturally the more the fancy sorts run for a particular month, the higher will be the cut.

What is the percentage of plain cloth production?.....That again varies according to the season. Sometimes we might have out of 1700 looms 100 looms on fancy cloth; at other times we may get as many as 600 to 700 on fancy sorts, but it is rarely that we get so high.

That is to say, you cannot tell us definitely the number of workers who will be affected by a higher cut and the number of workers who will be affected by a lower cut, because the season varies?.....The season varies of course.

I suppose the millowners have increased the wages to a certain extent since 1914?.....Wages have been increased; both the basis and the allowance.

When the wages were increased, is it your experience that with the increase in wages the efficiency has gone down?.....No. I do not think there has been very much change in our mills.

When the wages increased, efficiency did not go down?.....No.

On what argument can you say that if wages are reduced efficiency will go up?.....My only argument was that they might try to make up this cut, and make something extra. Of course, their habits will have to be changed. They will not be able to loiter in the compound as much as they do now, if they want to fetch up something of the cut. When you come to consider, 82 per cent efficiency means the looms stop for 2 hours out of the 10.

But they may stop for various reasons?....Yes.

It is not due to the loitering habits of the workers?... ..Not entirely, but some of the stoppages can be avoided.

And you think that by changing their habits they will be able to make up the wages to the extent of 18 per cent. on fancy cloth?... ..No. They could not increase the efficiency on fancy cloth from 75 to 93, as you want to suggest.

That means that those who work on fancy and doobby for 12 months, will have to face a cut all through?... ..They will have to face a cut in those months in which they have to work on fancies. But a weaver does not work on fancies throughout the year. He gets plain and fancy.

You said that during the course of a year there are about 600 looms which work on fancy?... ..Some years, not every year.

To that extent the cut will be there?... ..Yes. To that proportion there will be a cut.

Could you not tell me the savings in rates that will be effected by a cut in the weaving department?... ..The percentage varies.

MR. STONES :—Could you not give the total wage bill and take 13·64 per cent. of that?... ..Yes. The difference between what we actually paid during the 17 months and what we would have paid if we had been paying under the new list is Rs. 5,000/- per month average.

MR. BAKHALE :—What is your total wage bill?... ..In the weaving department, the total wage bill for the 17 months according to the old rate is Rs. 7,18,727/-.

How would it work out for a month?... ..About Rs. 42,000/-.

Out of Rs. 42,000/- you will be able to save Rs. 5,000/-..... I gave you the total according to the old rate. The total according to the new rate will be Rs. 6,20,764/-.

Could you tell me the salaries of the technical experts and the number of your mill?... ..That question had better be referred to the agents. I am not concerned with the salaries of any one concerned in the management of the mill; I do not fix them.

You do not fix them, but certainly you pay them?... ..We pay the salaries.

I want to have an approximate idea about the salaries of the higher staff?... ..It would be a little difficult to give them from memory.

I want approximate figures?... ..Approximate would be very, very wide.

MR. SAKLATVALA :—May I point out that in the entire industry the wages will come to Rs. 6 crores and the salaries to Rs. 61 lakhs!

MR. BAKHALE :—I do not want the figures for the entire industry. I want them for his mill.

MR. SAKLATVALA :—The proportion will be more or less the same ; I am only giving you an idea.

MR. BAKHALE :—Are you going to cut down the wages of the higher staff? .....Of course, that is not for me to decide ; it is for the agents to decide.

Have they got any scheme like that in view?.....Not that I am aware of.

They have got a standardisation scheme for the workers, but not for the higher staff?.....As far as I know, it is so. I do not know whether it would be of any advantage to tell you what my salary is and what the salary of the manager was before the war, and see whether he got the same increase as the worker. My increase is 45 per cent ; the manager's salary has increased by 45 per cent. And the workers' wage has been increased by how much?

The increase in the salaries is for staff which gets some hundreds of rupees a month?.....Yes, but what was the increase in the case of the workers?

You cannot compare that. What is the present wage of the grey winder?.....It is equal to what the millowners have put down.

That means Rs. 13/- ?.....Rs. 12-8-0 + 70 per cent.

How many spindles does she mind?.....About 21 or 22.

And in the colour winding?.....They have 10 spindles.

How many spindles will she be required to mind under the standardisation scheme?... .....About the same ; 10.

Could you tell me the range of shafts on which the majority of production is turned out in your mill?.....I think the average will be 11 or 12.

You are fairly well conversant with the percentages given on shafts in the Lancashire list?.....Yes, quite.

You will find therein that the percentage allowance in the standard list here up to 12 shafts is lower and for 12 shafts higher than the Lancashire list. Could you tell the reason why that should be so?... .....It is a different class of work altogether.

The shafts are the same more or less?.....Yes, but they do not have the same effect on the work. A lot depends on the quality of work. There is a difference between the work done here and that done in Lancashire. The allowance per shaft is lower than in the Lancashire list because for 12 shafts in Lancashire there is fine reed and fine yarn and that will require a higher allowance than coarse reeds and coarse yarn comparatively.

Why do you suppose that the reed will be higher in Lancashire than here? ... On finer class of work Lancashire is different altogether.

Has the higher allowance obtaining in Lancashire got anything to do with the 4 loom system obtaining there?.....Yes.

How?.....The weaver has got to make a wage looking after 4 looms. The normal number of looms per weaver on fancies is 3 to 4. If there is any breakage, there is greater chance of the loom being stopped for a longer period. It cannot be attended to as quickly.

Suppose some mills in Bombay introduce the 3-loom system or the 4-loom system, taking the same argument that you have advanced just now, would you give them greater allowances on shafts?.....It might require that.

Coming to weft allowances, which lift pirn is used in your mills more particularly?.....A 7" lift.

That is not provided for here?.....It is provided for by the column "6" lift and over". As a matter of fact, we are asking for these allowances to be cut down.

Generally, what are the weft counts used in Bombay in the majority of production?.....In our mill, our average weft counts may be about 24s now. (That is the average count; that is made up of various counts.

THE CHAIRMAN :—Do you use a universal machine?.....We have an ordinary ring pirn.

MR. STONES :—The 24s counts mentioned ranges from 8s to 50s. In the case of coarse counts the allowance is as per column 3, where he has more shuttling to do.

MR. BAKHALE :—Do you think, generally speaking the other mills are also using 24s weft?.....I do not think the average would be that. It may be finer, it may be coarser. I do not know. I know what our average counts are. If the Mills are working on khadi, the counts will be coarser.

Do you not think that the standard fixed for 5", 5½" and 6" lift are higher inasmuch as the allowances granted, there are not likely to go to the workers, as the production on this number of weft counts is not much in Bombay at the present time?.....I do not know. There was a wave, some time ago, of khadi weaving, which is coarse weft. Now there is a wave of dhoti weaving. Dhoti weaving is fine work.

In Lancashire list this range of counts goes as high as 30s?.....31s is the standard.

31s is the standard?



If you take section 10 ordinary pin cops you will find they have made allowances from 30s down to 5s?.....Yes.

We have made allowances here up to 20s; not even 20s. In the case of 6" lift and over, we have got allowance only up to 15s?.....Yes.

Why is that so?.....This is the range of counts that we use. There are very few looms in Bombay weaving 60s and 80s, which the uniform list provides for.

Do you think you are using 3s on a very large scale? .....No.

These are given on those counts which are not used extensively in Bombay?.....I should not think in Bombay there is very much 3s used.

For those counts generally used there is no allowance?.....There is no allowance required.

I do not say no allowance will be required. The workers will not get any allowance under the scheme?.....That is so.

Why have you got a reduction under rewinding weft? Do you know in Lancashire system there is no deduction under rewinding weft?.....In the list I do not find any reference to bobbin weft at all. It is all cop weft.

But universal rewinding weft is just the same?.....There is about 50 per cent. more yarn on the bobbin, and there is less stoppage for that reason.

If they have not got any reduction under rewinding weft, why should you have it?.....It does not provide for bobbin weft; it is cop weft. There are two scales, one for large and one for smaller cops.

Coming to the note on page 15 of the Weaving section, in the note regarding mule cops, you will find that a 5 per cent. allowance is given for 10s and below. Do you not think there should be a little more allowance for counts less than 10. What I mean to say is, say, for counts from 3s to 7s or 8s there should be a little more extra allowance than the one given for 10s?.....For 10s and below you get 5 per cent.

It is just the same?.....Yes. If a man works with 10s, and if another man works with 6s or 7s, he will get the same allowance?.....Yes. This, I suppose, represents the difference between mule cops and bobbin, on account of the extra difficulty of the mule cops?.....Yes.

A man using a mule cops of 10s and a man say using a mule cops of 5s will get the same extra allowance of 5 per cent?.....Yes.

Do you think that the labour involved in both the cases is exactly the same? ...I should think so. A 3s cops is just as difficult as a 10s cops.

Why have they allowed greater allowances in the Lancashire list if the labour is the same?...On account of the quality of yarn.

Does not that argument apply here?.....For 4s weft, large cops they give 94 per cent; for pin cops they give 94% for 5s weft, a difference of 1 count.

Coming to the width allowances, page 16 of the weaving section, you have kept the standard from 35 to 65 inches. Do you not think that standard is a little too broad?.....There is rather a big gap there; I admit that.

Would you not like to improve it?.....On checking the list against our sorts we find on narrower sorts (of course that is due to another reason also) we get a wider difference between what we pay at present and what we should pay, than we do on the wider sorts.

Suppose a man working a 40 inch loom and another a 70 inch loom do you think that the labour involved in both is the same?.....It is not the same.

Why should you keep a standard so low and so broad as that?.....Really I do not know why there is such a wide variation in the standard list.

MR. STONES :—I can explain that. The original list had a very small range. On an application to the Bombay Dyeings we got the figures drawing our attention to the efficiency when the loom is wider. We worked out a basis to draw the standard list. There are three points that come in for consideration. As the loom goes wider it goes slower in speed. Above 45 inches it begins to lose efficiency because of the extra width of the yarns and the number of threads to be taken care of. In bringing them down to a common factor, the increase in pay for wider looms was compensated for the decrease in speed and decrease in efficiency. We then standardised the wages.

MR. KHAREGHAT :—On the are a

MR. STONES :—To avoid multiplicity of calculation we thought it better to put down a working standard. Personally I would reduce the top ones and it does work out that way too. I shall give you one or two examples.

MR. BAKHALE :—Examples would be more intelligible.

Then coming to the third column in the weaving allowances you will see it going on increasing from 6 to 8 and then 10. That means 10 per cent. Then it goes to  $12\frac{1}{2}$  per cent, and from  $12\frac{1}{2}$  per cent. to 15. Then there is an increase of 3 per cent. Then from 18 per cent. it goes only to 20 per cent.—an increase of only 2 per cent. The increase has been from 2 to  $2\frac{1}{2}$  and 3 and in the middle the increase is only 2 per cent. Then at 45 the increase is only 6 per cent; from 36 to 44 it is 8 per cent. From 44 to 50 the increase is 6 per cent. The increase is only 6. Can you just explain

to me why this is so? If you have made allowances for harder work, the allowances should be on an increased scale. You have done it. But in one or two cases the percentage is lower down?.....You cannot have a regular scale. You have to take it according to the cloth produced in exact relation to the square yard, and the earnings laid down for that width of loom.

MR. BAKHALE :—A worker on 26 inches cloth gets 15 per cent; with 25 inches cloth gets 18 per cent. and a man working on a 24 inches cloth gets 20 per cent. Do you think that the man working on 24 inches will be satisfied with 20 per cent. when the men below him get 3 per cent more?

MR. STONES :—The same factor that I explained to you holds good. If all the looms run the same speed the same wages are to be paid. There is a graded fall in inverse proportion to the area. In the case of wider looms the standard has been increased wages with the decrease in efficiency. Here they have gone on rapidly increasing.

MR. BAKHALE :—Coming to dhoties and saris you give the allowances in the 3rd and 4th columns distinguishing between Uganda, American and Indian cotton. The percentages vary. How are the workers to know the kind of cotton?.....The weavers would know it when weaving.

I doubt very much whether there is much difference between Uganda and Indian cotton?.....If you produce 30s or 40s yarn from Indian cotton as well as Uganda Cotton, the yarn produced from the Uganda Cotton will be much superior.

Suppose they mix Uganda with Indian cotton?.. ...They do not mix Indian with Uganda.

At present is there a mixture of Indian and American cotton?..... There is.

Suppose there is a mixture of Indian and American cotton how will you class it?.....It will be classed as Indian.

You will take the percentage of Indian cotton?.....No, no.

Is it not a fact that the cloth produced from Uganda or American cotton is superior than the cloth produced from Indian cotton?.....Yes; of the same count.

Supposing that the cloth produced from Uganda or American cotton fetches higher prices, would you not be compensated for the higher price you have paid for the American or Uganda cotton?.....No.

Will there be much change?.....The difference between Indian cotton and Uganda cotton is pretty wide. By using superior cotton you get a much higher efficiency. But it is for the agents to decide whether it is more economic.

Coming to the fancies and checks you have stated that under drills there will be an allowance of 15 per cent. Have you included satins also?

MR. STONES :—It follows efficiency, efficiency allowances provided.

MR. BAKHALE :—Do you produce twills in your mills? ... Very little.

Can you tell me the price per lb. of twill?.....The same rate as grey plain cloth.

Under the head "allowances" on page 17 you have provided 10 per cent, on artificial silk. You have provided an allowance of 10 per cent. The Lancashire list provides 20 per cent. Can you explain to me why there is such a big difference?.....As a matter of fact I have no experience of working artificial silk in Bombay.

Coming to the two beams, in the Lancashire list they have provided an allowance of 5 per cent?.....I do not think we have got two beams.

MR. ASVALE :—You have stated in your evidence that you were in touch with standardisation scheme when it was prepared by the committee of the Millowners' Association?.....Yes.

What suggestions did you make and which of them were turned down?.....The first scheme turned out was quite different to the last scheme. When we went through the first scheme as a whole, certain suggestions were made on practically every item. When we came to work out and take into consideration the drop in speed and efficiency, it did not quite work out fairly on wide looms, and we got only the same rate as for the middle width of loom, *i. e.*, 56". Similarly as regards drills and other fancy cloths, there was a different scheme each for drills, dhoties and checks and so on. There was not the common basis of so many pies per pick. As I say, I do not exactly remember but I know several suggestions of ours were embodied in the list as it appeared afterwards.

Can you not find out anything in the present list which is not in the interests either of the mill industry or of the mill workers?.....I can in one or two matters. We do not want so much allowance on coarse wefts. We want to cut the drills down by 5 per cent. We want a slight alteration in, perhaps drawing-in or something like that, which appear to me quite capable of adjustment.

That means that you want a still smaller allowance to be given on certain wefts at present?.....Yes.

How much are you giving at present?.....Perhaps we are giving more. As I have just pointed out, on drills the cut may be 25 to 30 per cent. Even the

15% allowance, we want to cut down to 10 per cent., because we think the difference between the drill cloth and plain cloth perhaps does not deserve that high allowance.

You mean to say that you still want to go further than now and to have a larger cut in the wages?.....On particular items, yes.

Will that keep the workers contented?.....I may say that this is the first time that an attempt is being made to try what may be called a "scientific scheme" or a "systematic scheme" in the Bombay cotton industry, namely, to pay a man according to the work he does and the skill he puts into that work, and therefore, we must expect a certain amount of discontent or dissatisfaction.

As you want to suggest increases in some sorts, what are those sorts where you would like to pay more than the scale laid down by the standardisation scheme?.. ..One or two. Take the case of narrow looms. We do not agree with the speed put down. We have got certain conditions which we may not be able to alter and the result would be that the man would not be able to get the wage suggested for the narrow looms. For instance, as I said before, our narrowest loom is 32". We prefer to run a 32" loom at 200 picks per minute. The list provides for a speed of 220 picks per minute. So our weaver would not get the same wage as on a loom running at 220 picks. If it runs slower, we should get a slightly higher efficiency.

Do you think the efficiency will go up or they will have to work harder still if the rates are cut?.....If the rates are cut, of course they will have to work hard to make up some of the cut.

Don't you think that they will suffer in health if they have to work harder to get the same wage or even less than what they are getting at present?...No, I do not think so.

They will not lose their health?.....Not by a little harder work by any means.

Generally, what sort of a cloth is produced more in your mill at present, plain or fancy?.....At present chiefly greys and fine dhories.

That must be the reason why you have suggested some more cut and recommended something more in fancies?.....I have not recommended any cut in the fancies. I want to recommend a cut in drills.

Because you are generally producing that?.....150 looms out of 1,700 on drills.

You have told us that you are not losing anything by the introduction of the standard scheme, both in spinning and weaving?.....Yes.

You have stated that you will be getting Rs. 1,000/- a month saved in the spinning department?.....Yes.

But you are in no way losing this if the scheme is introduced?.....That is right.

Does your mill at present make a profit or a loss?.....I cannot say. I am the manager of the mill and therefore I am concerned only with the manufacturing of the cloth. I am not concerned with the buying of cotton and I do not know whether the Company is making a profit in the buying of the cotton. As regards manufacturing profits, I do not think there can be much.

As the Manager, you must be getting the reports of your mill?.....We do not get those reports because we are concerned only with the production and quality of cloth.

Are you not consulted in any other matters except quality and production of cloth or yarn?.....If there is a loss in production, we are called up because that is going to affect profits.

You have also stated that if the wages are not cut, you would have to stop the mill?.....I did not say that I would have to stop my mill. I said some of the mills in Bombay would have to do so.

How can you say that of other mills when you do not know the position about your own mill?.....I have seen the balance sheets of other mills which make a loss from which I think that our own mill is just holding its own.

So, you do not know the balance sheets of your own mill?.....I am afraid I do not.

That is very strange.....The profit and loss accounts are not in my line.

You know the profits and loss of other mills and still you do not know whether your own mill is making a profit or a loss?.....I say that there is much difference between the manufacturing profit of my mill and the profits that may be made by the Bombay Dyeing and Manufacturing Company.

Before the Strike, had you cut the weavers' wages?.....No.

Since when have you cut wages?.....We have not cut wages.

Still you are making a profit?.....The Company is making a profit. I do not say that the Textile Mill, of which I am the manager, is making a profit.

What is your opinion as to whether there is any scope for reduction in other directions in the mill itself?.....Not much scope.

Do you use at present Uganda or American cotton?..... We use Uganda cotton for fine warps and wefts.

You have stated that the mill-workers know whether a cotton is Indian, American or Uganda cotton.....We use Uganda for certain fine counts. If we start 40s, they will soon find out whether it is Uganda, as there will be no breakage.

Will not those people, who do not know the difference between the different varieties of cotton, be the losers by getting these allowances if a clerk makes a mistake in counting the allowances?.....There will be no such mistakes.

Mr. STONES :—One point, for example, on which Mr. Pennington gave us assistance is on page 15 of the Weaving Section, (at the foot), namely :—

“Where two or more counts of weft are used in a check loom, the actual average counts to be taken, *e. g.* a pattern containing 8 picks of 20s and 24 picks of 8s would be taken as 11s counts of weft.”

In the original we followed the Lancashire list. That list merely says “20s and 8s—average 14s.” Mr. Pennington pointed out that this would probably work unfairly in India and we therefore adopted the actual average count.

There is one point, Sir, which I do wish to stress and it is this, that in this particular mill we have a reduction in fancies and a small increase in plains, whereas in Mr. Green's evidence had the reverse case, we had an increase in fancies and a reduction in plains of a small amount, but in Mr. Green's evidence (Currimbhoy Group) we had an increase in the fancies, here we have an appreciable decrease in fancies.

Mr. SAKLATVALA :—You are paying on the whole a fairly high rate in the weaving department?.....Yes.

Can you say whether you pay on every sort the highest rate in Bombay? .....No. I do not know what they pay in other mills.

You are not sure that on every variety you are paying the highest? .....No.

That means that some mills may be paying higher rates than your mill as regards particular varieties?.....Yes.

Does not that also lead to dissatisfaction? Have complaints been made to you that on a particular variety other mills do pay higher rates?.....Yes, we have weavers coming to us and saying they are paying so much in a mill across the way on a particular sort.

That kind of dissatisfaction is there even now?.....Yes, it is there.

Don't you think that if standardisation comes in that that dissatisfaction will be removed and that a weaver will not be able to say that a particular mill is paying more?.....Yes. That is the best part of the scheme; whether a weaver comes to the Textile or goes to the Colaba Land Company's Mill at the end of the town, he will know what he will get if he weaves a certain sort.

You say there will be less dissatisfaction than at present?.....Yes, I think so.

You said that there was no decrease in efficiency since you have increased wages and that efficiency particularly remained the same although the worker got more.....That is to say, ever since I came to the Textile as Weaving Master (and we were working 12 hours then) we have been taking out efficiency figures and we find that our efficiency varies very little from that time even to this day throughout the year.

Is it your experience that with the higher wages has come greater absenteeism than before?.....In very recent years there has been less absenteeism.

We started giving allowances since 1918 but since 1920, 1921, we reached the peak when the highest allowances were given. During that period, in 1920 1921 and 1922, do you think that you had more absenteeism on account of higher wages.....I have no definite information, but if my recollection is correct I do not think there has been very much difference.

You say that you will be making a saving of Rupees 1,000/- in the spinning and Rupees 5,000/- in the weaving. What is your total wage bill for both these sections?.....For weaving it is Rs. 42,000/- but for spinning I have not got the figures with me here.

My point was that on the whole it would not work more than three or four per cent. on the total wage bill?..... It averages about less than one rupee a month per head.

How many men do you employ in the spinning section?.....From the cotton godown to the spindle point, we employ 1,139 men.

The average wage there would be about Rs. 27?.....I am not sure.

Then you mentioned variations in the range of rates fixed in the standardisation scheme for narrow looms and wider looms, and also as regards drills, fancy weft. You know that when you expressed those views, they were diametrically opposed to others?.....Yes.



As regards the speed, you say that in your mill you are running a 32" loom on 200 speed. In our standardisation scheme we have put 32" at 220. May I know the speed at which you are running a 36" ?.....200, the same speed.

Both on 200 ?.....Yes.

Don't you know that generally we run a smaller loom at higher speed ? .....Yes, most of the fancy sorts go into these widths of loom, 32" and 36". Even though it may be possible to run these looms, under ordinary conditions, at these higher speeds on grey cloth, we would not like to run them on fancy cloth, at these speeds.

But you have some particular reasons why you are running both classes of looms at the same speeds ?..... Only I should say for that reason.

You know it is not generally done ?.....Yes.

You would not call our speeds unreasonable on the whole ?... Not the whole. Once we get past 35", we are very approximate to you in your speed, but we have got rather unusual conditions at our mills.

You do not think that under ordinary conditions the speeds we have put for 32" are excessive ?.....No.

MR. BAKHALE :—You said just now that by the introduction of the Standardisation scheme there will be less general discontent amongst the workers ? .....On one point only.

So far as the internal competition between mills and the varying rates are concerned there will not be much discontent ?.....Yes.

But there will be some discontent owing to the reduction in the rates of those people who are getting higher rates to-day ?.....I have already explained that there must be if there is a cut in wage.

In answer to Mr. Saklatvala's question about absenteeism, you could not say definitely that absenteeism was on the increase ?.....I would not like to say that it increased. I have not found it so.

Could you tell me what the absenteeism is due to ?.....It has always seemed to me that these workers want to spend whatever more money they get.

I believe you have come across this green book, "Results of the Enquiry into Wages and Absenteeism of Cotton Mill Operatives in Nineteen Representative Mills in Bombay City in July 1926.".....Yes.

If you come to Table 2 and Table 3 and Table 4, pages 12 to 19.....

THE CHAIRMAN :—Is there anything that can be put to this witness rather than argued before this Committee ?

MR. BAKHALE :—He said just now, Sir, that absenteeism was more or less due to the fact that when workers get more wage, there is generally a greater amount of absenteeism. I was just going to point out under Table 3 (page 16) that absenteeism was more in the Winding and Reeling departments where generally females worked?.....Yes.

THE CHAIRMAN :—Any reason for that, Mr. Pennington?.....Women have got household duties to attend to.

MR. BAKHALE :—The percentage of absenteeism in winding is 15·47 and in reeling 18·18. Coming to the absenteeism of the male operatives, you will find that in the ring and weaving departments, where a large number of employees are employed, absenteeism in the ring department is 10·48 while that amongst the weavers is only 4·35, and the weavers are the best paid-workers at the present time. Weavers do get much more than the spinners and spinners get much more than women get. If that is so, still the absenteeism is much less amongst the weavers and still less amongst the spinners than amongst the reelers.

THE CHAIRMAN :—That is a question more for argument.

MR. SAKLATVALA :—As regards weaving, the system is different, and when a weaver remains absent, he sends a substitute in his place and so we are not concerned with marking him absent.

You have stated that there is dissatisfaction between the workers of one mill and another. What is the proof?.....Apparently, the workers cannot work out what rates they should get.

How do you know there is dissatisfaction in the mill of Sir Munmohandas Ramji. You have not enquired whether there is dissatisfaction or not? How are we to know that?.....Because the question has actually arisen in the mill. We have been making certain sorts. We put in a new sort. We calculate the rate to give to the weaver, what we consider is a fair wage for that sort. The weaver knows that a similar sort, (it may be not exactly the same), is worked in another mill and he finds that the rate in the other mill is higher than what we have fixed. He concludes we are wrong, and of course they (the other mill) are not wrong, because the other mill is paying more.

Could you prove that there was at any time such sort of dissatisfaction among the workers?.....Actual cases have been brought to me in the mill.

Do you mean to say at present the weavers of another mill are not getting more than what they are getting in your mill?.....In another mill they may be getting more on particular sorts.

On the same sorts ?.....In some of the mills for the same sorts he may be getting more.

Is there dissatisfaction ?.....There is, but not to the extent of making them go on a strike.

THE CHAIRMAN :—I think that is natural, if you find somebody is doing the same work as you are doing for a higher wage.

MR. ASAVALE:—He has said that there is still dissatisfaction. I want to show there is no dissatisfaction.

THE CHAIRMAN :—He has said it is not enough to cause a strike.

(The witness withdrew.)

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Oral Evidence of

MR. B. B. DESAI, WEAVING MANAGER,  
INDIAN MILLS, INDIAN KAISER-I-HIND MILL.

THE CHAIRMAN :—How long have you been manager ?.....I have worked in different mills. In the Indian and the Kaiser-I-Hind Mills I have been weaving manager for the last year and half.

How long have you been in the mill industry ?.....28 years.

What did you start as ?.....I started as sizing clerk.

MR. SAKLATVALA :—I may point out for the information of the Committee that these people are making particularly one sort, fine dhoties, and they pay the highest rate in Bombay.

MR. KHAREGHAT :—You specialise in dhoties ?.....Yes.

MR. SAKLATVALA :—Could you give us some idea about the spinning section also ?.....No; only weaving.

MR. KHAREGHAT :—You have studied the scheme ?.....Yes.

MR. SAKLATVALA :—In the weaving section, how do the grey winding rates compare with the rates that you are at present paying. What is your average ?.....We are working with 30s warp mostly.

How does the 30s rate compare with the rate given in the standard list ? What do you pay ?.....We are paying Re. 0-12-6 per 100 lbs., and the standard rate comes to Re. 0-12-0.

You have got 5' lift ?.....Yes, all 5'.

Have you worked out your average for grey winding?.....It comes to about 4 per cent. less.

MR. KHAREGHAT :—The standard scheme will be 4 per cent. less?..... Yes, it will be 4 per cent. less than what we are paying at present.

On page 4, how does colour pirn winding compare?.....We have not got cup type winding machines.

Page 5, winding to universal winding No. 90 pirn winding Machine.—What is your average?.....We are not working them generally. We have got one or two frames working pirn winding for headings only.

MR. STONES :—You wind from hank?.....From bobbins.

MR. SAKLATVALA :—Page 6, what is the average that you pay your operatives?.....Rs. 20/- per month, including the allowance.

Under the standardisation scheme, you will have to pay a little more?..... Yes, about 10 per cent. more.

Have you got any universal winders Nos. 50?.....No.

Drum winding Page 2.—Colour winding from hank bobbin or drum?..... We are working from hank.

What is your average there?.....The winder's wage is Rs. 23/- per month, including the allowance.

Under the standardisation scheme, how much does it come to?.....It comes to Rs. 23-14-0.

You will have to pay more there?..... Yes.

Page 9, warping department.—What do you pay your warpers?.....We pay by weight.

What is the warper's rate for 30s warp?.....For 30s we pay them Re. 0-6-6 per 100 lbs.

What is the average the warper gets per month?.....About Rs. 42/-.

Have you worked out the others, that is the highest and lowest?..... The highest is Rs. 54/-; the lowest is Rs. 38/-, and Rs. 42/- is the average.

How many hours do the warpers work?.....They are at liberty to work as they like.

What is the system? Do you compel them to work for 10 hours?..... They voluntarily work for 10 hours, as they are on piecework.

Some work for 8½ hours, some work for 10 hours?.....Yes.

The average is 9 hours?..... Yes.

And for 9 hours you pay Rs. 42/-?.....Yes.

That means, if you worked them for 10 hours, you would have been paying them Rs. 46/-?.....Yes.

Under the standardisation scheme you will have to pay them Rs. 52/-. So you will be paying them more there also?.....According to the standardisation scheme the figure practically comes to less for the warpers than under the present system.

What is your present system?.....Re. 0-6-6 per 100 pounds.

How does it work out?.....One beam of 380 ends, 14,000 yards comes to 211 lbs. Our present rate is Re. 0-6-6 per 100 lbs. It comes to about Re. 0-13-8 per beam. According to the standard rate the man will get 6 as. per 10,000 yards. For this very beam it works out 8.4 as. plus 2 as. per beam. It comes to Re. 0-10-5. In another beam of 440 ends, 4,000 yards long the weight comes to 244 lbs. According to our mill we pay Re. 0-6-6 per 100 lbs. We will pay him Re. 0-15-10 for the beam. According to the standard rate it will come to about Re. 0-11-5.

MR. KHAREGHAT :—You do not allow for counts here?

MR. STONES :—We do not allow for counts.

The committee adjourned till 11-15 A. M. on Tuesday, the 27th November 1928.

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*Tuesday, 27th November 1928.*

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Tuesday, the 27th November 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A.M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. B. S. KAMAT.

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MR. BAKHALE :—Before we proceed to our usual business I should just like to ask you about the procedure for the next month. I understand that you are adjourning for Christmas about the 20th or 22nd of December. So far as we are concerned I beg to submit that it would be convenient if we could agree to adjourn by the 15th of December because most of us have to go to Upper India to attend the All India Trade Union Congress and All Parties Conference. Some of us being office bearers must go there. I think the All India Trade Union Congress begins about the 19th of next month. I shall give you the exact date to-morrow.

THE CHAIRMAN :—The gazetted holidays go up to 2nd January. When do you propose to resume ?

MR. BAKHALE :—I do not mind if you begin by the 2nd or 3rd January.

THE CHAIRMAN :—(addressing Mr. Stones) What are your views ?

MR. STONES :—We want to get it through early. We have got plenty of work. If we get a few days extra myself and Mr. Saklatvala will be able to attend to some more work in the our own sphere.

THE CHAIRMAN :—While discussing this we ought to have a general idea as to how long this committee is to last. I consider that the general view of the committee at present is that we should get to the end of the inquiry in the course of January.

MR. BAKHALE :—I think we will be able to finish by that time.

MR. STONES :—I do not see why the public sitting could not be finished before the 15th of December. We have got to deal with a few witnesses on standardisation, 3 or 4 witnesses on rationalisation, including myself, Mr. Saklatvala and two of my assistants. Then a few witnesses will have to be examined on the 17 demands. On the standing orders for operatives there will be practically no witnesses as it will have to be discussed in the committee. I am only looking at it from my own point of view. It is obvious that on the 17 demands the other side will bring in a few labour witnesses and outside play-

ing off, and a few other things there will be practically nothing in the 17 demands. For example standardisation will not go into the 17 demands. There is another question of putting up notices. On that question there will be a ruling from this committee. In any case as it seems to me the millowners have agreed to put up such notices.

MR. BAKHALE :—After these witnesses are over we propose to call in a few witnesses of our own on the standardisation scheme. That will take some time. After that we shall have to consider whether we can bring in any witnesses on the 17 demands and the rules made by you.

MR. STONES :—The 17 demands and the rules are closely allied. There are only a few items which will cover the rules also. It would be very convenient if you can sketch out your case in such a way as to examine your witnesses on questions relating to the rules also.

MR. BAKHALE :—I am afraid I cannot.

THE CHAIRMAN :—What we want is at any rate to finish up in January

MR. STONES :—It should be easily done.

MR. ASAVALE :—We think it will be finished by the end of January. We want to examine a few agents with regard to the new rules. Unless they appear before us and give evidence we will not be able to come to any conclusion on it.

MR. STONES :—What we object to is asking 101 questions not relating to the point. If you keep to the points we will provide all the witnesses.

MR. BAKHALE :—We want to examine the agents on selling contract and such other points.

MR. STONES :—Obviously the agents will be able to answer points which could not be answered by the managers. At any rate we do not want the same questions which have been put and answered. I am asking them to gather all their points so that it will save our time as well as the time of the committee.

THE CHAIRMAN :—There is the question of figures which will have to be got ready.

MR. STONES :—We are just compiling those figures and we propose to finish it this evening. If you would like that we will hand over the figures we have already prepared as preliminary instead of waiting for the whole of them. It has already begun to assume gigantic dimensions.

THE CHAIRMAN :—On the strict understanding that the sittings and discussions should be finished in January, we have no objection to stopping the



meetings by the 15th December and resuming on the 2nd or 3rd January. Will you hand over your programme to the Secretary?

MR. BAKHALE :—Would it be sufficient, Sir, if I hand over our programme to-morrow.

MR. STONES :—We have already 7 witnesses. You may want to examine me on standardisation. Sir Victor Sassoon will have to be examined on rationalization.

MR. ASVALE :—After this is finished we will bring our witnesses on Monday.

MR. STONES :—All the 7 witnesses will be finished to-morrow afternoon.

THE CHAIRMAN :—If you have got your list ready we can examine your witnesses on Friday ; otherwise on Monday.

MR. ASVALE :—They are workers.....

MR. STONES :—If you give us information in time we will circulate the list to all the mills and see that the managers give leave to workmen to come and give evidence here. Let us have the list before Monday.

MR. KHAREGHAT :—Please get all Marathi talking witnesses together and all Urdu talking witnesses together.

MR. BAKHALE :—That will be rather difficult.

MR. STONES :—In our mills we have got people who go into various departments according to castes.

#### Further Oral Evidence of

MR. DESAL.

MR. STONES :—On page 9 of the weaving section—Warping department—we defined the reasons why the man could not obtain the wages mentioned here of Rs. 52/- on the particular qualities he is running. Personally I think still and I will lead witnesses to show that even on these rates on these particular counts workers are paid more than Rs. 52/-. It may call for special conditions. The rate defined in the scheme is an appreciable reduction on the present rate. Now, in the sizing department you give piecework. We give piece-rates as also fixed wages. There will not be any reason for a sizer to complain. He will get about Rs. 85/- a month and after two years he will get over Rs. 90/. There is not much difference.

What is the difference if any?.....In the standard list the rate is 20 pies and at present we pay 21 pies. There is a difference of 1 pie or say 5 per cent. In other sorts there is a possibility of their getting more.

In the weaving section I understand you are in charge of two mills?  
..... Yes.

Are both these mills on similar types of cloth?.....Yes.

Are all weavers of any particular caste?.....In the Indian Mills almost all are Mahomedans; whereas in the Kaiser-I-Hind Mills about 80 per cent are Hindus and 20 per cent. Mahomedans.

Is there any difference in rate between the two mills?.....Yes.

You said in reply to Mr. Saklatvala that you pay in the Indian Mills a much higher rate than that paid in any other Bombay mill?.....Yes; in our Indian mills.

What would be the average in Kaiser-I-Hind Mill per weaver on 26 day a month?.....Rs. 55/-.

The figures given in all the enquiries are Rs. 48/-. Even in the Kaiser-I-Hind Mill the rate is higher than the general average of Bombay?.....Yes.

Can you give the average wage in the Indian Mill?.....About Rs. 62/-.

What particular width of loom have you got in your mill?.....44".

Are the bulk of the looms on any particular width?.....44" and 50".

Are you making any particular variety of cloth?.....In both the mills we are working on 30s warp and 40s weft.

What is the total number of looms in both the mills?.....1024 in the Indian Mill and 1060 roughly in the Kaiser-I-Hind Mills.

Roughly you work 80 per cent. on dhoties?.....Yes.

How many looms on any particular variety?.....50 or 60.

Is there any particular reason why you pay such a high rate in the Indian Mill as compared with the Kaiser-I-Hind Mills?.....As far as I can learn that was the first mill that went finer. In the beginning there was much trouble to get the weavers accustomed to such sorts. After a long run of 8 to 10 years we came to this efficiency in these sorts. In the Indian at the beginning we had much trouble and then we had to give increased wages.

You are the pioneers in this particular type of cloth?.....Yes.

Is it the usual custom in the Bombay Mills when a novel sort is introduced to pay a rate more than what is normally paid for such goods?.. ..It generally happens. Generally weavers do not give sufficient efficiency at the beginning. They know that they could get their usual rate for the production they give. When they know that the rate is fixed they begin to work with fully capacity.

In the Indian Mills you pay 15 pies per pound on particular kind of dhoties and 13<sup>p</sup> on the same kind in the Kaiser-I-Hind Mills. Have you enquired in the other mills under the same agents whether they pay the same wages for

the same kind of dhoties?.....As far as I know they pay 12 p. But their production and standard of efficiency is not the same as ours.

THE CHAIRMAN :—What is the point you are trying to bring out ?

MR. STONES :—This extra wage has come into existence because these particular mills were the pioneers on a new sort. At the beginning they pay a higher rate than is normally done. I am going to call in witnesses from our own mills to prove this point. In one of our mills we have introduced mercerised silk which is as good as cotton for weaving purposes. The weavers being conservative by nature they had to be persuaded to do the work. In the Indian Mills quite a number of years ago as they were the pioneers in this particular variety they had to pay higher wages.

Have you got any particular kind of criticism on these allowances?..... In the third column on page 18 the allowances for warping between 28 and 32 in Indian cotton is 25 per cent. and in the 4th column for 40 warp and 50 weft I think it is less. It should be more.

Do you think it more difficult?.....Yes ; he has got to be very careful and accurate.

Is it not his duty to be accurate?.....Yes ; it is.

The fine counts warp will only have fine counts weft when the shuttle will run much longer?.....Yes. But he has to mind finer threads. On coarser counts he can catch the broken threads easily. For coarser counts rough handling will do for finer counts it will not do.

What is the reduction the adoption of the standard list will have at the Indian and the Kaiser-I-Hind Mills?.....In the Indian Mills the reduction will be 20 per cent. and at the Kaiser-I-Hind Mill it will be 9 per cent.

I wish to point out that these wages are admittedly much higher than the average ruling in Bombay, according to all enquiries.

Do you think there is a possibility of the weaver increasing his efficiency over the existing efficiency, if rates are reduced? Would it be possible for the men to work a little harder and make more money?.....It is possible, but there is this point to be considered. If the rate of one mill is reduced, then the better class of weavers will not come to our mills ; we will get the average weaver, and so our efficiency will be affected to a certain extent.

You have quite a number of Muhammadan weavers in your Indian Mills?.....Yes.

They work less time during the Ramzan month?.....Yes. If the Ramzan comes in the winter, they work for half-an-hour less, but if it is in summer, there is no necessity to do that, because the days are longer.

In the winter they work half-an-hour less?.....Yes.

Have you found that they are then able to make up the production?.....Yes.

There is no loss of production, although they work half-an-hour shorter?.....No.

What do you put that down to?.....Because in Ramzan they do not go out so often for *pan, bidi, tea* etc. In Ramzan, as they observe a fast, they stick to their work, and though they work for half-an-hour less I do not find any difference in the efficiency.

You will naturally have quite a number of fancy jobbers in your mill? You have a lot of dobbies for your dhoties?.....I have one jobber only; there are 280 dobbies.

So that, that comes within the scope of the allocation in the standard list?.....Yes.

Have you any assistant fancy jobber or doobby pegger?.....We have one assistant, but not permanently. We do not work all our dobbies continuously; when more dobbies work, we give an assistant, otherwise not.

How many looms does one line jobber mind?.....In the Indian mills 52 looms per line jobber.

It is on 80 per cent. dhoties?.....Yes.

What is the number in the Kaiser-I-Hind Mill?.....It is 42 looms per line jobber.

What is the method of payment to line jobbers in each of these mills?.....They are paid on piecework.

It is per lb. of cloth produced?.....It is per lb. of cloth produced, in both the mills.

Will you give us the rate and the average earnings of line jobbers?.....In the Indian mills, 30s and 40s weft, they are getting 11 as. per 100 lbs; in the Kaiser-I-Hind mills Rs. 0-9-6 per 100 lbs.

Although they look after 10 looms less?.....Yes.

What is the wage?.....The average wage of a jobber in the Indian mills is Rs. 160/- per month; in the Kaiser-I-Hind mill it is Rs. 115/- per month.

I wish to bring out the point here that even in mills under one management, where they have the highest paid rates, there is an appreciable difference

between one mill and the other, although they work on the same sorts, the quality of work is the same, and the management is the same. In the present case, it is Rs. 115/- per month in one as against Rs. 160/- in the other. In addition to that, in the Indian mills they have 52 looms per jobber, whereas in the Kaiser-I-Hind mill they have 42 looms per jobber ; the rates are less where they mind less looms.

In the Kaiser-I-Hind mill is there much difference between the standard list and the list as you work on in the mills at present ? .....There is not.

MR. BAKHALE :—Are you the Manager of the Indian Mill ?.....I am the Weaving Manager.

Have you got a General Manager in the Indian Mill ? ..... Yes. He looks after the accounts. If you want any information regarding spinning, I can send for the spinning master.

You have a General Manager and a Weaving Manager ? ..... Yes.

The weaving Manager is something akin to a weaving master ? .....Yes.

Practically, you are weaving master ? ..... Yes ; I am managing the two mills in the weaving section.

Have you got old and new looms in both the mills ? ..... Yes.

Is it a fact that the old drop box looms have been converted into plain looms at present ?.....Yes, in both the mills.

THE CHAIRMAN :—What does it mean ?

MR. STONES :—The drop box is a loom that changes the weft across. That works at a very low speed. This mill has been specialising in dhoties, and it is a waste of time to work these by drop boxes. The trade in checks is bad, and like many other mills they have changed to work the looms at a higher speed for plain cloth.

MR. BAKHALE :—Is it your experience that these drop box looms which have been converted into plain looms give the same production as the ordinary plain looms ?..... Yes.

There is no difficulty in production at all ?.....No.

How does the efficiency in the Indian mill compare with the efficiency in the Kaiser-I-Hind mill ?.....There is a difference of about 4 or 5 per cent.

MR. KHAREGHAT :—The Indian Mills are more efficient by about 4 or 5 per cent ?.....Yes.

MR. BAKHALE :—What is that due to ?.....I have got a better class of weavers at the Indian Mills.

You have got a better class of weavers in the Indian Mills because you pay higher wages?..... Where the wages are higher, it is natural that better class of people are induced to join the mill.

That is to say, if you engage a better class of people in the Kaiser-I-Hind mill and also pay them higher wages, that is just the same wages that you are paying to the workers in the Indian mill, you can get the same efficiency from them?.....

Not in the Kaiser-I-Hind mills, because the present men are not expected to leave the mills, and I cannot take on new men. If the rate is increased in the Kaiser-I-Hind mill some good weavers will try to come there, but I do not think the present people will be able to increase their efficiency. If a better type of weaver will work at the Kaiser-I-Hind mill, there will be an increase of efficiency by 4 or 5 per cent.

Have you not got much labour turnover in the Indian mill? Do you get many men who leave and do not come back again, or who are absent?... I have got very regular men at the Indian mill.

What about the Kaiser-I-Hind mill?.....They are not so regular as in the Indian mill.

What is the cause?.....Most of the work-people in the Indian mill are Mahomedans. They do not go to their native places so often as the Hindus. They go out only once in two or three years for a month or so. The Hindu workers go out many times a year and remain absent.

The workers in the Indian mills are more efficient than in the Kaiser-I-Hind mill?... Yes.

MR. STONES :—They are permanent residents of Bombay?.....Yes. After the recent strike, it took me 12 days to get a full complement of men at the Kaiser-I Hind, but for the Indian mill I could do it in 2 days.

MR. BAKHALE :—What is the efficiency of the Indian mill?.....It is 88 per cent.

What is it in the Kaiser-I-Hind mill?.....It is 83 to 84 per cent.

Do you use the same kind of cotton in both the mills?.....Yes.

Do you use Indian, American or Uganda cotton?.....For 30s, we use Indian cotton. 80 per cent. is 30s warp.

For higher counts?.....It is very little.

Now that you have gone in for finer, do you require to decrease the speed of the looms?.....No.

You keep the same speed ? ... Yes.

Do you get the same kind of efficiency in lighter and heavier reeds ?.....  
In lighter reeds we get more efficiency.

Why do you take the same efficiency both in the lighter as well as in the heavier reeds in the standardisation scheme ?

MR. STONES :—That, I think, is a question for the compilers of the list. We do not take the same efficiency. There is an allowance. We put the base, that is the normal, and then there is an allowance for fine reeds. For 30s warp on 63 reed, he gets an allowance. So that, giving him an allowance means expectation of lower efficiency, the basis being for yarn that is on the standard reeds, reeds below the figure laid down on page 14 of the list (weaving section). Mr. Desai may not be acquainted with it. I compiled the list.

MR. BAKHALE :—Please refer to pages 12 and 13 of the Book of Examples, showing the method of calculating wages. On the 12th page you have got T cloth with 52 reeds, 18s warp and you have provided an allowance of 2 per cent. on reed. On page 13, you have got long cloth, first sort, with the reed at 44 and warp 24s, and you have not provided any reed allowance, whilst the efficiency in both these varieties has been kept at 80. Can you explain it ?.....

MR. STONES :—Which would weave better ? 24s in 44 reed or 18s in 52 reed ?.....24s in 44 reed will weave better than 18s in 52 reed.

MR. BAKHALE :—That means you will have greater efficiency there ?..... Yes, because there is less friction between the yarns.

For T cloth, it will be rather more difficult than long cloth with 18s warp and 52 reed ?.....

THE CHAIRMAN :—He gets 2 per cent. reed allowance.

MR. BAKHALE :—But the efficiency has been kept the same in both the place. I want to ask the witness whether he expects the same efficiency when he admits that the work in the one case will be harder than in the other ?..... There will be a slight difference, I think.

THE CHAIRMAN :—What is T cloth ?

MR. STONES :—That is an old cloth that was produced 80 years ago in Lancashire. It came out here. It was called T cloth because the manufacturers stamped it with a big letter T and to this day the same name hold goods.

MR. BAKHALE :—Along with this example of T cloth, on page 14 of the amended standard list (weaving section), you will find a provision of 1 per cent. to be added for each one dent per inch finer, under reeds. Take the warp at 18

under T cloth with 52 reed ; if you take the standard list, you will find that from 18s to 22s warp the standard has been kept at 52.

MR. STONES :—It is above 18s ; 14s to 18s is inclusive.

MR. BAKHALE :—Yes; the standard has been kept at 48 and under T cloth it is 52. So, the reed allowance, according to 1 per cent, for each one dent should be increased to 2 per cent. or 4 per cent, in all.

MR. STONES :—I explained that 2" is 2 dents. 48 reed being the standard 52 reed being the actual cloth, you deduct 48 from 52 which gives you 4; divide it by 2, and that gives you the number of dents per inch. The basis of counting dents in the Stanley System, which is universal in Bombay, is the number of dents on 2".

MR. BAKHALE :—You said in reply to Mr. Stones that there would be a reduction of 20 per cent. in the Indian mill under the standardisation scheme. I should like to know whether this reduction will be higher on dhoties?.....I have given an average of 20 per cent. on dhoties.

I should like to have some idea about the reduction that will take place on dhoties. Will it be more than 20 per cent. because you are running 80 per cent. on dhoties?

MR. KHAREGHAT :—What is your present rate for dhoties? How much do you pay per lb.?.....15 pies per lb., but there are various sorts.

What is the rate according to the standard scheme?.....According to the standard rate in one sort we get 16 per cent. less. In one sort, 10 pies per piece is the present rate; the standard rate will be 8.56 pies, that is a reduction of 16 per cent. In another sort, the present rate is 20.62 pies per piece; the standard rate will be 16.40 pies or 25 per cent. less; for still another sort I am at present paying 32 pies per piece; according to the standard list I shall have to pay 30.37 pies, that is about 5 per cent. reduction. For some the rate is 16, for some 20, for some 25, for some 24 and so on. I have given the average.

MR. BAKHALE :—20 per cent. reduction is not on the dhoties only?.....It is on dhoties only.

I will give you a sort from your mill. Will you tell me the existing rate for cloth width 33" reed 44, pick 40 length 8 yards, twist 30s, weft 40s, weight 1 lb.?.....15 pies.

I was told it was 16 pies. It is a narrow loom?.....Yes; for narrow loom we give 1 pie more.

What would be the rate under standardisation? I have calculated it is 11.9 pies?.....



MR. STONES :—What is the size of bobbin on that?.....Five inch lift.

MR. KHAREGHAT :—Woven on 36?.....Yes.

MR. BAKHALE :—Are you using 5" pirn?.....Yes.

MR. BAKHALE :—Even then there will be a reduction from 24 to 20?.....  
Yes, in some sorts.

MR. KHAREGHAT :—The rate will come to how much?.....12·6 with the  
2 per cent. added.

MR. BAKHALE :—Don't you think that on all varieties of 30 twist and  
40s weft, the reduction will be a little above 24?.....It depends upon the sorts.  
The average will come to 20 per cent.

MR. BAKHALE :—You said in reply to Mr. Stones that as you were the  
pioneers in going in for finer counts you had to give higher rates?.....I did not  
say that as I was not present then.

MR. BAKHALE :—Is it a fact that when you introduced finer varieties you  
paid something more?.....That happens generally whenever new sorts are  
begun.

MR. BAKHALE :—In your particular mill, suppose when you started a fine  
variety you paid a rate ( $a$ ), and that after working the variety out for some  
time, you might have to increase that rate ( $a$ ) to something more?.....I do  
not know.

MR. BAKHALE :—You said in your reply to Mr. Stones that dhosi  
allowance for 34s counts should be higher than 15%?.....Yes.

What figure will you put in instead of 15 per cent.?.....About 20 per  
cent.

20 per cent. you have already got for counts 28s to 30s from  
Indian cotton?.....But for that, according to 15, it comes to  
less than what is for 30s. If you pay 15 per cent. the rate will  
come less. So I say it should not be less but it should be equal to that or a  
little more.

MR. BAKHALE :—That means it should be 20?.....Yes.

MR. KHAREGHAT :—In all departments, all through?.....Yes. These  
things also depend on the sorts worked. It generally happens that out of 1,000  
looms, if only 50 looms are working finer, they will earn more than the other  
weavers.

MR. BAKHALE :—Do you think that the 20 per cent. allowance for 28s to  
30s for Indian cotton should be increased also?.....In our Indian Mill it comes.

to 20 or 21 per cent. but in the Kaiser-I-Hind Mill it comes only to 9 per cent. less.

MR. BAKHALE :—Would you keep it at 20 or increase it ?..... That is the business of the millowners, not mine.

MR. BAKHALE :—What is your personal opinion ?.....If it is increased, then my present weavers' average will remain the same. I have a better class of workmen at the Indian Mill. Perhaps that may reduce the average.

MR. BAKHALE :—What would you suggest, if you were asked to give your opinion as to whether this 20 per cent. should be kept as it is or it should be increased ?..... That is the lookout of the millowners.

MR. BAKHALE :—Leave aside the millowners. Give me your own personal opinion.....At present I am getting an average of 88 per cent. efficiency. If it is reduced and if the standard rate is given, then my efficiency will decrease the rate.

MR. BAKHALE :—Therefore, do you strongly recommend that this allowance should be increased or should not be increased? The choice is between a reduction of the allowance and a reduction in efficiency?.. ...If it is increased, it will be better for my mill.

THE CHAIRMAN :—You mean under both heads, counts 28s to 32s ?

MR. STONES :—The witness thinks that he will stand to lose particularly the good weavers that he has now.

THE CHAIRMAN :—These allowances are sufficient to maintain a good weaver?..... I believe so, Sir.

MR. BAKHALE :—If the millowners insist that 20% must remain and if it remains, your efficiency is bound to go down to a certain extent and instead of getting a better type of worker, you will get an average worker ?.....Yes.

MR. BAKHALE :—You further said that in the Ramzan period the Mahomedan workers make up the production of half-an-hour ?.....Yes.

MR. BAKHALE :—The Ramzan lasts only one month. Do you think that if they begin to work half-an-hour less every day for 12 months, they will be able to show the same efficiency ?.....I do not think they can do this continuously.

MR. BAKHALE :—Is it the practice in your mill of making some deductions from wages on one count or on another count ?.....No.

MR. BAKHALE :—Is it not a fact that you deduct  $\frac{1}{4}$  or  $\frac{1}{2}$  anna for medicine purposes ?..... No.

MR. BAKHALE :—Are you quite sure about it?.....I am.

MR. BAKHALE :—Have you got the practice of handing over spoiled cloth to the weavers?.....Yes. It is this way. If the cloth is spoiled, it depends on the extent to which it is damaged. If it is damaged owing to the weaver's carelessness or if he has not remedied it which could have and ought to have done, then the cloth is given to him.

MR. BAKHALE :—Have you got any method by which you can find out whether the spoiled cloth was spoiled on account of the worker's carelessness or on account of some defect in the machinery itself or owing to some flaw in the raw material?.....We have the method of personal observation.

MR. BAKHALE :—Have you any system by which it is checked up?.....If the flaw is such that the weaver could have remedied and if he does not do so, he is charged with that fault and the cloth is given to him.

MR. BAKHALE :—So, you have the method of observation?.....Yes.

MR. BAKHALE :—Who makes the observation?.....My assistant.

MR. BAKHALE :—Do you call in the weaver concerned to hear what he has to say about it?.....The jobber is there and he calls his weavers also. If a weaver has any complaint to make, he comes to me and if he says that the cloth was given in his absence, I do not hold him responsible.

Have you got any artificial silk work in your mill?.....Very little, just by way of sample work on some dhoties.

MR. BAKHALE :—Have you got any varieties in your mill for which you have to use two beams?.....No.

MR. BAKHALE :—Is your mill making profit to-day?.....I cannot say.

MR. BAKHALE :—You do not know anything about it?.....I know that before the strike it was making a profit.

MR. BAKHALE :—In spite of the highest wages which you have been paying in Bombay?..... Before the strike it was.

MR. BAKHALE :—You admit that you were paying the highest rates?.....Yes.

MR. BAKHALE :—In spite of that fact, you were making some profits?.....Yes.

MR. BAKHALE :—Do you think that with the reduction of 20 per cent. and consequent reduction in efficiency as you say you will be able to make the same profits?.....It will affect the profits to a certain extent, no doubt.

MR. BAKHALE :—Don't you think that in your interests you should keep the wages as they are?.....That is not my lookout.

MR. BAKHALE :—What is your personal opinion?...I have expressed my personal opinion that efficiency will be decreased and the cost will be increased.

MR. BAKHALE :—On page 18 of the Standardisation List for the Weaving Department, you will find that there are two columns for allowances for counts from Uganda and American cotton and for counts from Indian cotton. .... Yes.

MR. BAKHALE :—If I bring a weaver to the Committee here and if I produce two or three pieces prepared from Uganda, American and Indian cotton do you think that he will be able to tell the Committee which cloth is made from which kind of cotton?.....No, the weaver will not be able to do so with any precision, but generally he can distinguish between the different varieties.

MR. BAKHALE :—If I bring a weaver here and place before him three kinds of cloth and if I tell him also the kind of counts, will he be able to tell the Committee which kind of cotton was used for each kind of cloth?.....No, he will not be able to do so.

MR. BAKHALE :—In calculating his wages according to the standardisation scheme, he will have some difficulty in getting his wages because he will not be able to know which kind of cotton is used and as the allowance varies because of the kind of cotton used he will experience some difficulty in getting the wage? .... An individual weaver will of course find some difficulty, but I do not think that the mill authorities will do so.

MR. BAKHALE :—Leave aside the mill authorities,.....The weaver will not know it.

MR. BAKHALE :—Suppose the weaver says in his own interest and in order to get a high percentage that the cloth is produced from Indian cotton, while the employer or the weaving master or the assistant weaving master says in order to reduce the percentage that the piece is produced from Uganda or American cotton, how will you solve this difficulty?.....The weaver will have to see the head of his department.

MR. BAKHALE :—Taking a hypothetical case in which the head of the department says that that is produced from American cotton and the worker says that it is produced from Indian cotton, how will you solve the difficulty?.... At present they have got the trade unions and they can get that checked or ask the mill authorities or the manager.

MR. BAKHALE :—That means the weaver will not be able to do it himself? ....Personally he will not be able to do it himself.

MR. BAKHALE :—I was told yesterday that the weaver will easily understand it. Will a head jobber or a jobber understand it?.....No. He will not be able to tell which cotton was used.

MR. STONES :—There are more breakages in the Indian than in the Uganda or American cotton.

MR. BAKHALE :—Don't you think that in the interests of harmony inside the mills and in order to give a fair trial to the standardisation scheme, it will be advisable to simplify this procedure?.....Anything which is simpler is better.

MR. BAKHALE :—You advocate then that, instead of creating this difference between the different kinds of cotton, if it can be adjusted, the weaver will not have any trouble in calculating his wages, and you will certainly advocate that change? ..... Yes.

THE CHAIRMAN :—It is very easy to criticise the scheme, Mr. Bakhale, but we should like some constructive proposals.

MR. STONES :—In Lancashire they have what is called the "Particulars Clause," under which the particulars are placed on the "patti" of the weaver containing a definite statement of all details necessary for the compilation of that wage. That is then subject to check. For example, if the allowance was 4 2<sup>8</sup>s American, then on that patti must be written 3<sup>2</sup>s American. We are following that system here in this scheme. Those particulars are subject to the verification of the Joint Committee of the Millowners and the Strike Committee, so that there is a check there. We have done all we can to reduce the complications which might otherwise arise as we know that the workers are ignorant.

MR. BAKHALE :—Mr. Stones referred to the Particulars Clause that obtains in Lancashire. That Particulars Clause is there under their Factories Act of 1901 under which every employer is compelled to do so. We have not got anything of that kind in our Indian Factory Act.

THE CHAIRMAN :—But it can be recommended.

MR. STONES :—I think in my original remarks on the scheme, I brought that point forward.

MR. BAKHALE :—If the standardisation scheme and the present rates are adopted by the Millowners' Association, do you think that your workers will take the reduction of 20 per cent. lying down and without protest or will there be some dissatisfaction and disturbance?.....There will be both dissatisfaction and disturbance, naturally.

MR. ASVALE :—Are you only producing cloth or spinning yarn?..... We are doing both. We use all the yarn that we spin ourselves. We do not sell yarn outside.

MR. ASAVALA :—What would be the saving to your mill if in place of your present rates you were to pay the rates as recommended by the Standardisation Scheme?.....About Rs. 6,000/- per month in our Indian Mill and about Rs. 3,000/- to Rs. 3,500/- in our Kaiser-I-Hind Mill, per month.

MR. ASAVALA :—How many looms are there in both the mills?.....1,024 in the Indian and 1,060 in the Kaiser-I-Hind, or a total of 2,084 looms.

MR. ASAVALA :—Are you looking after the weaving departments yourself or have you assistants in charge of the weaving departments?.....I have got two assistants in both the mills. I am looking after both the departments in the two mills.

MR. ASAVALA :—Do you find any difficulty in managing the two departments in the two mills?.....No.

THE CHAIRMAN :—What is the distance between the two mills?.....About  $1\frac{1}{2}$  miles, Sir.

SIR MUNMOHANDASS RAMJI :—He spends half-a-day in one mill and half-a-day in the other mill.

MR. ASAVALA :—You have replied that by decreasing the wages, the efficiency also would suffer. If anybody says that the efficiency would increase by reducing the wages, then that is not correct according to you?.....No. But if a person wants to increase his efficiency, he can do so to a certain extent.

MR. ASAVALA :—Can he do so throughout the whole year?.. .. No.

MR. ASAVALA :—But, instead of lowering the rates, if the Millowners increase the rates, they might find better workers than at present and increase their efficiency?.....That is possible.

MR. ASAVALA :—You have stated that in the Indian Mill there is an efficiency of 88 per cent. while the allowance given in the standardisation scheme is only for 80 per cent. Don't you think that the allowance given for efficiency should be increased wherever there is more efficiency?.....

MR. SAKLATVALA :—If he gets higher production, he will get a higher amount of wages.

MR. ASAVALA :—In your mill how many hours' work is put in by the weavers at present?.....10 hours, out of which 1 hour they spend in going and coming here and there and so actually, they work 9 hours.

MR. ASAVALA :—You said that 80 per cent. of the production is made in your Indian Mill of only fine dhoties?.....Yes.

MR. ASAVALA :—There is a reduction of 24 to 25 per cent.?.....20 per cent.

MR. ASVALE :—That means that every worker in your mill will suffer to the extent of 24 to 25 per cent. in his wages?..... I say 20 per cent.

MR. ASVALE :—I put it to you that every worker will have to lose 24 to 25 per cent.?.....Yes.

MR. ASVALE :—You say that the line jobbers in your Indian Mill manage about 52 looms while in the Kaiser-I-Hind Mill they manage about 42 looms each. What is the reason?.....Generally, the looms are equally distributed to all the weavers in both the mills. It also depends on the layout of the looms in the mill. A jobber with narrow looms will be given more looms than a jobber with broad looms. In the Kaiser-I-Hind Mill the looms are so arranged that 42 looms can be given to each jobber.

MR. ASVALE :—It is not as Mr. Stones put it to you that every line jobber in the Kaiser-I-Hind mill can be given the same number of looms as is given to a jobber in the Indian Mill?.....Not the same number of looms.

MR. ASVALE :—It cannot be given in all places?.....That is so.

MR. ASVALE :—It depends on the position of the machinery arranged in your mill?.....Yes.

MR. ASVALE :—You have stated that the line jobber gets Rs. 160/- in the Indian Mill while in the Kaiser-I-Hind he gets only Rs. 115/-. What is the reason of this difference in wage?.....The difference is due to the difference in the number of looms.

That does not mean that the line jobber is inefficient in the Kaiser-I-Hind Mill than in the Indian Mill?.....There is no question of efficiency. But only the man in the Kaiser-I-Hind mill works with ease while in the Indian Mill he works harder.

Is there any difference in the machinery between the two mills?.....In one case he has to mind only 42 looms and in the other case he has to mind 52 looms. Therefore the former is at more ease.

Suppose in the Kaiser-I-Hind Mill the looms are increased as per jobber you will have to pay the same wage as you pay in the Indian Mill?.....Yes.

What do you pay your sizing mixers in your mill?.....Rs. 20/-.

Are you producing also colour sorts?.....We produce colour border dhoties.

Do you not think that the work on colour border is harder than on grey?.....Only clever men are required for that work. The same man working on grey if he is clever can work on doobby.

So proportionately you will have to pay a higher wage for him? At present we are paying 6 per cent. more. If I pay 15 pies for plain dhoti on a particular loom, I pay 16 pies for colour border. That comes to  $6\frac{1}{2}$  per cent. more.

I want to know whether you have arranged the rates in such a way that the man who works on doobby gets the same wage as the man who works on grey?.....He can get the same wage and sometimes more.

Even under the standardisation scheme it is so arranged that the man who is on doobby gets the same wage as the man on grey?.....Yes.

Over and above yourself, how many higher officers have been employed in both of your mills?.. ...In the Indian mill there is one spinning master, one weaving master, one engineer and one manager. Also one dyeing and bleaching master.

Are all your officers Indians?.....

THE CHAIRMAN :—That has no relevancy here.

MR. ASAVALE :—We want to point out that if other mills also can manage accordingly they can make profits.

MR. BAKHALE :—I forgot to ask you the actual saving you will be able to make on account of this reduction?.....Rs. 6,500/- in the Indian Mills and Rs. 3,500/- in the Kaiser-I-Hind Mills, a total saving of Rs. 10,000/-.

You are the weaving master of both the mills. How many looms are there in both of them?.....In one 1,024 and in the other 1,060.

It is possible for one man to look after both the mills?.....I remain half-a-day in one mill and the other half in another mill.

Don't you think that it would be a saving if one weaving master is appointed for two mills?.....It depends.....

MR. BAKHALE :—Depends on what?

SIR MUNMOHANDAS RAMJI :—In our concern both these mills belong to one agent and we have the facility of appointing a highly paid man and we share the cost of supervision. Under him we have to engage assistant weaving masters who get Rs. 300/- and Rs. 250/- respectively which come to about Rs. 550/- which is the ordinary salary of a weaving master.

MR. KHAREGHAT :—If a weaver goes out, will his production be less?.....His neighbour will work his looms.

How many looms are attended to?.....Two looms both ways.

MR. STONES :—In your criticism of dhoti allowances you said that you would like to raise the wages on 34s and upwards. Is it your experience that



34s and upwards are spun from a better type of cotton and therefore 34s and 40s spun from Uganda will weave better than 23s ordinary ?.....For finer counts we use generally finer reed and he has to mind a number of finer threads.

To some extent reed allowances can be given. Suppose all mills went on 15 and 16 and 16 and 17 would you lose your labour ?.....We would lose.

MR. SAKLATVALA :—As regards profit, the highest profit is Rs. 3,50,000/- in 1927 subject to a depreciation of Rs. 1,75,000/-. Then you have got 40 lakhs reserve even at 5 per cent. That alone comes to 2 lakhs. So, the actual profit shown here is not manufacturing profit.

THE CHAIRMAN :—He does not know that.

MR. KAMAT :—Because you pay a higher wage than the other mills you attract skilled labour at present. When you introduce the standardisation scheme how will you be able to attract skilled labour ?.....There is a possibility of our having only ordinary labour. I have at present got some best weavers. So, some will go to other mills.

Will the mills when they introduce the standardisation scheme resort to methods not altogether overboard in order to retain their skilled labourers? Have you any such fears ?.....Yes.

MR. ASAVALA :—As regards both the mills how much repair work or improvement in the machinery was made last year ?.....You can get it from the office. We have removed many old looms and replaced them by new ones.

How much per cent. ?.....I cannot give that.

Was there any change in your accommodation ?.....There is a great deal of change in the sizing department. Extension has been done in the spinning department.

In both the mills ?.....Only in the Kaiser-I-Hind Mill.

THE CHAIRMAN :—Thank you very much.

MR. SAKLATVALA :—The managers of the Kohinoor Mill and Simplex Mill have not been able to come owing to some trouble in their mills. We have just telephoned to Mr. Usman Sobani who will be here in quarter of an hour.

In the meantime I will hand over the statement we have prepared. The first statement is with regard to the tables given on page 20 and 21 of the Tariff Board Report. There are altogether 13 columns. This relates to reduction of capital. Only in the case of the E. D. Sassoon Mills, the scheme for reduction is pending before the High Court and it has not been finally sanctioned by the High Court.

THE CHAIRMAN :—When was it submitted ?

MR. STONES :—Three months back.

MR. SAKLATVALA :—Where it is marked B we show those either under construction or sold. Where it is marked A it shows the actual price realised by the sale of the mills and B shows the capital of the new concerns. There are a few mills which are under liquidation. But the case of the Standard Mill is quite different and the whole matter is before the High Court. As I am concerned in that I won't speak about it. This mill should not have been taken into liquidation but it has been done so for some other purpose. But its present position is very sound.

The next statement regarding profit and loss as on page 241 of the Tariff Board Report. That has been brought up-to-date.

The last statement shows how the figures of the Tariff Board were arrived at. The Tariff Board wanted the income-tax and super-tax also to be included as losses for that particular year. We say that the income-tax and super-tax is paid out of the profit of the previous year and should not be taken. If we add the super-tax and income-tax the loss would come to 13 lakhs. We have had bonus paid during that year. We said that the bonuses and debentures which we have paid in a particular year must be taken in the profit and loss account. The Tariff Board however wanted these charges not to be put in. So, we have deducted that and shown the loss according to our figures. On the whole the difference is insignificant.

THE CHAIRMAN :—(To Sir Munmohandass Ramji) On the evidence of the last witness, would you like to say any thing ?.....

#### Oral Evidence of

#### SIR MUNMOHANDASS RAMJI.

SIR MUNMOHANDASS RAMJI :—I am talking about the Indian and Kaiser-I-Hind Mills. We started them with a very small capital of.....

MR. KHAREGHAT :—Are you the owner ?

SIR MUNMOHANDASS RAMJI :—I am a partner in the agent's firm.

The subscribed capital of both these mills is 9 lakhs each. The book value of the plant is, speaking from memory—about 40 lakhs each. We were able to provide this extra expenditure from the profits we made from year to year. In the beginning when these mills were started they had about 20,000 spindles and 350 to 400 looms. The Indian Mill has about 42,000 spindles to-day and about 1,000 looms. The Kaiser-I-Hind Mill has got about 51,000 spindles and 1,100 looms to-day. The reason for paying higher wages to the weavers is this. About 13 or 14 years back the average mill in Bombay was on 20s warp and 30s weft.

The Indian Mill was started with the idea of competing with Manchester in making shirtings and longcloths, and from the beginning we had in mind the spinning of finer counts. But in 1882, when the mill was being built, although we had that idea, after working for nearly one year or so we found that competition was so severe that we could not go on. Therefore, after making a loss for the first year, we had to give it up and come in line with the other mills in Bombay. That is spinning about 18s warp and about 28s to 30s weft. Since then we began to earn money according to the average of the other Bombay mills, and due to our policy of reserving from our profits, we built up these funds and began to spend in increasing the productive capacity of the mills; we are in our present position on account of that. About 12 or 13 years ago, I started to spin 30s warp and 4Cs weft. In the first attempt, after working for three months, I could not sell my production. I had to stock all these goods in the godown. We had to sell at a low price, but we succeeded in creating a market for the goods. In the beginning we were selling 60 to 70 bales per month. Now we can sell 600 to 700 bales per month. We can also sell in advance for six months, on account of that particular quality that we have succeeded in introducing into the market. When we began on this work, our production was an average of 6 to 6½ lbs. per loom, and in order to divert the attention of the weavers from coarse to fine, we had to compensate them. In those days, the ordinary rate for longcloth was 6 pies per lb., and the production was about 12 to 13 lbs. That was the average. Therefore, the weaver was earning on a plain longcloth loom from 72 to 75 pies per day per loom. We had to compensate him to divert his mind from coarse to fine; we began to pay him at the rate of 14 pies per lb., so that he was earning between 85 and 90 pies per day. That is how the high rates they are paid to-day came into existence. By gradually working on these particular sorts from day to day and year to year, they have been producing about 10½ lbs. per day; it has increased from 6½ lbs. to 10½ lbs. per day. Of course, that is due to the best weavers that we have. In those days, I began with 14 pies; in 1915, on account of dearness of food, the first attempt was made to raise the basic wage; we increased it to 15 pies, and since then we have raised it still further, and the allowance on top of that.

THE CHAIRMAN :—That is the explanation as to why the weaver is getting so much in your mill?.....Yes.

What are your views about the amount being reduced under the standardisation scheme?.....In the standardisation scheme, the idea is to bring all the mills, in the matter of payment, on one level; it will equalise the wage all over the place. Now, the rate of wage depends on two things, on the situation of the mill, that is the locality, say Jacob's Circle, Parel, Dadar, Sewri and so on. In each circle, supposing there is one rate in all the mills in that circle, if one mill

increases the rate by half-a-pie to attract labour, a month or two months after that, the labourers of the other mills in that circle will claim a higher rate, on the ground that the rate in one mill has been increased; in that way, it goes on increasing in that area. In the different areas there may be differences in rates for the same sorts. As a rule, the rate in Bombay varies from  $6\frac{1}{2}$  pies to 8 pies according to the situation, according to the qualities and other circumstances. There is no uniformity of rate, and it is a sort of business affair to increase it. In former days, before the slump in the trade came about, there was scarcity of labour, and it would not pay any millowner to stop for want of hands. Therefore, they went on giving half-a-pie or pie more. Half-a-pie by itself is not much, but for the whole mill, it works out to a substantial figure. This has gone on to such an extent, that the position has become difficult for any reduction to be made, because labour never allows wages to be reduced, and of course it is human nature. The industry has worked in this way, and the millowners have now realised the situation, that competition between mill and mill tends to increase wages, there is no uniformity, and if we try to work at a lower wage, either we cannot get labour or we get inefficient labour.

You won't mind being asked a few questions?.....No.

MR. ASAVALE :—You have admitted that you started your mills with a very small capital, and to-day you have better reserves. What was your original capital?.....Rs. 9 lakhs.

What is your present capital?.....My capital stands as it is, Rs. 9 lakhs. The Indian mill was started in 1882, and today it is worth about 40 lakhs.

The cost has been increased by building the reserves out of the profits?.....Yes, we have extended the mills out of profits.

You have also paid dividends to the Shareholders out of the profits?.....Yes; dividends have to be paid to the Shareholders.

To the satisfaction of the Shareholders?.....Sometimes they have grumbled.

When you started you had 42,000 spindles in the Indian mill?.....I started with 20,000 spindles and now we have 42,000 spindles. So, also, we started with 400 looms, and now we have 1,000 looms.

In both the departments you have increased a great deal?.....Yes.

You have stated that you started with rough counts in the beginning?.....Ordinary Longcloth.

That is coarse counts, and at that time you were not making so much profit as when you went on to finer counts?.....In those days it was so.

So, by working on finer counts a mill always makes more profit than by working on coarser counts?.....Not necessarily.

In the same way, you have to increase the wages of the workers to obtain better efficiency and good work?.....Yes.

At present the workers in your mills are the best workers?.....I think so. They are born weavers. In that particular locality we get Mahomedan weavers who have been accustomed to hand-loom weaving from generation to generation.

Do they ever complain about the rates whenever you change the sorts in your mill?.....Changing of sorts takes place often.

Are there ever any complaints from the workers in your mill?.....Complaints do come every now and then. There is nothing special about them.

At present you say you are paying 15 pies per lb?..... For 30s warp and 40s weft, in the Kaiser-I-Hind mill, I am paying 13 pies per lb., and I know that the usual rate in other mills is 12 pies.

Do you not think that the weavers, especially in the Indian mill, are quite different from those of other mills?.....I will give you an instance. I was paying 15 pies to the weaver in the Indian mill; in the Kaiser-I-Hind mill, according to the standard of that locality the usual rate was about 11 pies about 4 or 5 years ago. I started in the Kaiser-I-Hind mill paying at 11 pies, on the same cloth, the same counts of yarn, the same standard of work, for which I was paying 15 pies in the Indian mill; I started with 11 pies in the Kaiser-I-Hind Mill according to the wage prevalent for that class of work in the neighbouring mills. After going on for 9 months or so, I found that at that rate I could not attract the right kind of weavers, because it was a specialised sort, and I wanted good weavers to produce good work. I therefore raised the wage from 11 pies to 13 pies. In those days, when I was getting 10 lbs. to 10½ lbs. production in the Indian mill, I was getting only 9 lbs. in the Kaiser-I-Hind mill when I was paying 11 pies per lb., because the weavers were all Ghaties or Marathas. In the Indian mill, they were Mahomedans, who were born weavers. To-day, in the Kaiser-I-Hind mill, after raising it to 13 pies, I am getting the same results as I get in the Indian mill, because the weavers think that it pays them to come into the mill and work on this sort. I attract better labour, and I get better results.

Do you not think, if you introduce the standardised scheme into your mill, the best weavers will be discontented, and leave your mill?.....They may leave. I will have to pay only the average rate, and I will get the average quality of labour. I will get the average class of weaver.

Do you think you will make the same profits as at present by engaging an average quality of weaver?.....I think my profit will be the same. In my

particular case; I will not have to pay so much as I do at present. I will pay 20 per cent. less on that particular variety, and that will compensate me for any reduction in efficiency.

According to the statement of your manager, by introducing the scheme, the average income will be Rs. 6,000/- in your Indian mill. Do you think by getting out the best workers, you will get the same production and the same income?.....We will get the average class of weaver, and we will be able to make the average profit.

Could you make the same profit?.....Profit does not depend simply on weavers; there are 101 other things which go to make a profit. You cannot fix it down to labour alone.

Will you give one instance whereby you are making profits?.....How can I give you instances where I make profits or where I make a loss. If I purchase my cotton to-day, and the prices of cotton go up by Rs. 20/- or Rs. 50/- next month, I have made a profit. If I had to buy cotton next month when prices are higher, I would make a loss. It depends upon a lot of circumstances.

The circumstances are buying of cotton and selling cloth?.....Certainly buying cotton and selling cloth is an art by itself.

So, it is not only by reducing merely the wages of the workers that savings will be made by the mills?.....It is not a question merely of making a profit by reduction of wages. We have to consider the external competition, competition from Japan, and competition from upcountry mills. As Labour leaders, you perhaps know that upcountry mills are paying a little more than 30 per cent. less than Bombay. The wage in upcountry mills is more than 30 per cent. less than in Bombay; in Ahmedabad, it is less by 20 per cent. than what we pay to-day. How can we face this competition? We have to sell in competition with those markets.

You have admitted that the wages of the weavers is not the only criterion?.....I do admit it.

There are other reasons also?.....There are so many factors.

Better management, better buying of cotton and selling of cloth : these are the chief reasons whereby you are making a profit in your mill?.....Why in my mill! It is the general problem.

You have also admitted that by reducing wages you will get average work and average sort of producuion?.....Yes. One has to expect that. Now I take an undue advantage of my colleagues in the industry which I will be prevented from doing if the standard scheme comes in to force.

Will you not be a loser thereby?.....I say my loss will be compensated by my having to pay less. My labour will be brought in line with the others. I do not think I will lose anything thereby.

You have admitted now that the cloth produced by the introduction of the standard scheme will be of lower quality than at present?.....Not quality. It is a question of quantity. It will affect the quantity, because the best weaver is always producing more; the average weaver will be a little lower than that, and the lowest class of labour will be much below the average. By the standard scheme, I expect to get the average weaver.

Are not overhead charges to be considered on the production? If the production is decreased, overhead charges will not decrease; they will remain the same, and there will be a loss in the overhead charges?.....If the production goes down, certainly the overhead charges will increase, and we will have to think how we can overcome that difficulty.

How can you overcome that difficulty?.....There will be so many ways of doing it. How can I say now, unless I face the difficulty?

Instead of keeping the workers contented and getting the same profit as you do at present, you want to create discontent amongst your workers and come into line with your other colleagues?.....We have tried to keep our workmen contented. But we cannot face internal competition, and the competition of upcountry mills is so keen that unless we devise every possible means of reduction, we will not be able to keep our mills in Bombay.

How much amount was kept in depreciation fund in your Indian mill last year?.....About Rs. 1,75,000/-. I am speaking from memory. We have allowed for the cost of our machinery at 5 per cent., cost of building at 2½ per cent., and the cost of electrical equipment at 7½ per cent., for both the mills.

You have not spent much out of the amount set aside for depreciation?.....All the extension has come about from those funds. Those funds have been utilized there. Besides, we study the efficiency of our machinery; we try to keep it up-to-date.

Your weaving master, who preceded you have stated in reply to my question that there was no improvement or addition to the buildings, or any improvement in the machinery of the Indian mill. How do you say that the amount was spent in the Indian mill?.....There may not have been addition to the building, but the building has to be repaired every now and then. At that particular time last year we had no extensions, and therefore we did not build new buildings. But we had to add to the buildings when we thought of increasing our plant and machinery, to accommodate the new machinery. Our building to-day is much bigger than it was when we started in 1882.

Where do you buy your cotton?.....In Bombay and in about 15 cotton producing centres in India; I also import it from England, America and Uganda.

Do you buy yourself or through any broker?.....We buy through brokers and we buy direct also. In upcountry purchases we have no brokers; we have our staff to look after our upcountry purchases.

If it is bought by yourself personally, do you charge any brokerage? .....No.

In one year, how much cotton do you buy yourself, and how much through brokers?.....I cannot give you any exact amount of that. It varies according to the quantity produced in the different cotton producing centres. We have to see whether it pays us to buy here or there; we buy in the cheapest market.

Do you ever buy cotton in the name of any other firm, in the name of a separate firm, or do you buy direct in the name of the mill? Are there not separate firms of some of these mill agents who buy cotton for the mill? How do you particularly buy?.....I never buy any cotton from any other firm than a genuine cotton merchants' firm. I do not buy it from any second-hand firm.

My object in asking you that question was to find out whether your mill or agency ever speculates in cotton?.....We never speculate in cotton, and never speculate in shares.

During the last year, how much dividend have you paid in your mills? .....In the Indian mills, for a Rs. 1,000 share we have paid Rs. 75/- dividend. In the Kaiser-I-Hind mill we have paid Rs. 100/- on a Rs. 500 share.

SIR MUNMOHANDASS RAMJI :—In the Kaiser-I-Hind a Rs. 500 share pays dividend of Rs. 100/-.

MR. ASVALE :—Don't you think that instead of resorting to the medium of reducing wages of the workers, you can effect savings in other directions say in the management of the mills, etc.?.....It is our business to study all these questions day and night and we have been doing it. We get our commission for doing it.

MR. SAKLATVALA :—You said that your profit includes depreciation. The profit is arrived at without deducting depreciation and the balance sheet shows the profit without deducting the depreciation?.....If a mill makes a profit of Rs. 3,50,000/-, we distribute Rs. 1,50,000/- as dividends and the balance goes to depreciation, etc. The amount of depreciation and dividends depends on the vote of the shareholders. If we obtain, at the general meeting, their vote, we deduct the depreciation and dividends from the amount of profits.



**THE CHAIRMAN** :—Your balance sheet does not show depreciation?.....  
The profit and loss account is placed before the shareholders. We, as the Board of Directors, suggest to them that so much should be left for depreciation, so much for dividends and so much for reserve fund and if at the general meeting they sanction our suggestions, then that is entered in the books of account and adjusted later on.

**THE CHAIRMAN** :—How do you treat the amount allowed for depreciation?.....It is credited to the depreciation fund.

**THE CHAIRMAN** :—You have got a Fund?.....Yes.

**MR. KAMAT** :—For the purpose of Income-Tax Assessment, how do you show that depreciation?.....In the case of Income-Tax, they allow certain percentage. In the case of the Kaiser-I-Hind Mill our profit is Rs. 6,53,600/-. Our depreciation has been deducted from that. This profit is after allowing for Income-Tax. Rs. 72,000/- we had to pay for Income-Tax and our profit was to that extent increased. So, the Income-Tax is allowed in the profit, but the depreciation, dividend and all other things come out of this profit. This sum is allocated towards certain objects and is sanctioned by the Shareholders.

**MR. SAKLATVALA** :—That is allocation of profit but profit is shown subject to depreciation.

**MR. BAPTIST** :—Is your depreciation liquid or is it employed in the block?.....It is in the block.

**MR. BAPTIST** :—You have not got liquid assets?.....Our reserve fund, depreciation fund and our mill extension fund have all been used towards increasing the mills' working capacity and the mills are kept from recurring expenditure up-to-date. All the amount that is spent for the upkeep of the machinery during the course of a year is spent from revenue so that our machinery, although it is there from the year 1882, is up-to-date.

**MR. BAPTIST** :—That is they have been already depreciated entirely?.....  
Yes.

**MR. BAPTIST** :—You have paid them off completely in your books and so they ought to stand at no value in your books now?.....In certain cases our block has passed so much that we have got very little capital.

**MR. BAPTIST** :—If you had not utilised the amount of your depreciation fund for the purpose of putting in the block, you would have had so much capital to use for your working?.....We had to invest the funds in some outside agency.

**MR. BAPTIST** :—You would not have had to borrow money for running the mill?.....For working expenses we had to borrow and borrow largely.

MR. BAPTIST :—If you had not invested in the block your profit would have gone ?.....Still further.

MR. BAPTIST :—Your profit would have gone still lower down ?.....Still further. The funds would have gone on earning interest and if I had wanted more capital I would not have to pay interest on that. Now, I pay interest on the capital that I borrow for working the mill.

MR. BAPTIST :—You have increased your block. You also say that the industry does not pay. Why have you increased the block ?.....It is the increasing of the block which has paid me. I am talking of my own circumstances, not of the industry generally as an industry.

MR. BAPTIST :—You work on borrowed capital ?.....We worked and expanded on borrowed capital.

MR. BAPTIST :—You expanded the mill on borrowed capital ?.....Yes, because I believe that if I can borrow capital at 6 per cent. and my average earning would be more than 12 per cent., I make a profit even on borrowed capital.

MR. BAPTIST :—So you make a profit in the whole industry ?.....I am not talking of the whole industry but as far as I am concerned.

(After Lunch.)

MR. SAKLATVALA :—Sir, before we begin, I should just like to bring to your notice one little matter in connection with Sir Munmohandass Ramji's mill. There are two Unions. One union has demanded that two particular jobbers should be dismissed and that if they are not dismissed, they threaten a strike and they will take direct action. On the other hand, another union (Mr. Joshi's) write that the jobbers are absolutely innocent and that simply because they are the members of their union, the other union wants to turn them out and therefore it should not be done. What is the Mill's position ? The mill seems to be placed between two fires, and both parties threaten certain action. The Bombay Girni Kamgar Union is represented by Mr. Dange and the Bombay Textile Union is represented by Messrs. Joshi, Asavale and Bakhale.

THE CHAIRMAN :—It seems to be a dispute between the two unions.

MR. SAKLATVALA :—But the mill is affected either way.

THE CHAIRMAN :—It is not a question which comes within the terms of reference as to whether there has been a breach of the agreement by one side or the other.

MR. SAKLATVALA :—It is a breach of the agreement when one side asks for the dismissal of men who have done absolutely nothing to deserve it. We

have given them the 1927 conditions and the 1927 wage. There is nothing against the jobbers, but all the same they want the jobbers to be dismissed.

SIR MUNMOHANDASS RAMJI :—They do not want these jobbers to be employed there. If we employ them, there is sure to be trouble. Since yesterday we have not allowed these jobbers to go in the department, they are simply waiting in the office in order to avoid any unpleasantness or any disturbance, but we cannot continue that state of affairs always. If we are subjected to a dictation of this nature, we do not know where we will be.

THE CHAIRMAN :—That is a question that has arisen in England before, I think. It is a question for the Millowners' Association to see whether they think it right not to yield on this point. I am afraid we can hardly give any conclusive order in the matter.

MR. SAKLATVALA :—The only point is this, in either case we will have trouble and when there is trouble, the other side turns round and says it is due to the non-observance of the agreement on ~~the other~~ <sup>our</sup> side. Something of this nature prevailed in our mill and as I explained the other day, I was obliged to turn out a jobber who was perfectly innocent. The jobber himself said that he could not possibly work as his life was in danger and the whole department was set against him deliberately. He simply begged to be relieved.

THE CHAIRMAN :—We have not been able to hear the other side yet.

SIR MUNMOHANDASS RAMJI :—These people have been working with us for the whole of their lives and if they are now turned out, they will be at the mercy of one union or the other.

MR. BAKHALE :—Sir, I had a talk with the weaving master of the Crown Mill yesterday during the recess and he has assured me that the two men were absolutely innocent and that their record of service was good. This statement is corroborated by the statement in my own letter.

THE CHAIRMAN :—All we can say at present is that *prima facie*, to demand that a mill should turn out a jobber simply because he belongs to a trade union that is different to the one which makes the demand is unjustifiable, but before we can come to any conclusion here we should like to hear some of the persons who are responsible for the demand or some of their representatives to-morrow morning, as I do not think that we can very well straight away give any decision without at any rate allowing an opportunity to the other party to say what it has to say.

MR. BAKHALE :—What kind of people would you like to hear, Sir?

THE CHAIRMAN :—Either Mr. Dange or any other representative of Mr. Dange's Union. The Secretary will write to Mr. Dange and ask him if he could come here to-morrow morning at 11-15 a. m.

MR. USMAN SOBHANI Manager of Pratabgirji Narsingirji & Co., Managing Agent of the Pralhad Mill, Examined.

THE CHAIRMAN :—What is your name ?..... Usman Sobhani.

Your occupation ? ... I am the manager of the Pratabgirji Narsingirji and Company, the managing agent of the Pralhad Mill.

You do both spinning and weaving ? .....Yes, Sir.

How long have you been connected with the textile trade ?..... Since 1913 when we had the agency of the Elphinstone Mills. With the present mills I have been connected for the last 2½ years.

MR. SAKLATVALA :—When the Millowners' Association Committee were discussing the standardisation scheme, you were present at one of the meetings ? .....Yes.

There was a full discussion on all the points raised therein ?.....Yes, and also on the strike situation.

Do you think that on the whole the standardisation scheme is a well-thought-out and a well-considered scheme ?.....I think that the demand for the standardisation scheme should have come from Labour ; on the whole I think it is a fairly workable scheme. There may be slight defects here and there.

In general, do you think the scheme is well-thought-out and well-considered ?..... I should think so, generally.

How does it affect your own mills ?.....As regards spinning section, will you have to pay more or less generally ?.....There would be a reduction in the wage bill, there will be an increase in average wage to the extent of 4 per cent., but the wage bill will be reduced by about Rs. 2,000/- per month in the spinning section.

I suppose that will be owing to the reduction in the number of men ?.....  
Yes.

Where is that reduction going to be made mostly ?.....In the ring department, doffers, tarwallas and side-piecers.

Do you think that the standard fixed in the Millowners' scheme as to the employment of doffers and tarwallas a reasonable and a workable standard ?..... After practical experience, we may have to increase just a few hands, but on the whole, I think the reduction would not cause very great hardship.

What is your average count ?.....2Cs.

Not finer than that ?.....The average is 20s.

Do you think that in the very coarse counts you might have to employ more men ?.....A few more hands on account of frequent doffing.

What is the lift of frame in your mills ?.....6".

How does it affect the whole weaving section generally ?.....In the weaving section in our case there would be a reduction in the average wage of an individual worker of about 6½ per cent.

I suppose you are not quite familiar with all the details of the standardisation scheme being an office manager. Have you studied the scheme generally ?.....I have.

You were also present at some of the meetings which the sub-committee of the Millowners' Association had with the Labour representatives.....Yes.

I refer to the meetings called by the President of the Bombay Municipal Corporation, Dr. Deshmukh.....Yes.

How many meetings were called ?.....We met Dr. Deshmukh, the President of the Bombay Municipal Corporation, three times.

There also we had full discussion as regards the standardisation and as regards the 17 demands and also as regards rules and regulations ?.....Yes.

It is your belief that we had never refused to meet the other side and whenever we were called, we were at their disposal and all matters were thoroughly thrashed out ?.....As far as Dr. Deshmukh's interest in these matters is concerned, I found that the Millowners' Association was thoroughly responsive.

You have been connected with the industry for some time. Can you say what is the present state of the industry ?.....I think it is very bad.

Most of the mills are losing ?.....Yes.

When did you start your mill ?.....In September 1926.

MR. KHAREGHAT :—Was the Pralhad an old mill ?.....Yes. Before August 1926 it was called the Planet Mill.

MR. SAKLATVALA :—Did you acquire that mill at a cheap price ?.....Considering what the mill had cost, yes.

You were able to show a small profit of about Rs. 7,000/-?.....Yes in the first seven months.

About 3 lakhs profit in 1927 ?.....Yes.

That is subject to depreciation ?.....Yes.

How much depreciation ?.....Rs. 1,12,000/-.

Have you any reserve fund for the present ?.....No.

But you admit that the state of the industry is very bad as a whole?  
.....Yes.

Since when has it grown bad?.....It started growing bad in about 1923.

Since 1923 there has been depression in the industry and it has continued up to-day?.....Except in 1927.

Why was 1927 a special year?.....In the early part of 1927 the price of cotton went down considerably. Towards the latter part of that year the price jumped up to Rs. 430/- per candy, *i. e.* about Rs. 200/- per candy.

The cheap price in cotton was due to bumper American crop in the beginning of the year?.....Yes; then we were getting a lot of American cotton.

When the industry is flourishing do you think that the public gets the benefit or only the shareholders and merchants?.....The State benefits by super-tax and income-tax.

MR. SAKLATVALA :—The other day Mr. Joshi made a point that when we make profits we do not give the benefit to the public.

In 1922-23	we paid income tax of	Rs.	1,38,00,000
„ 1923-24	„	„	71,00,000
„ 1924-25	„	„	17,00,000
„ 1925-26	„	„	8,00,000
„ 1926-27	„	„	3,50,000

These figures were taken from the income tax Office. Then as regards super-tax.

In 1922-23	the Bombay Mills paid	Rs.	90,00,000
„ 1923-24	„	„	45,00,000
„ 1924-25	„	„	10,00,000
„ 1925-26	„	„	4,00,000
„ 1926-27	„	„	1,67,000

THE CHAIRMAN :—Where are those figures?

MR. SAKLATVALA :—On page 38 of Volume II of the Tariff Board Report.

When we used to make profits we used to pay bonus to the operatives?  
.....Annual bonuses.

Do you know how long it was paid to them?.....In 1919, 1920, 1921, 1922. It was discontinued in 1923.

MR. BAKHALE :—You said that there would be an increase of 4 per cent. in the wages in the spinning section of your mills?.....In the average wage.

Your wages will be reduced by Rs. 2,000/-?.....Approximately.

Can you tell me how many men you will have to reduce under the standardisation scheme?.....I cannot tell you from memory.

MR. ASAVALE :—How did you arrive at Rs. 2,000/-. I had a muster prepared on the actual working conditions under the standardisation scheme for January.

MR. BAKHALE :—Can you tell me how many men you employ in the spinning section?—About 736.

Can you tell me the present average wage?.....About Rs. 28/-.

You will not have to dispense with any men in the blow and mixing room under the standardisation scheme?.....No.

About cards?.....Very few.

Does not the standardisation scheme recommend more cards to a carder?.....It does.

Naturally you will have to reduce?..... It depends upon the number of men I was employing before the strike.

How many cards have you got?.....100.

How many carders have you got?.....I have not got the figures here.

How many cards each carder minds?.....9 to 10 at present.

That means you have got 11 card tenters?.....Yes.

You have studied the standardisation scheme I believe. It recommends the same number of men for the same number of cards you have?.....I was not employing very many more men than is recommended by the standardisation scheme.

How many ring spinners you have got?.....In all I have got 81 ring frames and 162 siders.

How many in each section?.....I have not the figures for each section.

How many men have you got to dispense with under the standardisation scheme in the ring department?.....I have said that in the entire spinning section about 117 men.

You stated in reply to Mr. Saklatvala that under the standardisation scheme the reduction of hands would not cause very great hardship. Does it mean that it will cause some hardship?.....Certainly tarwallas and doffer boys will have to do a little more work.

Are you giving them a proportionate wage?.....Some increase has been recommended under the standardisation scheme.

You said that in the weaving section there will be a reduction of  $6\frac{1}{2}$  per cent. Have you got plain as well as fancy weaving?.....I have got plain and dobbie looms.

Will the reduction be the same in both the cases or will it vary?.....It will vary.

How much on plain and how much on dobbie?.....It depends on the rates I am actually paying. In some cases we started by paying higher wages than in others.

I should like to have some idea about it?.....As to what?

As to the reduction in wages?.....Generally the reduction will be  $6\frac{1}{2}$  per cent. In some cases it will be 3 per cent.

How many weavers have you got?.....471.

Can you give me some idea as to the number of weavers who are on plain cloth?.....All the time?

If you are working all the time give me the figures?.....It is not necessary that one weaver does one kind of work for the entire month.

I want to know how the reduction is going to affect men working on plain and men working on dobbie?.....In my case the people working on drills and twills will be affected to a greater extent.

By how much?.....About 11 per cent, on the average.

With regard to the varieties that are turned out in your mills. Can you give me some idea as to the maximum reduction that may take place on some varieties. Do you think that 11 per cent. will be the maximum on the varieties you produce in your mill. There will not be reduction above that?.....I do not think so.

Did you give bonus in 1923?.....Planet Mills, Ltd., might have given.

What is the wage bill in your mill at present in the weaving section?.....You mean pre-strike.

Yes :—About Rs. 68,000/- for the entire mill.

I am asking you about the weaving section?.....About Rs. 25,000/- for the weavers.

MR. KHAREGHAT :—Including warping, sizing, etc. ?.....No.

MR. BAKHALE :—How much saving will you be able to make by the reduction of  $6\frac{1}{2}$  per cent.?.....It will not be more than Rs. 1,600/- or Rs. 1,700/-.

In the spinning section you will be able to save about Rs. 2,000/-?.....

Yes.

In all the saving will be about Rs. 3,700/- per month?.....Yes.



Cannot you make that saving in some other direction?.....Other than cutting wages?

Yes.—The other ways in which we can make reduction are these. We are at present trying to get the municipality to reduce the assessment. We have got a small reduction in the insurance premium. We might get reduction in the railway freight on cotton and so on.

If you succeed in getting those concessions would it be necessary to reduce the wages?.....I think under the present circumstances the reduction in wages is necessary.

What are the circumstances?.....The circumstances of depression in trade and competition with outside manufacturers and domestic competition.

What do you mean by domestic competition?.....Competition with Mills in the mofussil. Now, we have got to a very large extent to sell our cloth in the interior as against the days when a fair amount of our produce was exported.

Do you think that by reducing your wage bill by only Rs. 3,600/- you will be able to get over all your difficulties?.....Certainly not all difficulties. We have got a number of them.

How do you propose to get over them?.....This is one step in the right direction.

Is there no other item under which you could reduce cost of production?.....You can reduce the fuel bill.

Have you done it?.....We are trying to do it.

You have not done it yet?.....I have, in my case, done it.

MR. KHAREGHAT :—Do you employ steam?.....Yes.

MR. BAKHALE :—What is the amount of the salaries of the technical staff of your mill?.....The technical staff and clerks?

Take the weaving master, the spinning master, the carding and sizing masters?.....About Rs. 3,000/- that is for the technical staff.

Have you made any reduction in their salaries?.....Not since we started. Not in the last two years.

And now you want to make a reduction in the wages of the workers, and the workers are getting much less than your technical staff?.....Less per capita?

Not per capita.

THE CHAIRMAN :—That is a matter more for general argument.

MR. BAKHALE :—What is the efficiency in your mill?.....Last month, on account of fixed wages, it was about 60 per cent; before the strike it was 75 to 80 per cent.

Are you paying the same rate for doobby cloth and for twill?..... Unless you give me an example, I could not give you the rate.

MR. UMAR RAJAB :—Do you pay the same rate per lb. for twill as you pay for doobby cloth?.....Dobby rates depend upon the shafts.

MR. SAKLATVALA :—Do you give the same rate on plain loom as for doobby cloth on doobby loom?.....I could not give you comparative rates from memory.

MR. UMAR RAJAB :—How do you say the highest cut will be about 11 per cent., when you do not know the rates of your mills?.....I told you that from the fact that I have had my muster prepared for the month of January according to the payments as they were actually made and according to the standard schedule.

You have classified that on plains, there will be a cut of about 3 per cent, and on twills and drills there will be a cut of 11 per cent. Then how much will be the cut on drop box loom, or on doobby looms? You have got doobby looms. What will be the cut on those looms?.....I have not got individual cuts on each sort. I have calculated the total saving in my case, and what would be the saving per each individual's wage.

MR. ASAVALA :—Will you kindly supply the information to-morrow?..... What information?

About doobby rates?.....What were my doobby rates?

MR. BAKHALE :—Yes and the percentage cut that will be effected on those varieties.

THE CHAIRMAN :—What you want is so much per lb. of particular kind of cloth?

MR. BAKHALE :—The point is that we believe that the cut on doobbies will be greater than 11 per cent. and he said that the maximum cut in his mill would be 11 per cent. Unfortunately, he has not been able to give us the rates or the wages obtaining for doobby looms. If he gives the wages obtaining for doobby looms, we may be able to compare those rates with the standard rates, and we may then be able to find out the percentage of the cut.

MR. SAKLATVALA :—We are already preparing a statement which will show all the principal sorts, the rates for them as obtaining at present, the highest, the lowest and the average for all the Bombay mills, and how it will compare with the standardised scheme. That will give them all the information they want.

THE CHAIRMAN :—We have asked for that information, and it will give the representatives of labour what they want.

MR. ASAVALE :—Mr. Sobani, you say you are connected with the textile industry since 1913?.....Yes.

That means from the date you purchased the Elphinstone mill or before that?.....My firm purchased the Elphinstone mill in 1901, and I joined in 1913.

You have replied to Mr. Saklatvala that the present standardisation scheme was discussed with you, with some other members of the Association and the representatives of the Strike Committee. Was it discussed as with the representatives of the Strike Committee, or was it only a friendly discussion?.....The members of both the parties were there, and they discussed it. I could not say whether the members of the Joint Strike Committee came there in their official capacity or their individual capacity. They came at Dr. Deshmukh's invitation.

Do you not know it for certain that it was made clear that they sat there not as representatives of either party, and the decision would not be binding on both the sides?.....There was no question of a decision; they never arrived at a decision.

Was it not made clear that even if a decision was arrived at, it would not be binding on either party?.....The Labour Leaders did not meet in their official capacity; they were not authorised by the Joint Strike Committee to go there as their plenipotentiaries.

Even during the discussion, was it not settled by separate members of both the parties that the scheme should be a scientific one?.....The Labour Leaders said they wanted a scientific scheme of standardisation.

You have stated that except the year 1927, the industry was in a very bad condition?.....All along? I stated that from 1923 the depression started.

How can you prove that? In what way?.....From the figures of the profits before 1923 and after 1923.

When did you sell your Elphinstone mill?.....We resigned the agency in 1922.

What price did it fetch It was sold?.....If you suggest that we sold it, the reply is, no. It was a Limited Liability Company, and we were the agents; we resigned our agency.

You have stated also that the reason for depression in trade was the jump of the prices in cotton?.....I said that the profits of 1927 were due to the fact that the prices of cotton were very low in the beginning of 1927 and in the latter half of the year they jumped up by about Rs. 200/- per candy.

How was it that it jumped to such high prices? Was it due to the speculation in cotton, or by way of more use of cotton in the industry?.....It

was due to the prospects of a lower American crop for the year 1927-28. The 1926-27 crop was about 18 million, and 1927-28 crop was 12 million; there was a reduction of about 33 per cent. in the American crop.

Do you mean to say in the Indian mills they use only American cotton?.....In 1926-27, because American prices were low, Indian mills imported American cotton. Then in 1927 August, when the prospects of the next crop were smaller, the prices in America jumped up, and that affected the price of Indian cotton. You know the prices of American cotton affect prices of Indian cotton.

What do you pay to a doffer boy in your mill?.....I have not got the individual figures.

How many spindles have been given to a doffer boy before the strike?.....I could not tell you from memory.

In the same way, you do not know about the tarwallas?.....I could not tell you at the moment how many spindles each one is minding.

MR. SAKLATVALA :—You said that when we had met Labour (whether it was in their official capacity or personal capacity does not matter) then they wanted a scientific scheme, and we asked them to prepare a scheme of their own?.....Yes.

They themselves prepared a scheme: have you seen that scheme?..... I have not seen that scheme.

MR. KAMAT :—As an Indian Manager, may I ask you whether there is sufficient close touch between you and your principle men in the mill, I do not mean departmental officers, I mean operatives and their head men?.....Speaking individually?

You can speak individually or generally about the managers of mills. Is there close touch between the principle men and the managers?.....Between the agents and the men?

I am asking you about the managers?.....There is.

On questions affecting the industry? I am not speaking about every day routine matters?.....On matters of general policy?

Do you gather your head jobbers together once in a way and have a talk with them on various points, such as the state of the industry at the moment, competition, scale of wages for the weavers, etc., and try to answer their objections or remove their prejudices, if they speak to you?.....Not on matters of competition and general conditions.

Do I take it, on such questions you never try to meet their objections and come into close contact with them?.....There is no discussion as regards the general state of the industry.

About the agents, do they ever try to meet the men in the mill and enter into a cordial talk with them and try to answer their objections and remove their prejudices, if there be any? There is no such touch?..... I can tell you about myself; I do not know about others. I visit the mill every day. I am in the departments. I do not depend on the manager for all my information.

You give only routine instructions from day to-day. Do you ever have such talks as I have described and try to enter into the feelings of the operatives?.....Generally, no.

Neither do the agents?.....I represent the agents.

Do they come and meet the jobbers and have any talk with them?.....Generally, no.

If there is any prejudice on one side, it remains there, and the two sides remain in two different camps?.....Usually the managers and the heads of the departments are there to communicate the views of the workers. If the workers have any grievance, they generally go to the departmental head.

Supposing this scheme were to be approved, with its disadvantages and advantages, will you take the trouble to explain these things to your jobbers and the men directly, or will it be through your officers only? What will be the method adopted to explain the whole thing to them, so as to convince them about the advantages, if it has any advantages? How would you proceed to make the scheme a success?.....I would certainly have to employ my departmental officers and jobbers to explain the whole thing to them, and if there was any question on a particular point where they would not understand it, I would not hesitate to explain it.

MR. KAMAT :—To make this scheme a success, some sort of propaganda directly by mill managers and officers would be necessary or do you think that only the labour leaders and the owners should come to understanding and the whole thing should be put into force?.....I should certainly deal with the men direct.

That would be a good thing?.....Yes.

Mr. J. G. Anderson, Partner, Messrs. C. N. Wadia and Co., examined.

THE CHAIRMAN :—What is your full name?.....John Grenville Anderson.

Your occupation?.....Partner in the firm of Messrs. C. N. Wadia & Co., Mill agents.

MR. SAKLATVALA :—When the standardisation scheme was discussed, by the Millowners' Association, you were present there representing your mill as a technical expert?..... Yes, I was.

Are you aware that very full discussion had taken place on all points?..... Yes.

We had gone through the whole scheme; first the spinning section and afterwards the weaving section, point by point?..... Yes.

Various viewpoints were placed before the Committee?..... Yes.

And some alterations were also made in the original scheme as submitted by the sub-committee?..... Yes.

Then the revised scheme was also placed before the members again?..... Yes.

And similar discussion had ensued?..... Yes.

You are familiar with the scheme as a whole?..... Yes.

Do you think that it is a fair and a workable scheme?..... Yes, I think it is quite a workable scheme.

Do you also believe that such a scheme is absolutely necessary in the interests both of labour and of the industry as a whole?..... I am absolutely certain of that.

Have you got figures for your own mills?..... Yes.

Will you be able to tell us exactly how the scheme affects your mills, department by department?..... I will.

THE CHAIRMAN :—Which mills?..... The Century Spinning and Manufacturing Company controls the Century and the Zenith Mills.

MR. SAKLATVALA :—As regards mixing and blowroom. As regards the mixing room, is there any material alteration between our scheme and your own system?..... There is practically no alteration at all. In fact on the new scheme we should pay Rs. 3/- more in the mixing and blow room.

That means it is practically the same?..... Yes, there is nothing in it.

You are giving on the exhaust and breaker scutchers one machine to one man?..... Yes.

Have you ever tried to let two men mind three machines or one man per two machines?..... No, we never made any alterations.

Do you think that the rates we have provided for are fair? you know we give Rs. 16/- for one man minding one machine. How does it compare with your rate?..... I presume you will want the total including the allowance,

because we pay an attendance bonus. The consolidated figure for finisher scatcher Tenter, we pay, is Rs. 25/12/0.

And ours is Rs. 16/-, plus 7% equal to Rs. 27/3 ?.....Yes.

So, you think that the rate we have put is fair ?.....Fair but on the high side.

Card Room : How many cards have you altogether ?.....134 in the Century Mill.

How many grinders and strippers ?.....5 pairs, *i. e.* 12 men.

How many cards to each pair ?.....22 cards.

What wage do you pay ?.....We pay consolidated Rs. 27-3-0.

Ours works out also at Rs. 27-3 ?.....Yes, it is the same.

Do you employ fly gatherers ?.....Yes.

How many cards do you give them ?.....We employ 3 fly gatherers, one for each room.

That means about 44 cards and we give here also 40 to 50 or practically it is the same ?.....Yes.

As regards card tenters, how many do you employ ?.....We employ 18.

For how many cards ?.....134.

That means about 7½ cards to each ?.....Yes. We employ three spare tenters where we are employing 18 card tenters, that is, 21 in all.

Do they always work ?.....We find they do most of the work in the card room and that covers the absenteeism there.

When you have all the 21 men there, is there enough work for all the 21 ?.....No.

Flat Grinders : How many have you got ?.....We have got a separate department for the two mills. They are in a department by itself. The flats are taken to one room and are ground there.

How many oilers ?.....In the card room we do not employ oilers. The spare tenters and the jobber look after that. We work out the same. On your basis where we employ 48, your standard muster says we must employ 49. It balances out. We have got to employ one more man.

As regards the drawing and speed frames ?.....We employ 228 and your muster shows 226.

How do the wages compare ? What is your average count ?.....22s.

What does your drawing tenter get on an average ?.....Rs. 34-4-0.

Slubbing tenter ?.....Rs. 35-8-0.

How many spindles in your frames ?.....84 spindles.

In our scheme we have a slubbing tenter with 84 spindles, about Rs. 38/- ?.....Yes.

Have you back tenters also ?.....None.

Are your slubbing frames longer than 96 spindles ?.....No, 84 is the longest.

So you will not have to employ back tenters under our scheme ?..... That is right.

How many oilers have you got in this department ?.....We have 3 card rooms, one in each room, 3 oilers altogether.

How many preparations ?.....17.

That means about 6 preparations ?.....Yes.

What do you pay them ?.....Rs. 25-8-0 consolidated.

Now you will have to pay Rs. 30-8-0 ?.....Yes.

Ring Frame: What do you pay your line Jobber ?.....We have one head jobber and two assistants while you have two head jobbers. In this particular department we have 86 frames.

How many spindles ?.....29,266.

All twist frames ?.....Yes.

You have one head jobber and two assistants ?.....Yes.

In our scheme we give one head jobber on twist ring 20,000, to 25,000 spindles, and two line jobbers ?.....Yes.

So practically all three men are working about 29,000 spindles, a little more than your number ?.....Yes.

Siders: What do you pay your siders ?.....Consolidated including weekly bonus Rs. 27/8.

How many siders ?... ..172 for 86 frames.

How many spindles in your frames ?.....They vary. The average is 344. 344 for twist ?.....Yes.

You will be paying under the standardisation scheme also Rs. 16/-. On page 9, 301 to 360, Rs. 16/-, which is about the same ?.....Yes.

As regards doffer boys, you have got a reduction in your case ?... ..Yes.

How much ?.....We employ 106 at the present time but under your scheme we shall have to employ 67.



For what counts?.....We put more boys always on the coarser and fewer boys on the finer.

How have you worked out the number in this case?.....I have taken the average. Taking under your scheme the average count, we should employ 67.

The 106 include spare doffer boys also?.....No, we do not employ spare doffer boys there now.

How many tarwallas?.....We have 45.

Under our scheme?.....We should have 33.

There will be a reduction in the number?.....Yes, but there is a considerable increase in the pay.

What do you pay now?.....Followers (tarwallas) Rs. 11-8-0. Doffers Rs. 10-8-0.

Now you will have to pay?.....Rs. 15-8-0.

Why have you got such a large number of doffer boys? Is it because you get them very cheap?.....We employ too many. We know we have to reduce their number. There is not enough work for them.

How many oilers do you employ in the department?.....6.

Do they do banding?.....We employ 6 oilers and 6 banders.

What do you pay them?.....Rs. 8/- . With bonus it works out to Rs. 32-9-0. Under your scheme they get Rs. 34/-.

Do you have mules?.....We have only got 4 now.

As regards weft frames, will there be a reduction in the number of doffer jobbers?.....Not for the jobbers, there will be an increase of one.

And the rates?.....We pay Rs. 56/- but under your scheme Rs. 51/-.

There will be a slight reduction?.....Yes.

You will have to employ one more?.....Yes.

Will there be a reduction in the number of doffer boys and tarwallas there also?.....Yes.

How much?.....56 frames, 400 spindles each.

That means 22,400 spindles?.....Yes.

How many doffer boys?.....We have 17.

How many tarwallas?.....41.

Under our scheme how many will you have to employ?.....58 doffers and 29 followers (tarwallas).

Practically in the same proportion as on twist?.....Yes.

Wages?.....Just the same as for warp. I ought to have said that the tarwallas and doffers get 1 Rupee a month as bonus which makes their wages Rs. 20-8-0 and Rs. 18-12-0. Under the scheme tarwallas would get Rs. 25-8-0 and doffers Rs. 20-8-0.

In the case of tarwallas you will have to pay Rs. 5/- more?.....Yes.

So practically you do not get any benefit by the reduction of the numbers?.....We do get a total saving up to the spinning point including everything right through of about Rs. 4,000/- to Rs. 5,000/- per month, on the Century and the Zenith combined. It is really half that for the Century. There is practically the same number of spindles in both the mills.

What is the total wage bill in the Century for the spinning section?....., From the blowroom up to the ring department inclusive, Rs. 56,000/- for both the mills.

You will be saving about Rs. 4,000/- on that?.....Yes.

Have you got a waste plant?.....Yes.

You mean a condenser plant?.....Both condenser plant and a can coiler also.

Take the condenser plant (page 16). Do you employ one feeder per scutcher?.....Yes.

The same as the other?.....Yes.

What is the wage you give?.....Scutcher tenter, we pay Rs. 23-12-0 a month.

Practically the same as our scheme, Rs. 14-8 plus 70 per cent, yes.

So there will be a little more you will have to pay?.....Yes.

I was asking about hopper feeder?.....We pay Rs. 24/- per month. Yours is Rs. 24-10-0. Your scutcher tenter Rs. 27-3-0. On the standardisation scheme hopper feeder gets Rs. 24-10-0 and scutcher tenter gets Rs. 27-3-0.

There is an increase?.....Yes.

As regards tenters?.....We employ 7 for 10 pairs.

We have got 8 for 10. What is wage you are giving?.....We are giving Rs. 25-12-0.

Under the standardisation you will have to give Rs. 26/-.....Yes.

For grinders and strippers?.....We pay Rs. 28-14-0.

That will be about the same?.....More, Rs. 29-11-0.

If you work out the total for the whole department how much you will have to pay more?.....I have to pay Rs. 47/- less on your scheme.

What is the reduction due to?..... Reduction in the number of men 33 against 36.

How many Derby Doublers you employ per machine?.....Two men per machine.

What do you pay?.....Rs. 27-3-0 against your Rs. 16-8-0 plus 70 per cent.

Are there mules in this department?.....We have no mules. We spin on ring frame.

On page 17 how does it work out altogether?.....There is practically no difference except three men less.

Then as regards reeling have you got power reels or hand reels?..... Hand Reels.

Have you worked out in your own case how the standardisation scheme compares with your own system?.....There is no difference. It works out the same. We have to pay Rs. 10/- more to employ the same number of men. It is nothing.

So, these rates are practically right?.....Yes.

As regards bundling and baling how do you pay them? On contract system?..... We do it ourselves.

What do you pay your knotters?... ..Rs. 34-15-0 as against Rs. 37/- according to your scheme.

Weigher .....Rs. 31-15-0 as against your Rs. 34/-.

The presser?—We pay Rs. 45-14-0 as against your Rs. 39/- odd.

The bundler?.....The same rate exactly Rs. 23-12-0.

The baler?.....Bundles are sent over to the warehouse for baling, where the baler is paid Rs. 18/- a month.

You pay Rs. 18/- as against Rs. 20/- provided in the standardisation scheme?.....Yes.

There also you will have to pay a little more?.....Yes.

Have you carpenters, mochis and so on? .....Yes.

How many carpenters have you got?.....In the spinning and carding together?

**THE CHAIRMAN** :—You want all these taken together?

MR. SAKLATVALA :—Yes, we take all the departments together, and mention so many per 1,000 spindles. In some mills they may be sitting in the card room, whereas they are not actually card room carpenters.

To-morrow, we will go through the weaving.

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The Committee adjourned till 11-15 A. M. on th 28th November 1928.

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*Wednesday, 28th November 1928.*

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Wednesday, the 28th November 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A.M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

THE CHAIRMAN :—Do you want to have a discussion about the Crown Mills? Is Mr. Dange here?

MR. STONES :—Mr. Nimbkar of the same Union is here.

MR. NIMBKAR :—Mr. Dange knows the position, and he is coming. That is what he told me.

THE CHAIRMAN :—In the meantime, we will go on with the evidence of Mr. Anderson.

#### Further Oral Evidence of

MR. ANDERSON.

MR. SAKLATVALA :—Page 21 of the Standard List for Spinning Section.

Miscellaneous Department :—Carpenters, mochis, wrapping boys, etc. Can you give us an idea as to how the wages compare? How many men have you got?....We have 2 carpenters in the spinning and card rooms.

How many spindles are there?.....51,000.

In our standardisation scheme we have put down 40,000 to 45,000, spindles, and you have already given them more?.....Yes.

THE CHAIRMAN :—Have they any difficulty in looking after that Number?....No.

MR. SAKLATVALA :—What do you pay them?.....We pay them Rs. 35/- plus 70 per cent., that is Rs. 59-8-0 consolidated, which is the same as in the standard list.

How many mochis do you employ?....We employ 2, and we pay the same as in the standard list, that is Rs. 18/-.

There also you do not find any difficulty?.....No.

How many wrapping boys do you employ?.....We employ 2 wrapping boys, one at Rs. 11/- and the other at Rs. 14/- plus 70 per cent.

THE CHAIRMAN :—Are they real boys, or men?.....They are boys.

Do they work the whole time, or are they half-timers?..... We do not employ half-timers.

MR. STONES :—They have no strenuous work to do. There is no wrapping all the day. About 10 in the morning they go to each frame, collect 2 bobbins from each frame and carry them.

THE CHAIRMAN :—I was asking that because there used to be what we call half-timers.

MR. STONES :—I do not know of any mill in Bombay who have half-timers.

MR. SAKLATVALA :—How many roller coverers do you employ?..... We employ 3. That is the same as in the standardisation scheme. We pay the head roller coverer Rs. 59-8-0 consolidated (Rs. 35/- plus 70 per cent.), and the 2 assistants Rs. 30-8-0 consolidated, each, which is the same as in the standard list.

But you are paying your head man more than Rs. 25/-?.....Yes.

Is he an old employee?.....Yes. He has been there for a number of years.

Have you any rope splicers?.....No.

So I need not ask questions about line levelling. It is left more or less to the discretion of the management?.....Yes.

Before we go on to the weaving section: you know that we have made a statement that, as far as the spinning section is concerned, if anything there has been an increase in the rates in some departments?.....Yes.

Is it borne out in your case? Will there be an increase in some cases?.....In some cases, there is an increase in rates, but a reduction occurs in the number of men.

If there is any reduction, that reduction is in the number of men?..... Yes.

As regards reduction in the number of men, we have stated that, as far as possible, all supernumerary men are to be displaced. You know that?..... Yes.

And in your case also you will have to displace some men?..... We shall have to displace some.

Which men will you be displacing?..... We should be displacing the men on what we call the extra list mostly, and we shall also displace a certain number of doffer boys, because we have employed too many in the past.

You have not any spare hands as such? You have not got any spare doffer boys?.....We did have them. We have not got them now.

You will be doing away with the spare hands, but over and above the spare hands if any other department there are more men (you employ at present more men, you call them extra men) those also will have to go?.....Yes.

Page 1 of the Weaving Section.—Do you employ jobbers and assistant jobbers in the grey winding department, or only Naikens?.....At one mill we employ one grey winding jobber and one Naiken; at the other mill we employ only a Naiken.

You know the Association now recommends that no male jobbers should be employed in the grey winding, but only Naikens should be employed?.....Yes.

Do you think that is an improvement over the existing practice?.....I do not see what a grey winding jobber is employed for. You have a fitter in the department, who repairs the machines.

As regards the naiken, what is the wage that you pay her?.....We have one naiken, and we pay her a consolidated wage of Rs. 47-8-0 per month.

Under the standardisation scheme you will have to pay her Rs. 51/-?.....Yes.

How many naikens have you got?.....One.

How many winding spindles?.....3,300.

You have got more than 3,000 spindles. Under our scheme you would have to give an assistant?.....Yes.

And to that assistant you will have to pay Rs. 25/-?.....That will be Rs. 42-8-0 consolidated. We paid the grey winding jobber Rs. 39/- consolidated.

Have you any begarries in the department?.....We call them doff boys; that is the same thing, I take it.

What do you pay them?.....We pay them Rs. 22/- consolidated.

Here also you will have to pay them more?.....Yes, Rs. 23-12-0.

How many banders and oilers have you got?.....We have one bander on Rs. 25-8-0.

Who does the oiling?.....The bander does it. We pay him Rs. 25-8-0 consolidated.

Here you will have to pay him Rs. 34/-?.....Yes; we will have to pay him more under the standard list.



How many number markers have you got?.....We have one on Rs. 25-6-0; we will have to pay him Rs. 27/- under the standard list.

Do you employ any bobbin carriers?.....Those are the doff boys. We have them.

MR. STONES :—They are called by different names in different mills. In their case, the doffer boys will be the men who carry the doffs to the winder and take the empty bobbins back again.

Have you any sweepers?.....Yes. We pay them Rs. 15-4-0; they are all female sweepers. Under the standard list we will have to pay them Rs. 17/-.

Have you any hoistmen?.....We have them. I think they are paid the same as nowgannies. They are paid Rs. 17/- a month, which is the same as in the standard list.

Page 2 of Weaving Section.—Colour winding from hank bobbin on drum Do you have that?.....We have only one machine. We use the ordinary Platt's drum winders.

You do not do much of *split* drum winding?.....No.

Page 3 of Weaving Section Grey Winding.—What is your average counts?.....22s.

What is the average wage of the winder?.....For the whole year or for one month?

MR. KHAREGHAT :—What is the rate?.....Re. 0-9-6 per 100 lbs.

MR. SAKLATVALA :—What is the lift of your bobbin?.....6" lift, for 22s counts, which is exactly the same as in the standard list. 22s is the average counts.

What are the other main things?.....14s, we pay Re. 0-7-8 per 100 bs.; we will have to pay more under the standard list. For 24s we pay Rs. 0-10-6 per 100 lbs; under the standard list we will have to pay Re. 0-10-0. For 30s we pay Re. 0-13-3.

Do you have much of 30s?.....No very little. These are the old rates which have never been changed; they have been in existence for a number of years.

Can you tell us what a woman gets on an average on 20s?.....I could give you the average worked out over the year.

What is that average?.....Rs. 22/-

Against the standard rate of Rs. 21/-?.....Yes.

How many spindles do you give for 22s ? ...20 spindles, which is just the same as you recommend in the standard list.

You think if a winder gets 20 spindles even on 22s, she can easily earn the wage which we recommend, namely, Rs. 21/- ; your average actually comes to Rs. 22/-, although the rate is the same ?.....Yes.

Page 4 of Weaving Section.—Hank to pirn on cup-type winding machines. Have you any of them ?.....We have not got cup-type machines.

Have you any pirn-winding from warper's bobbins or cheese to pirn on cup-type machines ?.....There also we have not got any cup type machines.

Universal Pirn-winding.—Have you any of that ?...We have reduced all that now ; we have only very few working now. We have done away with the mules, and there is a corresponding reduction in the number of pirn winders.

At what speed do you run the few spindles you have ?...2,000.

You have never tried a higher speed ?.....No.

What is the average wage that a woman gets there ?.....Rs. 22/-, which is about the same as the ordinary winders.

That is the average that we have in the standard list ?.....Yes.

Even running at 2,000 speed, a woman will be able to earn the average wage that we have put down in the standard list ?.....Yes.

Can you give us the rates for some particular counts, the counts that you are working most ?.....The only count we do work, which is very seldom worked at all, is 20s.

On twist bobbins ?.....There are only 4 mules working, and the rate is very high, 270 pies. Sometimes they work, sometimes they do not work. The only place where we do use pirn-winding is for colour. Those used to be on fixed wage, not piecework, but they are now.

There you give her Rs. 22/- ?.....Yes.

Page 6 of the Standard List for Weaving Section.—How much do you pay there ?.....Our rates work out, for 20s, at the rate of 50 pies per 10 lbs.

MR. STONES :—Yours is hank to pirn ?.....Yes. Drum-winders bobbin, or cheese to pirn on universal, we pay 50 pies per 10 lbs.

MR. STONES :—That is 500 pies per 100 lbs. and the rate in the standard list is 150 pies, an enormous difference.

MR. KHAREGHAT :—What is the average earning ?.....Rs. 25/-. We have just started to work it, and we have given them only a few spindles to start with.

MR. ANDERSON (continued) :—These drum bobbins work at very slow speed. There are 6 machines working something like 1,200 spindles, very slow.

MR. STONES :—That is why they run 2,500 ?..... We will have to alter the machine. They have the wire arm on the top. They run very much slower.

MR. STONES :—That is really for the hank. That will be taken off and you will have to go up to 2,500 and without a bobbin. They are using universal winder from the hank which we have not made a list for. We thought it had gone out altogether. I believe, Sir, you saw it at the Tata Mills when you visited them. As apparently one or two mills have still got them, we shall have to compile a list for them, and we will do it, Sir.

MR. SAKLATVALA :—You have cheeses ?..... We have not altered it but we know that we have got to alter it.

MR. SAKLATVALA :—With hank arrangement ?..... Yes.

MR. SAKLATVALA :—Have you got any No. 50 and No. 160 machines ?..... No.

MR. SAKLATVALA :—On page 8—Drum Winding.—What do you pay your Naikens ?..... We pay a Naiken Rs. 37/-.

Because you have a jobber ?..... Yes.

MR. KHAREGHAT :—How much to the jobber ?..... Rs. 34/- consolidated.

MR. SAKLATVALA :—We do not recommend the employment of a jobber but that a Naiken should be paid Rs. 51/- ?..... Yes.

Number Marker :—“ To be done by grey winding man in view of the fact that when colour is wound there is a reduction in grey winding work. Where department is large enough for the employment of a separate man the pay to be Rs. 14/- plus 70 per cent. Your department is large enough to employ a separate man ?..... Yes. We employ one man at Rs. 12/- i. e., Rs. 20-6-0;

Here also you will have to pay a little more ?..... Yes.

You have got no cut in winders ?..... Yes.

Have you got a jobber for the universal No. 90 ?..... No.

THE CHAIRMAN :—What does a winder get on colour winding from hank bobbin ?..... Rs. 22/- that is the average taken over the year.

MR. SAKLATVALA :—Under our scheme you will pay Rs. 23-12-0..... Slightly more, I do not know how it works out.

Warping Department.—Have you got a jobber ?..... We have a muccadam to whom we pay Rs. 45-8-0 consolidated.

Does he look after the warping, sizing departments combined or only the warping?.....Only the warping, and we pay him Rs. 45-8-0.

Under our scheme you will have to pay Rs. 59-8-0?.....Yes.

Here also you will have to pay a little more?.....Yes.

What is the average of a warper's earning?.....Rs. 60/-.

What is the number of counts and ends?.....21s and ends on beams,  
420.

Have you made any comparison?.....Yes.

Have you converted them into yards?.....Yes.

Your piecework rate?.....20s, Rs. 10-0-0 per 10,000 yards.

Against our Re. 0-6-0 plus Re. 0-2-0 per beam?.....Yes.

So, your average works out higher than the average we recommend Rs. 52/-?.....Yes.

Your rates are a little higher?.....Yes.

So, your average works out at Rs. 60/-?.....Yes.

In the warping department you will make a saving?.....Yes.

Do you do much colour work?.....This includes colour work. It is mixed up. I have not separated it out.

The rate of Re. 0-10-0 is for what?.....Only grey.

What would be your rate for colour?.....For 25 per cent. colour our rate is Rs. 1-2-9 per 10,000 yards.

Against our scheme of Re. 0-9-9 plus Re. 0-3-0?.....Yes.

Have you got an average for colour beams?.....No. It is for the whole department. I have not taken out a separate average figure for colour beams.

Can you give an idea as to percentage?.....On grey only because they do nothing else at the other mill. Rs. 43/-. It is rather difficult to say because it is a small department and when beams are not required the work is stopped, they do not get full work.

At any rate your average is Rs. 43/-, higher than ours?.....Yes.

So you will be making a saving?.....Yes.

Sizing.—What do you pay your head jobber?.....Rs. 45/- plus allowance.

Now you will have to pay him Rs. 60/- plus allowance?.....Yes. We have got a head-jobber and a head-sizer. Is that the one you refer to?

What do you pay your head-sizer?.....Rs. 50/- plus allowance or Rs. 85/-.

Against our figure of Rs. 102/-?.....Yes.

How many slashers?.....16.

Over 16 we recommend Rs. 65/- plus 70 per cent. allowance or Rs. 110/-?.....Yes.

Do you employ a fitter?.....Yes.

What do you pay him?.....Rs. 40/- plus allowance or Rs. 68/- consolidated.

Against our Rs. 35 plus allowance?.....Yes.

Does he find enough work?.....Yes, grey winding, colour winding, warping machine, sizing machine, all the pipe work, loom rolls, straightening flanges, etc., etc.

What do you pay your front sizer and back sizer?.....Front sizer Rs. 93-8-0 consolidated.

Against our Rs. 85/- or Rs. 93/- after 2 years?.....They are old men and they will be getting Rs. 92/-.

That is practically what we pay?.....Yes.

Back Sizer?.....Half of that.

Size Mixers.—Have you a head man?.....We have a size mixing muckadum to whom we pay Rs. 22-8-0 plus allowance or Rs. 37-6-0 consolidated.

The same as we recommend?.....Yes.

Size Mixers.—You pay how much?.....Rs. 17/- plus allowance, or consolidated Rs. 23-4-0.

Against our Rs. 16/-?.....Yes.

Do you employ any coolies?.....No. They carry the stuff themselves.

Therefore, you pay a little more?.....Yes.

How many beam carriers for the sizing department?.....6.

How many looms?.....2,500.

What do you pay to the beam carrier?.....Rs. 18/- plus allowance, or Rs. 30-9-0 consolidated.

Against our Rs. 20/-?.....Yes, we will have to pay a little more.

Have you got some for drawers?.....6 only who do the job for both departments.

Then you will have to put some more men on?..... Yes.

Against our 8?..... Yes, we have a head beam carrier and 6 beam carriers or a total of 7.

You will have to employ one man more?..... Yes.

Drawing-in.—Have you got a jobber here?..... Yes, a head jobber at Rs. 40/- plus allowance plus Rs. 5/- monthly bonus or Rs. 73/- consolidated.

We recommend Rs. 45/-?..... Yes.

There also you will have to pay more.

How does the piecework rate given here for drawing-in work out in your case?..... 5 shafts 30 pies per 1,000 ends.

6 „ 35 „ „ „ „

7 to 12 shafts 48 pies per 1,000 ends.

13 „ 16 „ 78 „ „ 1,000 „

What is the average earnings?..... Rs. 61-13-0 consolidated.

Do you run your straight drafts the same as placing and transit shafts?..... Yes.

You pay anything extra for doobby dhoties?..... No. There is no difference there. The only difference we have here is on dosutis. 21 pies per 1,000 ends. Plain and twill 21 pies. Ordinary susis for colour, 24 pies per 1,000 ends. We have no other rates.

MR. STONES :—The bulk of your work is on plain?..... Yes.

You pay 21 pies per 1,000 ends?..... Yes.

Dosutis 21 pies also?..... Yes, and susis 24 pies.

In your 21 pies, do you count the full number of ends or half the number of ends because sometimes they are drawn in double?..... I am not quite sure.

MR. SAKLATVALA :—Your average works out at Rs. 61/-?..... Yes.

And the average pay which we recommend is Rs. 26/- plus 80 per cent. or Rs. 46-12-0?..... Yes.

Do you think that looking to the nature of the work you are paying them very high?..... I do.

What is the average of the weavers' pay generally?..... Rs. 48/-.

So, when a weaver gets Rs. 48/- on an average, you think that Rs. 61/- is too high?..... Yes.

Weaving.—Have you worked out any important sorts on our basis and your basis as well?.....I have got the whole thing worked out for last year,

What is the average for the whole shed? Will there be a cut or an increase?.....We have a cut of 6·99 per cent, or say 7 per cent.

Compared with our scheme there will be a saving to you of about 7 per cent.?.....Yes.

How does it work on plain?.....5·4 per cent.

For fancies?.....14·8 per cent.

What is the proportion of fancy sorts?.....We have 3,120 looms out of which average number of looms on fancies is 500 looms.

About 15 per cent?.....Sometimes it goes up to 700 and at other times it goes down to 300.

What is the cut in drills?.....17 per cent.

What is the average earning of a weaver working on drills?.....I have not got that separately.

Do you have any looms on artificial silk varieties?.....Only a few, 60 or 70.

What is the cut there?.....It varies from 7 per cent. to 16 per cent.

You use only one quality or different qualities?.....Only one quality.

MR. KAMAT :—Your standard rates for weaving are based on the supposition that a coolie would be given to the weaver to bring the warp and the weft in?.....

MR. STONES :—Not the weft. All this list is based on a weaver, as in Lancashire, bringing the weft in himself. In Lancashire it is done by the jobber. Here in the Bombay mills, on the two loom-system it is part of the weaver's work itself.

Now we go on to the allowances. On page 14 take splits. Do you think that 5 per cent. allowance for splits whether cut or uncut fair?.....Yes; that is all right.

Can you tell what the cut comes to in your mills?.....The percentage of reduction in our mills varies from ·3 to ·12 per cent. That would be a cut on particular varieties.

MR. KHARAGHAT :—On what basis you give allowance?.....We give certain allowance per split on the rate per lb.

MR. SAKLATVALA :—Can you give us separately the percentage of reduction in fancy and in grey?.....In fancies the cut will be ·3 to ·12 per cent, and

in grey it will be 1·6 to 11 per cent. 11 per cent. is on plain 18 inches, 35-yards, 5 lbs.

You have got dyed checks.....There the cut will be 9 to 18·5 per cent. 23 and 25 inches width which will go into 32" looms. In the case of check chadders the reduction will be 26·3 per cent. on the average.

MR. BAKHALE :—On what?.....I take wide check looms. In that particular case we have got twill check chadders where the cut comes to 34 per cent. We know that this is a mistake that has been in existence for many years. This occurred because these men on 64" and 56" looms were paid on the 32" ordinary rates.

MR. BAKHALE :—How long has this mistake continued? - ...For somewhere about ten years.

MR. SAKLATVALA :—How many drop box looms have you got?..... About 350.

Then we go on to page 20 weaving shed. How many dobbie jobbers have you got?.....3.

What do you pay them?.....Rs. 102 consolidated.

That is just the same as ours?...Yes.

How many dobbies have you got?.....740. We employ 1 Jobber for 250 dobbies.

MR. SAKLATVALA :—We recommend 350 dobbies for one Jobber.

THE CHAIRMAN :—Can 1 Jobber manage 350 dobbies?.....He can when the shaft work is not very great.

Have you got line jobbers?.....We have 72 jobbers for 2,500 looms.

That means you give 35 looms for each?.....On the average.

Do you think that they will be able to mind 40 to 50 looms?.....I think they could. In our mills as the shed is divided, in some sections they are minding 32 looms, in some 46 looms and in some others 44. We know that they can look after 40 to 50 looms.

What do you pay?.....They are paid on a percentage of the weavers' earnings. It comes to roughly on an average about Rs. 120/-.

What is the percentage?.....That is difficult to say. According to the number of looms the percentage is altered.

MR. KHAREGHAT :—What is the average pay of a line jobber?.....For the last year 1927 their pay was Rs. 125-10-0.



Do you pay them on the production?.....We are paying a certain percentage of the weavers' earnings.

MR. SAKLATVALA :—You know that our scheme is intended to bring about a  $7\frac{1}{2}$  per cent cut. At present the average wage of a weaver is Rs. 48/-. According to the standardisation scheme it will be somewhere about Rs. 45/-. If you give 45 looms the wages of the weavers on those 45 looms will come to about Rs. 968/-. We recommend 11 per cent, which will come to Rs. 106/-.....I have given you the figure for the central shed which weaves plain and fancies. In the plain shed the line jobber gets Rs. 107-13-0.

MR. KHAREGHAT :—How many looms have you got?.....Over 350 looms.

In the other case they will get less than what they get at present?....Yes.

MR. SAKLATVALA :—How many shed fitters have you got?.....We have five shed fitters for 2,500 looms.

What do you pay them?.....Rs. 59-8-0 consolidated.

We have recommended Rs. 85/-.....It is really more like a jobber's work.

Have you got sley maker carpenter?.....Yes. We have got two special men for the Century Mills for sley work.

What do you pay them?....Rs. 93-8-0.

That means two men for 2,000 looms. We also recommend one man for 1,000 looms. But under our scheme you will be paying less.....We pay these men a high rate because they have been there for the last 18 years—old servants. We have got fitters and over them a head fitter to look after them.

Have you got ordinary carpenter?.....We have got five and we pay them Rs. 76-8-0.

We recommend 2 to 1,000 looms. What do you pay them?..... These come under the line levelling staff. The fitters for the shed are five and the carpenters for the shed are 2. We pay the fitters Rs. 59-8-0.

How many beam carriers have you got?.....We employ 11 including the head carrier in the weaving shed.

You are practically employing the number we recommend.....But there is an other thing that is different. We have got automatic hoists. We have put 2 men on the top floor and 2 men below and these hoists deal with the beams alone. We have got 4 men practically for the hoist. There is only the head carrier in the weaving shed with the remainder.

What do you pay them?..... We pay them Rs. 30-9-0.

We shall go to the warehouse?.....Can you give us an idea where the rates differ. For the head calender man you recommend Rs. 56/- but we pay Rs. 51/-. For the front calender man we pay Rs. 28-14-0 and you recommend Rs. 33-8-0. For the back calender man you recommend Rs. 27-10-0 but we pay Rs. 25-8-0. There we will have to pay more. For the scaleman we pay Rs. 34/- and you recommend Rs. 26/-.

For the cloth carrier?.....We pay about Rs. 13/- and you recommend Rs. 2/- or Rs. 3/- more.

In the folding section?.....In the other sections there is very little difference with regard to the number of men employed.

Then we go on to the baling. Have you got contract system?.. ...No ; we do it ourselves.—What do you pay them?.....Rs. 30-9-0.

MR. STONES :— You said that the rate you pay on your wide check looms was very high. Have you ever tried to reduce it to the level of the surrounding mills?..... We tried to reduce it to the level of the surrounding mills. Owing to the strike breaking out, we left things alone.

THE CHAIRMAN :—Mr. Dange wants to leave at 3 O'clock. Before you cross-examine the witness, let Mr. Dange state his case. Mr. Dange, will you tell us your point of view in the matter of the dispute in the Crown Mills?

MR. DANGE :—The Complaint is, I understand, regarding the Crown Mills. Yesterday, unfortunately I was not present at the sitting of the Committee. But I received a letter from the Secretary of the Strike Enquiry Committee as follows :—

“ At the sitting of the committee held this afternoon the Millowners Association has submitted the case of the demand made by the Bombay Grini Kamgar Union with regard to the dismissal of two jobbers in the Crown Mills.

Before the Committee can give any decision on this dispute the members would like to hear what you have to say in the matter and I am therefore to request you to arrange to be present at to-morrow's morning sitting at 11-15 a. m. sharp.”

The complaint is with regard to two jobbers one belonging to the winding and the other belonging to the folding department. The complaint was received in our union office that both the jobbers were ill-treating the men in their departments. The form of ill-treatment was not specifically mentioned in the letter I wrote to the management. I simply asked the management to enquire into the matter. The letter was to the effect that the two jobbers Raghunath and Pandurang were teasing the men unnecessarily and that the management should

enquire into the matter and give us an early reply. In this connection I have to note one fact. This letter was sent from our office at the dictation of our president. Further after enquiry I have known that the complaint is that these two jobbers ill-treat the workmen in their departments. We asked the management to enquire into the matter and say what they could do. So, there is no question of our asking the management to dismiss the jobbers without an enquiry, and there is no suggestion at all regarding their dismissal. I do not know what is the claim put forward by the Association to bring the dispute before the Committee. I am at a loss to know what more particulars I should give to the Committee, and how at all the dispute comes up here.

SIR MUNMOHANDASS RAMJI :—We have placed before the Committee another letter received from another union, which speaks for itself. We are in a fix as to what we should do. Of course the letter, as worded, simply requires some enquiry, but at the bottom of the whole thing it is meant that they must be dismissed, and the two men themselves fear that it is a threat for their dismissal. When we got the other letter, our belief was fortified that dismissal was what was wanted. Either we have to dismiss these two innocent men at the instance of this union, or we court some trouble. That was our object in asking the Association what we should do. We are in a fix. Either we have to do an injustice to these two poor men, or we court some trouble and we have to suffer the consequences.

THE CHAIRMAN :—There is the other section of the Strike Committee representing the Textile Union, who say that this is a dishonest complaint.

MR. DANGE :—There is no truth in that allegation. I should like to have information from the Textile Union, in that case, when these jobbers enlisted themselves as members of the union, and whether it is a fact that we are asking for their dismissal and whether we are asking for their dismissal because they are members of the Textile Union. I do not know on what premises that conclusion is based by the Textile Union.

MR. BAKHALE :—These jobbers came to me and told me that the other section of the union wanted their dismissal and they had made a representation to the management to that effect.

As I was not in Bombay for six months during the strike, I cannot tell you when these men joined the union, but I could give you the information a little later.

As regards Mr. Dange's point as to whether these people had asked for the dismissal of the two jobbers because they happened to be members of my union, personally I do not know. When these jobbers came to me and told me

definitely that their dismissal was asked for because they were members of the Bombay Textile Labour Union, as they are members of our union, it is my duty to protect their interests and protect them from all kinds of injustice, and therefore I wrote to the manager that if a dismissal was asked for, they should consider the case properly before taking any decision either way.

As regards the letter that we find here, and Mr. Dange's statement that the demand for investigation came from the workers of those particular departments, I think it would be fair to me and to the union I represent that the names of those workers, in the folding and winding departments, should be submitted to the Committee—the names of those people who had asked for an investigation and who said that they were being misled by these two jobbers. If a list like that would be forthcoming, I shall be only too glad to have it.

I shall give later on the dates when these two jobbers joined the Bombay Textile Labour Union.

**THE CHAIRMAN** :—You propose a sort of enquiry by the Committee into the dispute. That is not what we are authorised to do. The dispute really is one between two unions.

**MR. DANGE** :—Before this matter is gone into like that, I would like to have your opinion as to how this dispute can be brought before this Committee. Several complications have arisen. One complication is the difference between the workers and management; another is the difference between the workers and jobbers; a third is the difference between the two unions, and so on. I do not know how this dispute can be settled here.

**THE CHAIRMAN** :—The mill authorities have not got your letter; they got a letter from Mr. Joshi, and they approached us on the ground that it put them into a difficult position. At the time I mentioned that it would not come within the terms of our reference, whether there was a breach of the agreement of 4th October. After hearing them, we thought it advisable, as the matter had been going on, that you should be given an opportunity of stating your point of view, and possibly that might help to smooth things over; not that we are going to take up the dispute any way ourselves.

**MR. DANGE** :—Before the management made an enquiry, before they replied to my letter, the matter has been reported to the Association, and I have been hauled up. The letter is dated 24th November, and up till now there is no reply, and the matter is reported to the Association. This is a point that be considered.

**THE CHAIRMAN** :—So far as there may be a dispute between two trade unions, it might be a question for the management to consider whether they

were being asked to inquire into the conduct of jobbers, or whether they were being asked to dismiss them merely because they were members of another union.

MR. DANGE :—On this point I want to make this statement, that I have no objection to any worker joining any union in the city. We carry on propaganda only in this sense that those who want to follow us should join our union. If any worker chooses to join any other union in the city, we have nothing to do with it.

THE CHAIRMAN :—Supposing you thought that some workers were objecting to Jobbers merely because they were members of a different union, you would try and prevent any injustice being done to them?

MR. DANGE :—Exactly. But this is not a case where the Jobbers are being objected to as they are members of a different trade union. I make an emphatic statement that we did not ask for an investigation into their conduct because they are members of a particular union, but because their conduct by itself is reported to have been bad.

THE CHAIRMAN :—Did you not make enquiries yourself?.....

MR. DANGE :—We have made enquiries, and if the management is willing to go into that even in the presence of both unions, I have no objection.

THE CHAIRMAN :—We do not think it is a matter for us to go into. It is purely a dispute between two unions.

MR. ASAVALE :—The agent himself says they are innocent.

MR. DANGE :—The agent has not made enquiries, and has not replied to our letter.

SIR MUNMOHANDASS RAMJI :—We have enquired. We could not send these two Jobbers into the department; they are sitting in the office.

THE CHAIRMAN :—We think that the mill authorities should make up their minds. If they feel that they are being unjustly victimised, they may choose to adopt the attitude that they are not going to dismiss them.

SIR MUNMOHANDASS RAMJI :—If both the unions are willing to be present while the enquiry is conducted, we are quite willing for an enquiry to be made. But we do not want poor innocent men to be harmed on account of their joining any particular labour union.

THE CHAIRMAN :—We cannot go into that. It is not within the terms of our reference. I hope that a discussion at the mill will probably help to put things in a better position.

MR. DANGE :—Here I should like it to be noted for the information of the other union that it would cause more trouble in the industry and for employment also if the other union were to back up persons simply because the men who have to make a complaint happen to belong to our union.

THE CHAIRMAN :—That would probably be a bad state of affairs.

MR. SAKLATVALA :—Of course, the mill authorities can easily deal with this matter if both the unions' representatives are present at the same time, but I think it is fair that Mr. Dange should see that while investigations are being held there should be no strikes. That is all we ask.

MR. DANGE :—We do assure that there will be no strikes if investigations are carried on within a reasonable time. I should mention that by mutual arrangement with the owners in several mills we settled that there should be mill committees of any union ; I do not insist that it should be my union. It was settled that there should be mill committees of the unions and workers, and they should send grievances to the management on the spot. What I have found in several cases is that when these mill committees do send grievances to the management it takes a week or 10 days to go into the matter, there is no outcome from it with the result that the men become discontented and report to the union, and after the union goes into the matter they strike. If the management were to speed up such investigations, there would be no trouble.

THE CHAIRMAN :—That is for either side to consider. I think we had better close the discussion on the matter now. I do not see that any useful object will be served by continuing it.

#### (The Oral Evidence of

MR. ANDERSON was resumed.)

MR. BAKHALE :—Could you tell me the minimum and the maximum cuts in the wages of the weavers in your mill, never mind even if it is one variety or two varieties?.....There is an increase too in certain sorts.

You can give me both?.....The maximum cut is 41·2 per cent. in the weaving. That is for a variety of which we made only about 800 lbs. during the whole of last year ; It is fancy sort. The maximum increase is 13·28 per cent.

Will the minimum cut be 5·4 per cent?.....You pass zero and go on to a plus side. I have given you the highest.

Could you give me some idea of the number of people who will get an increase of 13·28 per cent?.....I could not give you the number of people, but I could give you the weight. In that year we produced 43,974 lbs. of the variety on which there is an increase of 13·28 per cent, whereas in the reduction there was only £52 lbs. made on which there is a 41 per cent. cut.

That is as regards the highest reduction?.....That is the highest and lowest, and that is the total weight of cloth we produced in 1927.

What is the average pay of a weaver working on plain varieties?.....I have not got out that separated. I could tell you the average pay of one mill and that may give you an idea. It is practically the same in both mills. The average worked out at Rs. 46/- in the Century mill and Rs. 46-11-0 in the Zenith mill.

This is the average on plain, fancy, and everything?.....Yes; that is for the whole year.

Do you think that the average on plain varieties will be a little less?..... Take the Zenith mill; it is all plain and nothing else; that is Rs. 46-11-0. There is no fancy there except probably a certain proportion of grey twills. There are no fancy sorts there. In the Century Mill, Rs. 46/- is the average for both plain and fancy.

If we divide the two and get an average, do you think on fancies there will be an increase?.....That may be so. It varies according to the quantity. I could give you the maximum and minimum averages for the whole year. The average worked out to Rs. 50/- when we happened to have more looms on fancy than we usually have.

What will be the total savings in the weaving shed?.....About Rs. 8,000/- per month, on 3,120 looms.

That will be the saving on account of the reduction?.....Yes.

What about the spinning department?.....There will be a saving of between Rs. 4,000/- and Rs. 5,000/- for both the mills combined.

In all you are saving Rs. 13,000/-?.....Yes, on a total expenditure of Rs. 2 lakhs for wages. For the whole concern, these are the savings.

What is your present wage bill?.....Rs. 2 lakhs per month.

What will be your wage bill when the standardised scheme comes into operation?.....It will be less by the amount of the savings.

I think you do not require to retrench in the spinning section?.....The only way we can retrench is by reducing the number, we think of employees we have been employing far too many supernumeraries.

Whatever that may be, you are employing to-day a certain number of people?.....Yes.

When the standardisation schemes comes into operation, will you require to dispense with some at least of the total number of people you employ at present?.....That is what we shall have to do.

How many?.....In both the mills combined, for all the departments, we will have to reduce 300 men.

How long have you been employing them?.....I cannot tell you the exact date ; it must have been for several years.

Why did you employ so many?.....When there was a shortage of labour we used to employ so many extra ; we used to have their names down on the books, to take the place of absentees.

When there was a shortage of labour?.....Yes, when there was a shortage of labour. Those men were never reduced when there was plenty of labour.

When did you have a shortage of labour, and when did you begin to get plenty of labour?.....There was plenty of labour about three or four years ago.

If you look to the Labour Gazette, since it was started, you will always get the report there that the supply of labour is quite adequate for the textile industry, and the Labour Gazette has been in existence for more than 4 years. Even when you began to get plenty of labour, you were employing these 300 extra men?.....Yes.

What is the cause? When you want to extend the machinery and want extra labour, you can easily get it?.....Please come down to the mills yourself and see the number of men sitting out in the compound, sitting about all over the steps, where they have nothing to do because they are not wanted at that moment. If you come down, I shall be very pleased to show you. That is why I think we have too many men. I think the standardisation scheme will bring things into proper line.

Do you think so?.....I think that is what will occur.

You are reducing their wages?.....We are increasing them to a certain extent too.

Could you give us some idea of the amount of salary of the technical staff of your mill? How much are you paying to your spinning master and his assistant, the weaving master and his assistant, the carding master, the sizing master, etc., including the manager?.....You do not mean the overseers and clerical staff as well?

I do not want to include the head jobbers?.....I have not got that figure down, but I could let you have it.

MR. SAKLATVALA:—The Rs. 2 lakhs that you mentioned are purely wages?.....Yes, I could send the figures to you.



MR. BAKHALE :—Do you remember whether your agents had ever thought of reducing the salaries of the technical staff during the last few years, say about 4 or 5 years, since the time depression began in the industry?.....When we engage new technical staff now, we do not engage them on such high pay as we used to do. They are all covenanted men engaged at various times. When we engage new men we do not pay a higher wage. You can look upon it that that point has been considered.

Was the majority of your technical staff engaged recently?.....The majority was engaged recently; we have only one old man there.

MR. SAKLATVALA :—Will you give us the figures?.....I could tell you that roughly there is a reduction of somewhere about Rs. 2,000/- on the technical staff. I could give you the average figures.

MR. BAKHALE :—In reply to Mr. Saklatvala, you said there was a mistake in fixing the rate on one variety?.....Yes. I said it occurred 10 years ago. I think it was in 1923, that is 5 or 6 years ago.

The mistake was going on for 5 to 6 years?.....Yes.

With all the technical staff that you had, you could not detect the mistake?.....That expert technical staff is gone. But we have found there are several mistakes.

It continued for 5 or 6 years?.....Yes.

They could not find out the small mistake that they committed 6 years ago?..... These mistakes do occur.

When did you find out the mistake?.....Some time last year.

So the mistake was not detected immediately?.....Yes.

Are your mills producing the same variety?.....No, only one.

MR. BAKHALE :—I wish to inform the Committee of a complaint received by me either from your mill or the Spring Mill.....I have nothing to do with the Spring Mill. It belongs to Sir Ness Wadia. I am with Mr. C. N. Wadia.

MR. BAKHALE :—It was pointed out to me that your old rate for this particular variety in your mills was so much and in the other mill it was so much and that therefore it was found necessary to reduce that rate in the Spring Mill in order to bring it into line with the rate in the other Mill (Century). .....I know that we pay higher than anybody else in Bombay, I can tell you that.

Has a similar circumstance occurred in your case when you found the mistake?.....I cannot say.

THE CHAIRMAN :—Do you remember having written a letter like that at any time ?.....No.

MR. BAKHALE :—Anyway the mistake continued for 5 or 6 years. You continued so many supernumerary workers without having enough work for them. Does that speak very highly for the efficiency of the management of the mill ?.....That is a point which varies from time to time according to the quality of labour you get in.

It has nothing to do with labour ? ....It has much to do with it. Suppose you have labour which is not very good, you cannot get as much work out of them as you can out of a better quality of labour.

THE CHAIRMAN :—We do not think it will help us very much.

MR. STONES :—Sometimes a mill makes a mistake like that but does not care to alter it for the sake of avoiding a strike and it has to carry the burden of that mistake.

THE CHAIRMAN :—Even if there has been bad management in any particular mill, it would be very difficult to bring that in as a factor in the question of wages.

MR. BAKHALE :—The point I was making is this namely, when the management committed a serious mistake like that and continued it for 5 or 6 years and when a worker, if he is taking his food during the recess fixed for that purpose, is summarily dismissed according to the new standing order, it is bound to create trouble.

MR. SAKLATVALA :—What kind of serious mistake? ....The rate was fixed high and continued so for some years. We cannot reduce the rate of an old sort for fear of a strike. We have got to keep up the same rate.

MR. BAKHALE :—The employers were not feeling it but certainly the workers, whose wages are reduced by 30 per cent. would feel it.

MR. BAKHALE :—Do you expect the same efficiency in lighter and heavier reeds ?.....It all depends on how light and how heavy. You do not get quite the same efficiency if you are working on heavy reeds as you do in the lighter reed. I am not prepared to tell you exactly what percentage it works out at.

MR. BAKHALE :—But there is likely to be some change in the efficiency if there is a very wide difference between the reeds ?.....Yes.

If your efficiency changes under those circumstances, would you give a worker a better allowance for the very high reed ?.....Yes, I think he is entitled to a little extra allowance for that.

I suppose you are fairly conversant with the Lancashire list?.....Not too conversant with it. I have certainly been through several mills in Lancashire.

Can you tell me the range of shafts on which you produce the majority of your cloth?.....Not more than 8 on the average, I speak from memory.

I think you know the allowances that are given in Lancashire for shafts? .....I have not got the book.

I give you the book. On page 38, you will note that shaft allowances are greater than those allowed here?.....Yes.

Are these allowances meant for extra labour involved? I mean you have once fixed a basis rate on efficiency. Then you give all these allowances for the extra labour involved therein?.....Yes.

The extra labour involved whether in Bombay or in Lancashire is just the same?.....Yes.

Therefore, don't you think that the same allowance for the same extra labour should be given both in Bombay and in Lancashire when you have got a different fixed rate altogether?.....That seems quite fair, but only if you are going to work on the Lancashire basis.

The new list is based on the Lancashire list and you have provided a basic rate; then you have provided allowances for extra work which is common at both places. So your allowance also should be common?.....Yes.

But you know that your allowances here are less than those in Lancashire? .....Yes.

THE CHAIRMAN :—Less up to certain shafts?.....Yes.

MR. BAKHALE :—Coming to the weft allowance and deduction on page 15 of the weaving section of the standardised list. Will you kindly explain why you have made a deduction of 1 per cent, 2 per cent, and 3 per cent. in column No. 5 for rewound weft under Universal Additions?.....That must be because there is a longer length of yarn on the pirn.

Do you think that a similar deduction is made in Lancashire?.....I do not know. This is the Millowners' Association's list. My mills are not affected as we have no universal pirns.

I take a hypothetical case. If Lancashire has a deduction, Bombay should have a deduction. If there is no deduction there, there should be no deduction here. Do you agree with that?.....If you are going to do the whole thing on this basis.

The whole thing is based on that, our list is more or less the same as that of Lancashire, and we have made similar allowances for different kinds of extra labour.....In that case, I agree with you.

Coming to the next page, scale of width allowances, will you explain to me for my information why it is that standard of width has been kept so broad as from 35" to 65"?.....I cannot tell you that. It is for the Committee of the Millowners Association.

Have you not studied the standardisation scheme?.....Certainly I have, but this particular item from 35" to 65" standard width you must ask the Committee of the Millowners about.

You are fairly conversant with the standardisation scheme. You may be able to give me some explanation at least.....I cannot explain that point.

You may not be able to explain to me why this has been done but now that this has been done, you can help me with your opinion. You have got two workers working on two different looms say 40" loom with 35" cloth and 70" loom with 65" cloth. In both cases here according to this scale the standard is the same and you will not get any allowance for width. I want to know from you whether the work involved in both these sorts is exactly the same?.....The point is that on the 65" he has more ends of warp to look after than on 35". It depends on the counts of weft he uses as to whether he has more work or less work on account of the weft on the pirn. The same length of yarn on the pirn would only run out quicker on the 65" width cloth than on the 35" cloth. Therefore, he would have to re-shuttle his pirn more often on the 65" than on the 35" assuming they both run at the same speed.

That means the other man on the 70" loom with 65" width of cloth will have to do a little more work than the other man?.....Yes.

But if the standard has been kept the same on 35" to 65", he will not be able to get any allowance that he is entitled to under similar circumstances?.....Yes, for the extra width.

Do you produce any twills?.....Yes, occasionally. We do not happen to be doing any at the present moment.

Could you give me the present rate of your twill variety per lb.?.....I have not got these rates with me now, but I can let you have them if you want them.

Could you tell me whether the rate on twill is different from the rate on plain cloth?.....No, I will have to look that up for you.

Coming to page 18, scale for dhotie and sari allowances, you will find therein under Column 3 and Column 4 different allowances given for

counts from 23 to 32 from Uganda and American cotton and for counts from 28 to 32 from Indian cotton. Do you think that this will be workable in actual practice under the standardised scheme?.....How do you mean?

The point I want to make is this. Suppose a worker produces a cloth and when the question of calculating his wages comes up, there will be difficulty on the part of the worker at any rate as to whether Uganda or American or Indian cotton was used. I just want to know from you as to whether an ordinary worker will be able to judge from the piece produced as to the kind of cotton used for that particular piece.....He could tell the difference between Uganda and American or between Uganda and Indian. But I do not think he would see the difference between the American and Indian cotton.

Suppose I bring a worker here and three pieces of cloth produced from Uganda, American and Indian cotton, and then I ask him to tell me which piece is produced from which kind of cotton, will he be able to tell me?.....He can distinguish between Uganda and Indian but not between Indian and American.

So there will be some confusion in calculating the wages?.....Yes, I think so.

Do you not think this system should be rather simplified?.....There may be a way out, to simplify it but I have not studied it.

Do you think that a way should be found in order to avoid any misunderstanding?.....Yes.

Do you think that the allowances kept for counts 28s to 32s and 34s and upwards are adequate?.....Yes, they seem fair.

Will you open page 28 of the Lancashire list, 4th line, from the bottom you will find plain dhoties border, 30 per cent. to be paid. That means they have given a better allowance for dhotie border. Your list has 18 per cent.....Yes.

You have got less?.....Yes.

Do you produce artificial silk?.....Very little. We do not use any fine stuff.

Turn to page 17 of your list—para Coloured Weft. It has been stated:—“Ring and Universal Pirns, 5 per cent. to be added”.....We do not use artificial silk weft.

Then it goes on “Artificial silk, 10 per cent. to be added.” Now open page 22 of the Lancashire list and 2 pages further off go to the addenda. At the bottom you will find 20 per cent extra to be paid for all counts under artificial weft, 20 per cent. extra to be paid on all counts with varying additions for further extra work.....We do not use it.

Do you work any varieties with 2 beams ?.....No.

Does your line jobber look after 33 plain looms and 48 fancy looms ?.....  
No. It is the other way about. 32 looms mostly dobbies and 44 looms, a few  
dobbies.

MR. ASAVALA :—How long have you been with Mr. C. N. Wadia ?.....  
21 years.

At present you are a partner in his firm ?.....Yes.

Is your mill working at a loss or at a profit now ?.....At a loss this year  
but last year it did not work at a loss.

Since you have been working with him, was there ever a loss ?.....Yes.

In what mill ?.....In the Century Mill.

In the Zenith ?.....They are combined, there is no separation at all.

Will there be any reduction in men in the weaving section of your mills ?  
.....There is bound to be a reduction of men. There will be a reduction of line  
jobbers and head jobbers in the weaving section.

Specially in what departments ?.....In the producing (weaving) depart-  
ment.

Have you head jobbers ?.....Yes.

Have you ever compared your rates with the rates of other mills at any  
time to see whether they are higher or lower ?.....Yes.

You have been paying the same rates ?.....In some cases higher, in some  
lower.

Will you give one example where you pay higher rates in the weaving  
section ?.....I will have to look that up for you.

Are the rates you have compared with the standard scheme the same as  
they were in 1925 ?.....Yes, exactly identical.

You have not reduced your rates of wages since 1925 in your mills ?.....  
We have reduced some rates.

You have given the percentage of cut from rates of wages that were  
paid in 1927 ?.....Yes.

Not 1925 ?.....From the date of arrangement for payment.

Will there be any effect on production if the machinery in the mill is old ?  
.....Yes, unless it is repaired from time to time and kept up to date.

What percentage will it be?.....It is difficult to say. It depends on the state of your machinery. There is bound to be a reduction if you do not repair your machinery and keep it upto date.

In that case why should the worker be penalised for the old state of the machinery?.....He should not be penalised for it.

The worker should get the same wage then?.....Yes.

Also if bad cotton is used, what effect will it have on the production?..... There will be some effect on production if you do not use cotton suitable for the counts of yarn you want.

Would it not harm the speed of the machinery if bad cotton is used and would not the speed have to be slow?.....No, that would not harm the machine, but it will reduce your production.

That means that a weaver or a spinner will not be able to turn out as much production on an old machine as he can on a new?.....Yes.

You have stated that your workers are seen loitering about in the mill, and that you had many superfluous men who must therefore be retrenched?.....Yes.

Has it ever occurred to you that the "loiterers" consist mostly of people who come seeking for work in your mills and that they are not men who are already employed in your mill? ....If the workers have not been eating food, but sitting down, smoking and doing nothing else, we call that loitering, they have not been doing any work. We collected a few of them, took down their names to see which departments they came from and we found that invariably they came from the spinning departments.

Some of these people go to a distance for making water or answering the calls of nature?.....That is a different matter altogether. I am talking about their sitting in the compound and doing nothing.

As a partner in the firm have you ever tried to reduce your expenses in any other direction than what has been suggested at present?.....In various directions, tax, insurance, stores.

Do you buy the cotton yourself or through your broker?...Through the broker.

You never tried to buy yourself even from upcountry centres where cotton is generally produced?.....Sometimes we buy from upcountry.

If you do that, there will be a saving in the cost of cotton?.....Possibly.

As regards your depreciation fund, what amount did you put by last year?.....The balance sheet will give you that. I do not remember.

Out of the depreciation fund how much did you spend last year on the repair of machinery or building?.....That is also shown in it.

It is not shown?.....It will be in the individual balance sheets.

Generally as a partner you must remember whether you spent Rs. 1 lakh or Rs. 50,000/- out of the depreciation fund for repairs and so on?.....I became a partner only this year. I am not well acquainted with the figures for the past years.

As you have said there is not much change in the spinning department. You are gaining Rs. 4,000/- or Rs. 5,000/- in the two mills. By saving this amount don't you think that the efficiency of your mills will suffer?.....I do not think so. By reducing the men we give increased rates. Certainly we will get a better class of men.

By reducing the wage you will get a better class of men?.....Not by reducing the wage but by paying more to individuals we shall get a better class of men.

As regards the question of weaving allowance, you have kept a standard rate for 35" to 65" of cloth. You have at once given 10 per cent. more?.....I have already given a reply.

Is it not the reason that because you generally produce cloth of 35 to 65" in almost all the mills you do not want to give any more percentage than this?.....I will give the average reed space. Suppose.....

Say 'Yes' or 'No'.....

MR. DANGE :—What is the average reed space?.....42·9.

MR. ASAVALE :—By reducing the rate do you think that the workers will be contented and satisfied with these rates in your own mills?.....Naturally if you reduce the rates the workers would not be contented.

Before you introduce this system is it not better that you should consult the representatives of labour and the representatives of mill agents?.....That is a question of policy. Is it not?

MR. DANGE :—Are you weaving silk in your mills?.....Very little. Somewhere about 60 looms are on it.

Are you aware that generally Bombay mills are taking to weaving silk?.....Yes.

Do you get foreign yarn?.....We buy very strong yarn which is used for warp. We only buy English silk.



Since the industry is newly entering into the field you will admit that you have not got much experience to settle down the rates or finding out the efficiency of weavers in the weaving silk?..... If you use the right quality of silk it does not make much difference as regards efficiency.

Suppose that there is a dobbie weaver in cotton and he works on silk. Do you think that he will have the same amount of difficulty in silk as he has in cotton?.....He will have more trouble with silk at the beginning. In any new variety a man will find difficulty until he becomes accustomed to it.

Since this industry is newly entering into the field you have not got a full test of the weavers' capacity in this particular field?.....It follows.

Are you getting the same efficiency as it is expected by the standardisation scheme?.....We are not getting that much efficiency.

Are you running your looms at the same speed?.....Practically within a revolution or two.

It is more or less with regard to this list?.....It is practically the same. Some of our looms run 218 instead of 220 and some 215 instead of 218.

Your efficiency you say is not the same as is mentioned here?.....Quite so. Our efficiency in silk is about 70 per cent. We have just started the trade and we expect to get 75 per cent. efficiency in course of time.

MR. STONES :—It is given as 70 in column 2 of dobbie figures.....On stripes we are not getting 70 per cent. efficiency. On this we get only 67 as against 70. This is for a 36 inch loom.

By the introduction of the standard list, most of the mills will try to introduce silk weaving. Until the weavers acquire skill and the mills get experience in the matter of the type of yarn they should use, the weavers will suffer in efficiency.....For the time being they will.

Do you agree with me in saying that in view of the fact that the industry is new with regard to silk weaving there should be more testing of the efficiency and capacity of the weavers as well as the experience of the mills before this list is actually introduced?.....Every one has got to go through that period of transition.

As regards cotton you have got sufficient experience of past working when you fix this list. But with regard to silk weaving you have not got that much experience.....We have got some experience for the last 18 months or two years.

MR. SAKLATVALA :—Mr. Bakhale said that in regard to extra allowances for shaft, weft and dobbie that the labour involved is the same in Lancashire as

here. That assumes that the qualities produced in Lancashire and in India are the same. If the qualities are different the labour involved also is slightly different.....Yes.

For instance in shaft allowance supposing you have got a very fine warp as they have in Lancashire with a very high reed on 80s and above then the labour conditions would be very difficult.....Yes.

As a matter of fact our count is coarser and therefore there is no comparison between the labour involved here and in Lancashire. In Lancashire they mind 4 looms.....to 6 looms.

At any rate 4. We give only 2 looms. Therefore in the natural course the allowances must be higher in Lancashire, because the conditions are not the same?.....Yes.

As regards the range of width you know that the basic rate is fixed on page 13 on square yards. Therefore width does not come into question. Because this is based on square yard width has not got anything to do with it.....I agree to that.

Then as regards artificial silk if you refer to page 13 you will see that in case of plain cloth we start with 1.02. When we go to artificial silk our basic rate is 1.30, 1.35, 1.40 or 28 per cent., 30 per cent. and 38 per cent. higher. That allowance is higher than what is given in the Lancashire list for artificial silk, which is only 20 per cent.....Yes.

Then as regards machines you keep them in first class order.....We do. We are continually repairing.

Do you think that it will pay any millowner to run old machines, simply with a view that labour should suffer?.....No, on old machines he cannot get the same efficiency.

He cannot compete with better class of machines?.....Yes.

Therefore it is to the interest of the millowners themselves to look after the machinery.....Absolutely.

As regards the difference between Uganda and Indian cotton even the present system makes no difference between cottons. If you try to make 30s warp from Indian cotton you want as good a warp as you would turn out from Uganda or American. At present weavers suffer. Under our scheme we propose to give 10 per cent. more if it is Indian cotton. So, our scheme is fairer than the present system.....Yes.

MR. ASAVALI :—Do you mean to say that even after complete repair old machinery would work as well as new machinery?.....If you are continually repairing it and keeping it in proper order.

MR. BAKHALE :—Is it not a fact that on a wider loom a worker has got to pay more attention to the larger number of threads and to change shuttles more often than on a narrower loom? Are you not going to compensate him for this extra labour?.....I have said so.

MR. STONES :—Look at the list on page 1. You will find there that the rates increase with low percentage of efficiency. ....You have been compensated in the list.

THE CHAIRMAN :—Do you think it possible with regard to piecework rate to standardise the quality of cotton to be used in a particular kind.....That is purely a matter of judgment. A man will have to select properly. It is a question of selection.

MR. STONES :—I would like to ask Mr. Anderson a few questions which would bring enlightenment on this point. Suppose you bought an inferior cotton because a better quality was not available, what would be the effect on your mill?.....We will have to put in more twist and lessen production in order to get the right strength for weaving.

The result of testing the yarn will be the same?.....Yes.

The question of standardisation is a very big problem. We cannot substitute a lower quality for a higher quality and put many twists. If any mill uses lower quality it will have to put in more twist in order to make it spin and weave, which means less production.

MR. KHAREGHAT :—What is the total number of hands in your mill?.....5,680.

MR. KAMAT :—You said that the average wage per weaver was Rs. 46/- and the average cut involved would be 7 per cent.—in plain cloth it would be about 5·4, in fancies 14·8 and so on. I should like to know whether you can compile a statement showing your total number of weavers as an illustrative mill those working on plain cloth, those on drill and other varieties—about a dozen varieties—the present earnings, the percentage of cut and the resulting wage ..... Would it be enough if I take a particular month and give the information you have asked in a tabular form?

For any month that suits you.....Yes.

MR. STONES :—I am doing it for two of my mills.

The Committee at this stage adjourned for Lunch.

(After Lunch.)

## Oral Evidence of

MR. JAMES GARDENER, Weaving Master, Kohinoor Mills ;

and

MR. JAMES SUTTON, Manager, particularly in charge of the  
Spinning Department of the Kohinoor Mills.

MR. STONES :—I particularly want to examine Mr. Gardener on the weaving section of the Kohinoor Mills. He was of great assistance in the compilation of these lists. In fact, he worked on the weaving section from its inception.

Mr. Gardener, will you tell the Committee your experience in England and in India ?.....I was manager in England. I have worked on jacquards, on- plains, on dobby fancies. I was manager of Riversdale Mill, Bolton.

It is a weaving mill ?.....Yes.

Prior to that in what capacities did you serve ?.....I worked for 2 years as a sizer, and I have worked as a jobber for 8 years.

You have also had technical experience ?.....Yes, for 10 years teaching at the Salford Royal Technical College.

Have you worked as a weaver ?.....Yes ; 2 looms, 4 looms and 6 looms.

You have also worked as a line jobber ?.....Yes, for 8 years. I was a 4-loom weaver on jacquards, a 6-loom weaver on drills, and 2-loom dobbies for satin and Leno's.

• MR. KHAREGHAT :—For how many years have you been in the industry ? .....About 30 years. I have been in India for about 8½ years ; I came out in 1920.

MR. STONES :—Mr. Gardener has worked in Sholapur as well as in Bombay. He is fairly acquainted with upcountry conditions, if the Committee desire to ask him any questions on that.

Page 2 of the standardised rates of wages, weaving section.—Do you use the split drum or the vertical spindle winder for your coloured yarn from hank bobbin ?.....Both.

How do the rates compare with the rates at present in vogue in the Kohinoor mills ?.....In the lower counts ours are slightly below ; it is 3·4 to our 3 ; that is for 14s. For higher counts, 22s, where ours is 4·6 the standard is 4.

The standard rate here for 22s on the drum winder is 50 pies for 10 lbs. ?.....Yes, and ours is 54 pies.

On the coarser counts you are the same as or a little less than the standard list, and on higher counts you are higher?.....Yes.

THE CHAIRMAN :—They pay more ?

MR. STONES :—They pay more now on the higher counts and less on the lower counts. Is not that so, Mr. Gardener?.....Yes, that is all through the winding department.

We found in preparing the list that in some cases the rates were very low for the lower counts, and we had to raise them ; in most cases in the finer counts we had to bring the rates down. That applies to all the winding section. There had not been a correct allocation of rate for the amount of work done.

Do you think that the average winder, winding 20s coloured yarn, can take care of 10 drums?.....Yes. They are minding 12, and on vertical spindles 13.

You think that 10 is, if anything, too low?.....It depends on the material.

10 would be reasonable?.....10 would be all right. Ours are minding 13.

Page 3, grey winding.—How does the standard list compare with your rates ? What lift are you using?.....5' lift.

What are you paying to-day on 20s counts warp?.....Re. 0-10-0.

As against Re. 0-9-6 in the standard list?.. ...Yes.

For 30s what are you paying?.....Re. 0-13-9 as against Re. 0-12-0 in the standard list.

Have you any counts below 20s on grey yarn?.....We have as low as 6s.

Could you give us the rate for 14s.....It is Re. 0-8-4 for 14s.

The rate in the standard list is Re. 0-8-5.....Yes. For 12s, our rate is Re. 0-7-6 as against Re. 0-8-4 in the standard list. For 8s, our rate is Re. 0-5-0 against the standard rate of Re. 0-7-3. For 6s, our rate is Re. 0-4-2, against the standard rate of Re. 0-7-3, which is higher.

THE CHAIRMAN :—For finer counts, the rates will be about the same ?

MR. STONES :—The standard list is higher in the coarser counts and lower in the finer counts.

MR. KHAREGHAT :—What is the rate for 30s?.. ...It is Rs. 0-13-2 as against Re. 0-12-0 in the standard list.

Mr. STONES:—Page 4.—Do you use hank to pirn on cup type winding machines?..... Yes, and also universal.

What is the rate on cup-type machines for 20s?.....10 lbs.

The rate is exactly the same as in the standard list?.....Yes.

Do you wind any 30s colour from warper's bobbin, or cheese to pirn?.....  
No.

Have you any No. 90 universal for grey winding?.....Yes: grey and colour.

How do the rates compare with your rates for winding grey yarn?.....  
What counts? Ours is generally from 6s to 20s.

What do you pay on 10s?.....200 pies per 100 lbs.

For twist bobbins 5' lift, on 10s what do you pay?.....200 pies for 100 lbs.

The standard list is 185, or 7½ per cent. less?.....Yes.

Can you give us the rate for 20s?.....250 pies, as against 210 in the standard list.

So that, on the universal grey winding, the standardised list is appreciably lower than the rates obtaining in your mill at present?.....Yes.

Do you think your winders could earn Rs. 13/- plus 70 per cent. on these rates?.....Yes. For 23 working days in a month, they have earned Rs. 23-14-0, Rs. 22-10-0, Rs. 26-9-0 and Rs. 26-5-6.

That is the present wage?.....Yes.

Do you think they can obtain the wage set down in the standard list, which is roughly Rs. 22-8-0.....Yes.

In spite of the rates being much lower than in your mill?.....Yes. Ours average colour and grey comes to 5½ pies per lb. for universal winding.

Page 6, are you using No. 90 universal pirn-winder in winding from warper's bobbin, cheese and cones?.....No.

Have you any No. 50 and No. 160 leesona machines?.....No.

Drum Winding Department:—Do you employ a Naiken there?.....Yes; she is for both grey and colour.

What pay do you give her?.....I have not the figure here; I will make a note of that and let you know.

Have you separate jobber and naiken in the universal and pirn winding?.....Pirn winding, the wage is Rs. 35 plus 70/- per cent. We have a jobber and not a Naiken.

Warping Department:—How many hours do your warpers work now?.....  
From 8 a. m. to 5-30 p. m., about 8½ hours.

What is the average wage of a warper?.....All for 25 days, the pay earned is as under :—

Rs. 64-2-0, Rs. 53-9-0, Rs. 69-14-0, Rs. 65-12-0, Rs. 61-14-0,  
Rs. 71/-, Rs. 69/-, Rs. 61/- and Rs. 69/-.

So that the average is well over Rs. 60/-?.....Yes.

For 8½ hours' work?.....Yes.

You will notice that the standard list provides for piecework average rate of Rs. 52/- for 10 hours' working?.....Yes.

The reduction in your mill will of course be very big?.....Yes.

Can you justify the high wages you have paid in the past? Is there any particular reason why you should have paid such high wages relatively speaking? .....I do not know of any special reason.

Take the weaver's wage, average Rs. 48/-. What do you consider a warper should get?.....Not more than Rs. 35 because it is not a man's job at all, but a girl's.

And you have been paying Rs. 60/-?.....Yes. I do not know that any man does warping in England.

Do you consider the average wage of Rs. 52/- ample?.....Yes.

Do you employ creel boys?.....Yes.

At what wage?.....Rs. 13/- plus 70 per cent. allowance.

Higher by 1 Rupee?.....Yes. We have 1 Muccadam in the winding department, 1 Naiken on Rs. 35/- plus 70 per cent., 1 assistant Muccadam on Rs. 25/- plus 70 per cent.

What does the muccadam look after?.....Warping and Winding.

Creel boys are paid at Rs. 13/- as against our rate of Rs. 12/-?.....Yes.

They work 8½ hours instead of 10 hours like the warpers?.....Yes.

Have you worked out these piecework rates in comparison with any particular month to see how they compare and to see whether this wage of Rs. 12/- can be earned?.....Yes. Re. 0-10-3 to Re. 0-9-0.

In the warping, as you know, there is a different system of reckoning now and instead of paying per weight and varying price with the count, we propose to pay a rate per 10,000 yards, giving an allowance for creeling boys to compensate

for the increased creeling on the coarser counts and the difficulty in creeling on the pattern beams. You have not worked out what this would bring in in any month? .....No.

MR. KHAREGHAT :—What is your rate per lb.?.....420 ends, 227 lbs. ; counts 22s. Grey Re. 0-10-3 against Re. 0-8-0 standard list.

MR. STONES :—Creeling allowance plus Re. 0-2-0 per beam at the foot of the grey beam. You can put in a list comparing your rates with rates given under our scheme, showing various counts, etc.

Sizing Department.—You have a head jobber?.....Yes.

What wage?.....Rs. 70/- plus 70 per cent.

That is Rs. 10/- less? We pay Rs. 60/- and you pay Rs. 70/-?.....Yes.

Have you a fitter in this department?.....Yes, but he looks after flanges.

MR. STONES :—Here is an instance of a fitter regarding whose duties there seems to be a false impression. He is a little better skilled than an ordinary coolie, his job consists in straightening out, Beam Flanges, etc. but his designation is that of a fitter and yet he gets a little more than a coolie, Rs. 1-2-0 per day.

How do you pay in your sizing? Piecework or daily rates?..... Piecework.

Have you compared our piecework rates with the rates you are paying now?.....Average Rs. 1-12-9 against Rs. 1-11-0.

What could your sizers earn on that piecework rate?.....For 25 days, they can earn as under :—

Rs. 72-14-6, Rs. 81-3-3 ; Rs. 95-3-6 ; Rs. 82-8-6 ; Rs. 71-11-0 ; Rs. 76-9-0.

For 25 days you would average about Rs. 80 at the present rate which is represented by Rs. 1-12-9?.....Yes.

The new rate represents Rs. 1-11-0 and you are expected to pay Rs. 85/-, i. e., Rs. 50/- plus 70 per cent. at least?.....Yes.

Do you think that your sizers can obtain that?.....Yes.

They do not work for the full 10 hours in the sizing department?..... No. ; 8½ hours.

And still they could obtain Rs. 85/-?.....Yes.

Sizing Department.—What does your back sizer get?.....50 per cent. less than sizer. We have 5 back sizers.



**THE CHAIRMAN** :—He is not paid on the 50 per cent. basis?..... Yes. It is usual in the Bombay mills to pay on that basis.

**MR. STONES** :—The back sizer gets more than 50 per cent., 62½ per cent.?..... Yes.

What other counts?.....20s to 22s, Rs. 1-1-0 against Re. 0-10-0 while he gets on 30s Rs. 1-5-0 against Re. 0-10-0.

The finer the count the less percentage unless he is just below 50?.....Yes.

On 42s he gets 50 per cent.?.....Yes, it is a sliding scale.

Roughly varying about 50 per cent.?.....Yes.

**THE CHAIRMAN** :—Is there any reason why the back sizer should get half of what the front sizer gets?.....Yes, Sir. He has no responsibility and he is never working the machine himself.

Are back sizers employed in England?.....No. They employ only front sizers, never back sizers.

**MR. KAMAT** :—One back sizer can look after how many machines?.....  
1. Here I do not think it is a difficult job. We consider him unnecessary in England.

**THE CHAIRMAN** :—Here there is no proposal to have more than one.

**MR. STONES** :—The proposal is 1 man per 1 machine. It is rarely a hard job.

Drawing-in Department. Page 12.—How many Jobbers have you?.....  
1 in each mill.

How many looms?.....1,400 in all.

Roughly 700 looms in each mill and 1 drawing-in Jobber for each mill?.....Yes.

Can you give us some idea as to the rates of pay and have you compared them with your rates of pay for piecework and drawing-in work?.....Yes, as under :—

24 Days	...	Rs. 73- 0-0
23 "	..	" 68- 0-0
16 "	...	" 41- 0-0
22 "	...	" 56- 0-0
20 "	...	" 69- 0-0
20 "	...	" 80-15-6
20 "	...	" 55-11-0
24 "	...	" 88- 0-0
23 "	...	" 79- 0-0

**THE CHAIRMAN** :—Why so much difference for wages for 20 days?..... It depends on different ability of the different workers and it is piecework.

**MR. STONES** :—Do you consider these rates phenomenal?..... A Drawer generally gets what a warper gets. It is not a nice job at all. It is very tedious work and he deserves a much higher rate than a warper.

The rate given here is Rs. 26/- plus 80 per cent. You think that rate very low compared with a warper's wage?..... Yes.

**MR. KHAREGHAT** :—Do you pay them now per pick?..... Per 1,000 ends. We pay Re. 0-2-0 per 1,000 ends.

**MR. STONES** :—Can you give me the rates on plain and on twill which I think is the bulk of your production?.....

Plain per 1,000	...	...	21 Pies.
Coloured per 1,000	...	...	24 „
5 to 6 shafts	...	...	30 „
7 to 12 „	...	...	42 „ plus 80 per cent.

Do you make any difference between all-over patterns straight patterns, etc., and striped and fancy shafts?..... We have very few patterns.

Do you think a difference should be made between them?..... Yes, fancy stripes are much harder work than all over or straight patterns.

Have you got your rates on dobby dhotie, border stuff? Have you a different rate from that for the plain?..... No.

Do you pay the same rate, 21 pies for plain, twill?..... Yes.

You pay nothing extra for twills?..... No.

Have you got slider healds in your mill?..... No; cotton healds are placed in position for striped patterns.

Do you pay anything extra?..... We have a special rate.

**MR. KHAREGHAT** :—What is your drawing rate?..... Our rate is 21 pies while the rate according to the standardisation is 20 pies.

**MR. STONES** :—The rate of 14 pies is given for dosuti double drawn. Do you think that any difference in rate should be made between dosuti double drawn and plain grey?..... Half as much again.

How do you pay dosuti at present?..... Same rate as plain 21 pies.

What particular cloth do they make in your mill?..... Longcloth, checks, fancy shirtings, dhoties, plain shirtings and so on.

In going through the list on page 13 do you think that the increased allowances given for colour in the warp and silk in the warp are sufficient as compared with grey?.....It is a hard question. I have prepared a comparison of all the sorts. I consider some in this list too high, and some low.

Will you tell the Committee which is high and which is low?.....Twill checks 48 inches of 32 yards 12 pounds 48 reed 44 picks. Our present rate for that is Rs. 1-3-3 a day based on 75 per cent. efficiency.

Do you get 75 per cent. efficiency?.....Yes; on twill checks. That makes Rs. 37-12-0 per loom. The standard rate is Rs. 34-2-0.

Do you consider that Rs. 34-2-0 on that width too high?.....I should say that it is very reasonable.

This is one sort you consider reasonable on the standardisation list. Will you give us some of others?.....Dobby Shirting 30 inches 23½ yards, 56 reed 48 picks 30s warp 20s weft. For this our rate is Rs. 33/- and the standard rate is Rs. 34/-.

THE CHAIRMAN :—How many days a month you take?.....26.

MR. STONES :—Do you think that the rate for art silk 30 inches 23½ yards and 5 lbs. is reasonable?.....I think it is all right.

How much is your efficiency on this variety?.....78 to 80:

You point out with your previous rate of Rs. 38/- which you consider high?.....Colour yarn 31 inches, 23½ yards 4½ pounds, 64 reed 60 picks 30s warp 40s weft. Our present rate is Rs. 27-10-0 a month and under the standardisation, it is Rs. 23/-. That I consider rather low.

MR. KHAREGHAT :—What is your efficiency?.....These are based on 75 per cent. efficiency.

MR. STONES :—Will you be able to give all these particulars to the Committee later on after explaining them?.....I have got a copy and I shall give that.

You wanted to tell us some others which you consider too high?.....Calcutta dhoties.

Will you turn to page 13 of the weaving section. There are 4 columns given: Count below 28s warp; for counts 28s upto 32s from Uganda or American cotton; For counts 28s upto 32s from Indian cotton; for counts 34s and upwards. Do you think it possible to put this into practice? Will a weaver who draws his wage be able to distinguish between the different kinds of cotton?.....No; he knows nothing about it. Why do you put in something

which he cannot understand? The spinner will know about that. If you place before me different kinds of yarn I shall not be able to distinguish the class of cotton it is spun from.

If I place on the table before you 40s of Indian and 40s of American yarn will you be able to say which is a better quality?.....I will tell that, but I cannot say of what it is composed of.

In working the weaver will know which yarn is working better .....Yes.

Do you consider these allowances reasonable? Mr. Gardener's mill consider that the rates provided in the standardisation list are too high and another mill contends that they are too low. I may tell you that we have come to some satisfactory agreement with regard to this great problem excepting Mr. Gardener who considers that these rates and allowances are too high.

**THE CHAIRMAN** :—Is that so?.....Yes; on the Calcutta dhoties we have to pay Rs. 5/- more than our present rate.

Would you drop this altogether?.....No; I think that it can be made a very good thing.

Do you make any distinction in calculating your piecework rate below 28s warp?.....No. Very few mills have 30s warp Uganda.

**MR. STONES** :—For Indian cotton we give 20 per cent. allowance. For Uganda we give only 10 per cent., which is higher by Rs. 3-2-0 than the existing rate in that mill.

**MR. SAKLATVALA** :—In our own scheme what we have done is we have not put any distinction as regards cotton. He says that he will have to pay higher for finer counts. On the other hand in our mills the cut will come to 10 per cent.

So, to equalise things we made an extra column and reduced in the case of Mr. Gardener's mill the allowance from 15 to 10 per cent and in the other case we raised it from 15 to 20 per cent. In spite of that, Mr. Gardener maintains that even with 10 per cent. allowance, it is higher. It prohibits him from taking up these sorts, as 800 looms out of his 1,400 are on this particular variety, and it becomes a live problem as far as his own particular mill is concerned. Their point is that they give superior yarn with very superior cotton to what is normally used in Bombay, and they do not get anything beyond this 5 per cent. Is that not so, Mr. Gardener? .....If we had to pay at this rate, we should be out of the market altogether.

**MR. STONES** :—There is one point there. In our meeting with Labour representatives at a later date, this extra allowance for dobby dhoties mentioned on page 18 was put down at 6 and 10 per cent., if my memory is correct.

THE CHAIRMAN :—You mean cumberboard ?

MR. STONES :—Yes. Up to 16 shafts 12 per cent., and over 16 shafts 20 per cent. But this was raised. Frankly, we went much too far in my own opinion. If it was put at 10 per cent. for over 16 shafts, it would pretty well meet the case.

THE CHAIRMAN :—Why does that affect this mill ?

MR. STONES :—Most of these Calcutta dhoties have doobby border with cumberboard sorts. I am sorry to go at length into this matter, but it is of vital importance to this mill. I want to explain why these two sections on which our friends opposite lay special stress, came into existence. There is no doubt there is a very strong point in the case of this particular mill that they give the worker the best possible material obtainable. The only advantage they have is that there is good production. It is possible they may realise higher prices for finer products.

MR. SUTTON :—It is one anna per piece, because the rate is so low.

MR. BAKHALE :—Mr. Gardener, what is your efficiency ?

As I make it, it is 82 to 86 per cent.

In his mill I think the efficiency is about from 80 to 83 per cent. Is that with Indian yarn ?.....Yes.

MR. STONES :—Sir Munmohandass's witness pointed out the other day that with Indian cotton on same dhoties, he was obtaining up to 88 per cent. efficiency. I really want to give an opportunity to the witness to have his say as far as the list is concerned. My point is that in standardisation somebody has got to suffer. They agree to that in principle, but when he has got to suffer to the extent of 800 looms out of 1,400, they begin to feel that they are carrying their suffering a little too far. On the other side, Sir Munmohandass's mill will suffer by the prospect of losing their good weavers. We have met these difficulties in hundreds of cases, but we have not been able to solve the problem to the satisfaction of all concerned. We have still another scheme which they are going into further, which may possibly be able to meet this problem a little better. In the meantime, it is not before you, and I am only mentioning it in passing.

MR. KHAREGHAT :—Could you not solve the difficulty by striking off column 2 altogether ?

MR. STONES :—That is one solution of the problem.

MR. GARDENER :—We have to pay 17 per cent. higher for borders. It is not at all difficult work. The reed is low, and there is no friction. If it had been 60 reed or 80 reed, it would have been difficult.

MR. STONES :—We have brought the difficulty before you. Mr. Khareghat suggests a possible means of satisfying them. The Committee have to ascertain whether the scheme is fair and reasonable. The Committee can say it is reasonable for 9 out of 10 mills, and suggest something special for the tenth mill.

MR. GARDENER :—I think the scheme is necessary. It prevents the weavers from being victimised by the owners, and the weaver claiming too high a rate.

MR. STONES :—That is your opinion with regard to the scheme generally, Mr. Gardener ?.....It is a good scheme, if you can get it to work, and it is necessary. It is the lack of standardisation that is causing our difficulties to-day. They say such and such a mill pays 6 annas, and there is no reason why they should be paid 5 annas, and so on.

Are you using artificial silk weft at all in your mills ?.....No.

Page 172.—Are you using two beams ?.....Yes.

Do you pay any extra percentage at present ?.....1 pie per lb., 5 pies per 5 lbs.

Do you consider 32½ per cent. is enough, or too little, or should it be added to at all ?.....That will depend on the material. With good materials, it is good ; if it is poor material, it is far from satisfactory.

THE CHAIRMAN :—How would you differentiate ?.....If the yarn is bad, the weaver has got to weave it.

MR. STONES :—How do you get over it in Lancashire ? In Lancashire also you have two mills close to one another, and one is using real good yarn and the other bad yarn, and yet both the mills pay the same rate ?.....It depends on the willingness of the workers to do it. There is no way of getting out of it.

In Bombay also there may be uniformity in the rates paid in two mills, but the conditions in one mill may be bad not because the rates are not the same, but because the material is different. That variation does exist in Lancashire also ?.....Yes. We have gone on strike because of bad material.

And I take it that in Lancashire it is settled by reference to a Committee .....Yes.

That is the only solution to the problem that we can see, and it is a solution that exists in Lancashire ?.....If it is bad yarn, the weavers will strike, because they cannot get a decent wage.

Have you any particular criticism against any other of the allowances in this list, particularly with regard to weaving.....No. I think they are all right. Only those that are low will have to be brought up and those that are high will have to be brought down. But once a rate is fixed, it is difficult to bring it down.

MR. STONES :—His contention is that he can always bring the rate up, but he will have the utmost difficulty, in case it does not suit any particular mill, to bring it down. But if you go in for very low rates, then you create a disappointment, in the scheme, and the destruction of the scheme is brought about. The objections to the scheme on the part of Labour are not objections to standardisation but to standardisation plus a cut. It is the cut that worries them more than standardisation. If you standardise on a lower scale, it is the equivalent of the cut and would lead to the same disappointment?.....Yes.

The Committee have to see if this scheme is fair and reasonable. Have you any criticism to offer? If anything is too high, you can tell the Committee that it is too high; if anything is too low, you can tell the Committee it is too low. They want the scheme to be fair and reasonable, just as the Millowners and Labour?.....There was another list; I read through that list this morning and I found it far more reasonable than the previous one.

The criterion is not whether it is the same as for your own mill at the present time. The criterion is, is it fair and reasonable? That presupposes many things. Is it a fair day's work for a fair day's pay. Are the payments allotted for the tasks in proportion to the amount of such tasks? That is really the question. They may be paying a very high rate in one mill on one particular sort, which would have to be reduced, and similarly you may be paying a very low rate on some sort, which will have to be raised?.....I think it is reasonable. It will be fair all round. But I want a drop in some and a rise in others.

When we are standardising, somebody has got to be raised and somebody has got to be lowered. That is bound to be so, particularly under the chaotic conditions under which we have gone on for so many years. Is there any particular sort for which you think the rate is high?.....Drop boxes; I think they are higher.

As far as your criticism of this last is concerned, I am going to summarise the points. Please check me. Firstly, you consider that the dhories are paid too high?.....Yes.

At least 5 per cent. too high?.....Yes.

You consider that the silk stripes are reasonably paid?.....Yes.

You consider that the checks are a little too high?..... Yes.

MR. STONES :—The doobby susis are a little too low ?.... Slightly low.

Any other plain sorts?.....Long cloth works out fairly well.

There is no other sort, after going through this report, with your experience, that you would think was not fair and reasonable other than the varieties I have mentioned?.....No.

THE CHAIRMAN :—What about the drop box ?.. ...It is not difficult. I used to mind 4 when I was only 17 years of age.

MR. STONES :—Turn to page 19, Scale of Allowances for Fancies and Checks. What difference would you make in this?.....Almost 10 Rupees a month.

Do you think that that is not warranted by the fact that a man on a drop box has to mind 2, 3 or 4 shuttles?.....Yes.

The loom runs slower, but on the other hand don't you think that man entitled to a few Rupees, shall we say Rs. 10/- or Rs. 5/- per loom?.....I think Rs. 10/- is a little too high. I make Rs. 34/-.

You would reduce your Rs. 45/- to Rs. 35/-? 2 shuttle work drop box, 45 per cent. extra?.....I can only tell from the results. I reckon it is about 2 Rupees too high in the actual result.

It may be higher now because these rates have been raised. I will read out to you the rates contemplated for drop box work.

Do you think they are all right?.....They are all right but our sorts do not work out in that manner.

Will you check your sorts with these and see if there is any difference between the two.....Yes.

For 48" loom we legislate for Rs. 71-2-0 *i. e.* Rs. 35-9-0 per loom and your wage is Rs. 34-2-0.....Yes.

That cannot be too high then.....This particular sort comes to Rs. 34-2-0.

You say that is too high and yet it comes to the figure that you have agreed to?.....No, compared with our present rate. Our present rate is Rs. 37-12-0.

You have reduced your rate which you said was too high before?.....That rate has been on for years. I have not reduced it although I consider it too high.

Even now the rate is high?.....Even your rate I consider high in comparison with other sorts.



You have given me rate of Rs. 34/- per loom. For 2 looms it comes to Rs. 68/-. Do you consider Rs. 71-2-0 for a 56" loom reasonable, *i. e.* Rs. 35-8-0?..... You have got that too high.

Do you consider that rates which go up to 40" loom are reasonable and after that they go too high?..... Yes.

I agree with you there. That is a mistake which we will bring up later in dealing with these boxes.

The Committee adjourned till 11-15 A. M. on Thursday, the 29th November 1928.

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*Thursday, 29th November 1928.*

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Thursday, the 29th November 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

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MR. DANGE :—Before we proceed to work I have a request to make to this Committee. To-day we are observing the mourning day for Lala Lajpatrai's death. The whole nation is observing it. It would be proper for us if we adjourn to-day in respect of his memory and resume the sittings to-morrow. At least from our side we are unanimous in this request. I do not know whether the other side has any objections to this proposal.

SIR MUNMOHANDASS RAMJI :—We will have no objection if the Committee desires to close.

THE CHAIRMAN :—Mr. Dange has requested that we should adjourn in memory of the celebration of the mourning day of Mr. Lala Lajpatrai. We cannot accede to this request for two reasons. First of all, if it was put forward yesterday and considered some arrangement might have been arrived at. Secondly, the Committee as a body has to do a certain amount of work and it is very much on the same footing as a High Court. There is nothing derogatory to the memory of Mr. Lala Lajpatrai if we continue to do some work. We have got to go through a certain amount of work and I do not think we would be justified in adjourning the sitting to-day.

MR. DANGE :—I admit we have got to do a certain amount of work. As we have the element of Sundays and holidays this too can be taken into consideration and treated on those lines.

THE CHAIRMAN :—We have agreed to adjourn much earlier for the X'mas holidays.

MR. DANGE :—I hope you will excuse me if I leave my comrades to carry on the proceedings further. I am sorry I cannot continue.

THE CHAIRMAN :—I quite realise your position, Mr. Dange. (Mr. Dange left the Hall).

MR. BAKHALE :—Before we proceed to the work I should like to make a statement. Now, Mr. Dange, one man from our side, has withdrawn on this particular issue of Lala Lajpatrai's mourning day. Personally I am placed in

an awkward position. If I were to continue I may be accused and if I do not continue I may also be accused by you for not having agreed to your ruling. I request you to reconsider your decision and not put us in any awkward position in the eyes of the public as well as in the eyes of the Committee. Specially as this question relates to the death of Lala Lajpatrai I request you again to reconsider your decision. If the whole of this side had decided to continue I would have had no objection. Because Mr. Dange has gone even after your ruling I request you to reconsider your decision.

THE CHAIRMAN :—You can keep somebody who is interested on your side.

MR. BAKHALE :—It will be rather difficult.

THE CHAIRMAN :—I am afraid we cannot reconsider our decision and we must proceed.

#### Further Oral Evidence of

#### MR. GARDENER.

MR. STONES :—On page 15, 4th column, universal additions, you see that the standard is taken as 15. Deductions are made for counts above 15-16 and 17 one per cent. 18 and 19 two per cent. ; and for 20s and 30s three per cent. Do you think that these deductions are correct on finer counts?.....We never make any deductions at all. We take off 15 per cent.

Have you had any experience of universal pirns?.....For 25 years.

Have you worked the looms yourself?..... I told you that I have run 6 looms on universal pirns.

You have actually worked that. If the statement is made that deduction for universal work is not made in Lancashire by any mill, you have got experience otherwise.....Yes.

THE CHAIRMAN :—There the basis is that deduction should start on particular counts. But yours is a general deduction.

MR. STONES :—I should like to make the point clear. According to Mr. Gardener 15 per cent. is deducted from the list as the list stands. In that deductions of 1, 2, 3 per cent. are made against the particular counts mentioned. In fact taking 6 weft as standard we have really deducted on all counts below that on a negative kind of deduction in this way that counts 3 and below for example have less addition. We do the same thing as is done in Lancashire except that we start on 3 per cent. on all finer counts over 20s the same deduction, namely 3 per cent.

Do you want to raise any other point?.....Our drawing jobbers get Rs. 90/- a month. We have got two jobbers one in each mill.

Was any other information asked for from you? ...We pay the jobber Rs. 90/- as against Rs. 83/- of the standard rate.

Warpers are paid too high?.....It is too high.

Will your drawers be able to draw Rs. 52/- on these wages?.....Easily.

You said yesterday that you use a superior kind of yarn for dhoties. The exceptional wage you pay is due to the superior kind of yarn you use. Do you think that on an average yarn a man would get this wage if he works for 10 hours?.....Yes.

THE CHAIRMAN :—I should like to know the rates according to spindles weft and so on.

MR. STONES :—Will you be able to supply the Chairman with all your rates according to spindles, weft, etc. This mill, Sir, is working partly on the old system and partly on the standardisation scheme. They employ two men for three sides.....Formerly we employed one man for a single side of 126 spindles and we paid him Rs. 13-8-0 plus 70 per cent. We now give them 189 spindles and pay Rs. 16-8-0 plus 70 per cent.

MR. KHAREGHAT :—Single side of 189 spindles? ...1½ sides.

MR. STONES :—They have got short frames as well as long frames. There are some mills in Bombay having 420 spindles on one frame.....We have got 400 spindles on one frame. On one side the man minds 200 spindles and is paid Rs. 16-8-0 plus 70 per cent.

THE CHAIRMAN :—Am I right in understanding that you pay male and female labour the same wages?.....Exactly the same.

MR. STONES :—The wages of women appear low because some low paid mills employ a majority of women. If a woman works alongside of a man she gets the same wage as the man.....In addition to these we pay weekly bonus. Two Rupees a month.

It is an amalgamated form of the old weekly bonus paid monthly.....For the purpose of bonus each week is treated separately. We pay at the rate of 8 as. per week.

THE CHAIRMAN :—According to the standard list the winding rate per day comes to 13 as. I am not quite sure.....The average works out at one Rupee per day in my mill.

THE CHAIRMAN :—Don't you think that 13 annas is too little.

MR. GARDENER :—They work only from 8-30 A. M. to 5-30 P. M. We consider that a girl's job, not a man's. In England they do a full day's work.

MR. STONES :—You have seen the winders working in the mill which you visited the other day. Of course that was the peak period of the day and everybody was pretty well alert, but they do not continue like that throughout the day as a general rule.

THE CHAIRMAN :—But their attention must be fixed on the machines all the time?

MR. STONES :—The spinners too have to have their attention fixed on the machines all the time. Those winders are working no harder than they.

THE CHAIRMAN :—A woman sweeper has of course a much easier time than a winder and yet she gets only 2 annas a day less than the winder.

MR. STONES :—The warpers are paid too high.

THE CHAIRMAN :—On the same principle, having regard to the amount of energy involved and the strain involved in the work, the present rate of wage appears to be a little too low.

MR. SAKLATVALA :—Yesterday they had given us a comparison. This obtains only in one count of yarn but in other counts they are paying actually lower than our standard rates.

THE CHAIRMAN :—He said One Rupee.

MR. STONES :—I may point out, Sir, that Rs. 12-8-0 plus 70 per cent. can readily be obtained by a winder working at the rate you saw those winders the other day. If they continue at that rate, they can wind 100 lbs. of 20s in one day comfortably in 9 hours. The usual run is about 84 lbs. of 20s per day going up to 100 lbs. on the 6" lift bobbin so that a winder who was working as hard as that would probably get something like Rs. 14-8-0 plus 70 per cent. In the old days sweepers were paid much less than this list. We have raised their wages appreciably in both cases, female as well as male sweepers. They were only getting Rs. 8/-. We thought that that was very low for anybody, and so we put it up to Rs. 10/- and then at the request of Mr. Nimbkar, the Secretary of the Municipal Sweepers' Union, who was very anxious that the sweeper's wages in Bombay should be raised all round in Bombay, we put it up further by about 8 annas. We fixed Rs. 10/- for female sweepers and Rs. 13/- for male sweepers. That was a jump up from Rs. 7-8-0 to Rs. 8/-, the average in Bombay for a sweeper's wage.

THE CHAIRMAN :—That is about One Rupee less.

MR. STONES :—You have in mind, Sir, that this Rs. 12-8-0 is on the low side?

THE CHAIRMAN :—Yes.

MR. STONES :—Our feeling is that Rs. 12-8-0 will be well exceeded, but of course there is no guarantee and if Rs. 12-8-0 remains there, we may have to put it up a little.

THE CHAIRMAN :—What I mean is that it is hard work for a woman, I should think, to put in full nine hours' work a day under such disagreeable conditions and mill atmosphere and noise.

MR. STONES :—We have been in the trade so much that outsiders see most of the game. We have been used, from birth as it were, to such atmosphere and noise that to me the law-courts, for example, seem the most miserable place to spend a day in, but I certainly agree, Sir, that for a woman to work nine hours at a stretch is fairly hard. In the case of every job in the mill, the first day you work you will have some trouble as you will find little unknown muscles coming into play but after a week's work you settle down.

THE CHAIRMAN :—These women are not getting the same wages as a ring spinner whose wages you have raised.

MR. STONES :—A woman in the ring spinning section works 10 hours, she works full time. If a woman is particularly apt, she can earn full pay. Even if she is working as a side boy, for example, she goes right up to as high as Rs. 18/-, but as the average in Bombay you may take Rs. 16/- or Rs. 16-8-0.

THE CHAIRMAN :—The present rate is Rs. 16-8-0.

MR. STONES :—The general practice is not to allow women in the spinning department. The employment of women in the ring frame department has appreciably raised the general standard of female rates paid in Bombay and it does happen that they get in. Frankly, I would prefer the whole department to be run on woman labour. That is my own feeling and I would not mind in the least if the whole of the spinning department was manned by female labour as is done elsewhere, but the supply is not equal to the demand and the men also resent it. I have experimented in many ways. For example, I had female drawers-in in the drawing-in department. I have trained females drawers-in. They have deft fingers, are more attentive and that is a type of work which women can do excellently. I have given them silk saris to continue the work as a bribe for three months but they always go away as they get the most terrible abuse from the male workers who fear displacement. But the women can do the work.

THE CHAIRMAN :—The raising of the pay for them in the ring spinning may have some better results.

MR. STONES :—We may draw more labour there.

THE CHAIRMAN :—They could be replaced by men ?

MR. STONES :—Yes. There are so many mills closed down in Bombay to-day, for instance, yesterday morning at one of the mills there were 200 workers looking for places and therefore we could easily fire off the women and put in the men, but we do not do it, because we have found the women more regular than the men in spite of their physical disability.

MR. SAKLATVALA :—As regards the average of Rs. 12-8-0 which appears too low, if our rates are paid by the Kohinoor Mill, their winders will be able to earn Rs. 25/- to Rs. 26/- according to the scale fixed by us. It is only in this particular count, 30s, that they are higher than the standardisation scheme and on all the other counts the standardisation scheme gives a much higher rate. Therefore, on the whole, they will be able to earn the wage.

MR. WATTS :—Mr. Sutton, how many tarwallas and doffer boys have you and how many spindles do they look after ?

MR. SUTTON :—We have no tarwallas, never had any in the last 9 or 10 years.

THE CHAIRMAN :—Under the scheme, you will have to employ tarwallas ?

MR. SUTTON :—No, Sir, because it is optional.

MR. WATTS :—How many doffer boys do you employ and how many spindles do they look after ?

MR. SUTTON :—Under our revised scheme the number will be 120 doffer boys for 28,000 spindles, average count 20s. 74 doffer boys for 20,500 spindles, average count 40s.

MR. STONES :—You have them both for twist and weft ?

MR. SUTTON :—Yes,  $4\frac{1}{2}$  for twist and  $4\frac{1}{2}$  for weft.

MR. STONES :—It will be practically the same as our list ?

MR. SUTTON :—Yes.

MR. WATTS :—I may tell the Committee, Sir, that in the case of tarwallas on 40s I have had to reduce them down to one tarwalla per 700 spindles and the Union objects.

MR. KHAREGHAT :—Who does the work of tarwallas ?

MR. WATTS :—The doffer boys.



MR. SAKLATVALA :—That obtains in our Svadeshi Mills where we have no tarwallas and the doffer boys doff and also piece up the ends.

MR. SUTTON :—It is quite easy for the doffer boys to doff as well as piece up the ends. At least we have found it so in our mill. We have never missed the tarwallas.

MR. KHAREGHAT :—How much do you pay to the doffer boys?

MR. SUTTON :—Rs. 10-12-0 plus 70 per cent.

MR. STONES :—Any bonus there?

MR. SUTTON :—Yes, 6 annas.

MR. STONES :—That practically comes up to the rate we have fixed in the standardisation list, namely, Rs. 11-2-0.

MR. SAKLATVALA :—Mr. Gardener, you have some experience of weaving artificial silk also?.....Yes.

How does it work in your mill?.....Better than cotton.

You do not think that any extra allowance should be given to the wage given in our basis list.....It is not plain cloth, it has an extra strip, and so you have cramped ends.

Supposing you have the same number of ends, would you give anything extra for silk?.....We would give a little extra allowance for that.

Your experience is that silk works all right?.....Yes.

Both warp and weft?.....Yes. We allow one pie per lb. per 5 lbs. It is ordinary silk strip just as you have in shirting.

MR. BAKHALE :—Sir, I must admit that I have not recovered fully from the nervousness I got after Mr. Dange withdrew and after you gave your decision. It should have been fair to the Committee and to the other side also if we had informed you about the National Day yesterday, but unfortunately Mr. Dange told me nothing and therefore I could not raise the question here, but now that the issue has been raised on the death of a Nationalist Leader of the standing of the late Lala Lajpat Rai and now that Mr. Dange has withdrawn, it is almost impossible for me to participate in to-day's work and to remain here. That does not mean that I am adopting any obstructionist tactics or showing any disrespect to the Committee. On the contrary, I am most anxious to help the Committee as much as I can. But, Sir, you know there may be considerable misrepresentation and misunderstanding and it is the duty of public workers to avoid if they can such misunderstandings and misrepresentations. So, I cannot possibly take part in to-day's discussions and as I cannot take part in them, it is

no use my sitting here. You will therefore kindly allow us to withdraw. You may of course proceed with your work. That is not my concern. So you will kindly excuse us if we also withdraw from the Committee to-day. I have made my position quite clear.

THE CHAIRMAN :—Possibly you can put questions to the witnesses to-morrow ?

MR. BAKHALE :—If you will allow us to do so.

THE CHAIRMAN :—We cannot object to your retiring if you want to. But can you not make arrangements for anybody else to take notes for you ?

MR. BAKHALE :—I realise your difficulty, Sir, and I hope you realise my difficulty. If, however, I can get a copy of the official proceedings to-morrow morning, that will be all right.

THE CHAIRMAN :—Yes, you will get them. I am afraid there is no option.

MR. SAKLATVALA :—Yesterday when Mr. Sutton was being examined, Mr. Kamat had raised the question whether we had done anything to make our scheme intelligible to the men themselves. We had put up Marathi notices in all the mills giving in the first instance a general idea as to what the wages will be in each department. Then, we distributed thousands of copies in each mill in Marathi as well as in Urdu, giving the whole of the standardisation scheme. In the notice we stated that if any operative had to ask for any further information or if he wanted a copy of the whole scheme he had only to apply to the jobber and that, after studying the scheme, if he had any difficulty about anything, he should ask the weaving clerk or the spinning clerk or the weaving or spinning masters, but unfortunately there was very little response. In some mills they actually took some copies but at mass meetings they were told not to touch anything that was being supplied by the other side.

THE CHAIRMAN :—Are these translations ?

MR. SAKLATVALA :—Not of the amended scheme but of the green book. They give every detail of the scheme and also the rate.

MR. KHAREGHAT :—Have you any particular suggestions for standardisation, Mr. Gardener ?

MR. GARDENER :—I think the warping allowance is extremely high. The warping is a woman's job, not a man's, and therefore a reduction is necessary and would be fair.

MR. SAKLATVALA :—Would you consider Rs. 50/- average for a month ample ? ..... Yes. It is not hard work, half as hard as sizing and yet he gets as much. A bad sizer spoils the whole thing and there is so much loss. There is a great difference in their work and little difference in their wage.

MR. STONES :—Mr. Gardener, in the course of your experience in Lancashire, you have worked as a line jobber.....Yes.

Can you give the Committee some idea of the number of looms and type of looms you took care of, what were your duties, what assistance you received in the way of mochis, beam carriers and so on?.....I had to carry my own warp on my shoulders, beams weighing 282 lbs. and I was looking after 80 looms.

What type of work was done on these 80 looms?.....Fancy dobbies, satin, drill, plains. About half of them were fancy dobbies.

Did you have a doobby jobber?.....No. I got no assistance whatever, none of any kind.

Did you have any assistant belt repairer?.....No. The only assistance I had was when a sley got out of order.

You were a drop box jobber previously?.....Yes. I had 60 looms with doobby and at Courtaulds I had 33 drop boxes weaving fancy, silk and artificial silk.

Do you think the number put down in this list would be any great strain on a jobber, that is to say, 40 to 50 mixed looms or 50 grey looms, with the assistance given to him in Bombay?.....No, he gets a lot of assistance and ought to be able to manage it.

MR. KAMAT :—Mr. Gardener, you were in an upcountry mill before?.....Yes, at Sholapur with the Sholapur Spinning and Weaving Mill.

MR. KAMAT :—Can you give me your impressions as regards the difference, if any, between the weavers there and here as regards their habits or intelligence?.....They were of a very much better character there than the weavers here. They were nice people. But the people here have spoiled my impressions of the Indian weavers. They were very good people. I never had any trouble with them.

MR. KAMAT :—Do the weavers in Bombay loiter about much more than in upcountry mills?.....Yes.

MR. KAMAT :—It has been alleged that loitering in Bombay is much more than in the upcountry mills.....Yes.

MR. KAMAT :—In intelligence how did you find the upcountry people?.....I found them equally intelligent.

MR. KAMAT :—The upcountry men have the same intelligence as the Bombay men?.....The upcountry men are much nicer and possess a better character. The only difference was that we based our calculations on Re. 0-9-0 a day plus 33 per cent. allowance.

MR. KAMAT :—What about absenteeism?.....If they absent themselves for 5 days they won't get their grain allowance.

THE CHAIRMAN :—Thank you.

#### Oral Evidence of

Mr. KEMP, Representative of Madhavji Dharamsey Mills

and

Mr. P. H. GODBOLE, Weaving Master.

MR. SAKLATVALA :—Are you familiar with the standardisation scheme?  
.....Yes.

In the first place, are you in favour of the standardisation scheme as such?.....Yes; I am very much in favour of the scheme. Probably it may have to be modified to a certain extent.

I am not talking about our scheme. Don't you think that a standard scheme is necessary?.....I think that it is time that we should draw up a standard scheme and put it up on a commercial basis. There is a great deal of difference in wages paid in the different mills of Bombay. I myself have to pay top wages.

Have you compared the spinning section as a whole with your mills?  
.....There will be no reduction but in fact there will be an increase.

Will there be a reduction in the number of men as a whole?.....Very little.

Will you go to the mixing and blow room? What do you pay your nowganies?.....Rs. 31/- and no allowance.

What do you pay your lattice feeders?.....Rs. 33/- and no allowance.

Have you got any assistant Jobbers there?.....There is only one head jobber in the blow room and I pay him Rs. 60/- plus 70 per cent.

How many lines have you got?.....6 lines.

How many assistants have you got?.....Only one.

What do you pay him?.....Rs. 25/-.

Our scheme proposes Rs. 30/- for 6 lines. You will have to pay Rs. 5/- more. What do you pay your scutcher men?.....We pay Rs. 16/- plus allowance.

Do you find any difference in wages for intermediate and finisher scutcher men? ...I pay the same rate.

Our scheme recommends one man for two machines. Have you ever tried one man for two machines or two men on three machines?.....I have tried one man on two machines during epidemic periods when there used to be a shortage of men.

Do you pay them extra?.....12 as. a day, because they work only for a short time. Personally I think that one man should be employed for each machine so that he may more usefully be employed in cleaning the machine rather than in minding two machines.

Have you got oilers?.....I have. I pay him Rs. 18/-.

The same as in our scheme?.....Yes.

What do you pay your barden pickers?.....Rs. 9/-.

Drop carriers?.....Cooly women do the work and we pay Rs. 13/-.

You will have to pay according to the scheme Rs. 14/-. Then we go to the card room. Have you got a head jobbers?.....Yes; we pay him Rs. 60/- plus allowance.

Have you got assistant jobbers?.....I have 3.

How many card have you got?.....140.

Do you think it fair to allot 54 to 60 cards per assistant jobber as is done here?.....Yes; I think it fair.

How many grinders have you got?.....14.

Do you think that a grinder can mind 20 to 24 cards?.....Easily.

How many fly gatherers have you got?.....Four for two sets of rooms.

What do you pay?.....Rs. 14/- plus allowance.

Lap carriers?.....Four. I pay Rs. 14/-.

Card tenters?.....About the same as in the list one to each preparation.

What do you pay them?.....The big boys I pay Rs. 13/- and the smaller boys Rs. 12/-.

According to the size. Now you will have to pay Rs. 13/-. How many flat grinders have you got?.....I don't have any.

Who does the work?.....One of these assistants.

How many oilers have you got?.....Two and I pay them Rs. 18/-.

Our scheme 1 for 50 cards is all right?.....Yes.

As regards speed frames, have you got any head jobber?.....Yes; I pay him Rs. 80/-.

Of course in our scheme we mention the head jobbers as guidance that if you have old men you should not disturb them. Have you got assistant jobbers ?  
.....One assistant jobber and one drawing jobber.

What do you pay them ?.....Rs. 50/- plus allowance.

Doffer Jobbers ?.....I have got 5 and I pay them Rs. 28/-.

I believe you think that our standard of 2 per 6 to 9 preparations is fair ?  
.....We have got 5 to 10 preparations—a little more than this scale.

MR. STONES—This is one of the oldest mills and this will have to be treated as a special case.

MR. SAKLATVALA :—In the case of drawing tenters, what is your pay ?  
.....Rs. 35/- to Rs. 37/-.

Do you think that they will get the same wage under the standardisation scheme ?.....Yes.

In the case of slubbing tenters what do you pay ?.....Rs. 35/- to Rs. 42/-.

The number of spindles ?.....84.

The average pay given here is Rs. 38/-. Do you think that they will be able to make that much ?.....It is possible. If you send one of your representatives I will show it in my mill.

Do you get the efficiency you have mentioned here ?.....Yes.

THE CHAIRMAN :—Do you think one man can manage 96 spindles ?.....  
It is a little bit difficult in the case of course counts but it is easy in 30s and 40s.

Intermediate tenters ?.....One to a frame of 126 spindles. The rate is Rs. 38/-.

Do you think he will be able to earn that wage under standard list ?.....  
I think so.

Do you get the efficiency we mention here ?.....Yes.

How many doffer boys have you in all ?.....One doffer boy to one roving frame.

Of how many spindles ?.....160.

We recommend 1 per 130 roving spindles upto 2.25 hank roving.  
Do you think it fair ?.....It is not hard work.

Do you employ biggaries for full and empty bobbins ?.....Yes.

What do you pay them?.....Rs. 15/-.

Our rate is Rs. 14/-. Do you think Rs. 14/- a fair rate?.....I think so.

How many oilers have you got?.....I have got one on Rs. 17/-.

What do you pay your line jobber?.....I have one head jobber on Rs. 80/-.

Line jobber?.....I have two assistants.

What do you pay them?.....Rs. 49/-.

Inclusive of allowances?.....Plus allowances.

Weft and twist how do they work out?.....I make no difference.

How many spindles have you got?.....36,000.

You employ two?.....One below and one above.

Do you think that 20,000 to 25,000 per line jobber fair?.....Yes.

What do you pay the siders?.....Rs. 16/-.

In the case of siders, you will have to pay a little more?.....Yes. I now pay Rs. 16/-; they are all boys.

Do you employ both doffer boys and tarwallas?.....I do not employ tarwallas. I have 1 doffer boy to 1 frame.

How many spindles?.....380. In the majority of cases 320 spindles.

That means you employ less than  $3\frac{1}{2}$  per 1,000 spindles?.....We have 36,000 spindles and 108 doffer boys; that is 3 per 1,000.

So, you will have to actually employ one more under the standardisation scheme?.....Yes.

By employing 3 doffer boys for 1,000 spindles, do you get your work done satisfactorily?.....If I employ more, it will give the others a chance of sitting in the compound.

What is the average count?.....16s.

Still you can get on with it?.....We have got many looms on drills, now.

You think you can work satisfactorily with doffer boys when your average count is about 20s?.....Yes.

You will have to employ a few more?.....Yes.

Have you any mules?.....Yes. 2.

Have you got a waste plant?.....Yes, it is a little different to yours.

Have you got the condenser?..... We have the 4-can coiler system, and we have a Gefman plant.

MR. STONES :—That does not come under this list.

MR. KHAREGHAT :—Have you got the 4-can coiler system?..... Yes.

MR. SAKLATVALA :—Page 17, spinning section: how many cards have you got?..... 41 cards.

How many grinders and strippers?..... 6 at Rs. 17/-, as against the standard rate of Rs. 16-8-0.

Lap carriers?..... I have 2 on Rs. 14/-.

You give 21 cards as against 25 in the standard list?..... Yes.

Fly gatherers?..... 2, on Rs. 14/-.

Can boys?..... We have 6 can boys. 1 for 4/5 cards is reasonable. For colour 1 for 4 cards.

What do you pay them?..... Rs. 13/-.

You will have to pay Rs. 15/- under the standard list?..... Yes.

Derby doublers?..... I have 2. The pay is Rs. 18/- for one and Rs. 17/- for the other.

Is the man getting Rs. 18/- an old employee?..... He is the leading man, and he gets Rs. 18/-.

Do you think Rs. 16-8-0 is a fair wage for that kind of work?..... It is not hard work.

THE CHAIRMAN :—For can roving, how many spindles do you give?..... 100 spindles. They are on piecework.

What is the average?..... Rs. 35/- to Rs. 38/-.

MR. SAKLATVALA :—What do you pay to the back tenter?..... He is a big doffer boy; we pay him Rs. 14/- plus allowances.

Reeling.—Have you power reelers?..... I had them, but I have stopped them.

What would be the average earning per reeler in your case?..... Have you worked it out?..... Rs. 23/- to Rs. 25/-; 40 hank reel.

Do you think at that rate, in your case, the reelers will be able to earn the average you have mentioned under the standardised list?..... Yes. I think your rate is too good.

They will be earning a little more?..... Yes.



Have you actually made a comparison?.....We looked into the matter just before the big strike took place, and I reduced my reelers by 10 per cent. or 12 per cent. The rate I give is slightly lower than yours.

Even after reduction?.....After reduction.

THE CHAIRMAN :—You reduced their wages by 10 per cent.?.....Yes before the big strike, in February.

MR. SAKLATVALA :—Under our scheme, you will have to pay them more?.....Yes.

THE CHAIRMAN :—What are the comparisons?.....The old rates and new rates. We have been paying 10 doffs for 4 annas; I put down 11 doffs for 4 annas.

THE CHAIRMAN :—What are you paying now?.....4 annas for 16 doffs. There are various rates, but the rates are slightly lower than those in the standard list.

MR. SAKLATVALA :—You have reduced your previous rates by about 10 per cent.?.....Yes.

By how much will you have to increase under the standardisation scheme?.....I could work out the figures for you. I cannot give it to you just now.

Will you work out a statement giving the rates that you paid before reduction, the rate that you pay at present, that is after reduction, and the rate you would be paying under standardisation?.....Yes, we will send it to you.

Bundling and baling.—How do you pay them?.....On piecework.

What are your rates? How do they compare with our rates in the case of the weigher, the knotter and the bundler?.....We give the muccadam Rs. 35/- plus allowance. The weighers, knotters and bundlers are on piecework.

Do you turn out more than 10 bales per day?.....Yes.

What is the rate for the weigher?.....I have not got the rates here, but I will get them. The baling man is on contract, and I will give you his rate.

How many carpenters do you have in the spinning department?.....One. We pay him Rs. 60/-.

How many mochis?.....2 mochis, one for spinning and one for Card-room. One gets Rs. 19/- and the other Rs. 21/-.

In that case there will be a reduction?.....Yes.

Do you think Rs. 18/- is a fair rate for the work he does?.....Yes.

Is there any special reason why you pay one of them more?.....I do not think there is any special reason.

Wrapping Boys.—How many have you?.....Two, on Rs. 16/-, same as piecers.

Do you not think that a wrapping boy has got much less to do than a piecer?.....Yes, but they require more intelligence.

Have you got any doublers?.....Yes. I pay them the same as a ring boy, Rs. 16/-.

How do the spindles compare?.....I am trying to get 4 on a ring frame of 320 spindles, that is 1 for 80.

Do you think 140/160 spindles is too much?.....That is all right on 30s and 40s.

What kind of doublers have you got?.....Ordinary, 6 inch lift. We are on coarse counts at present, three 12s.

Here we have made a note, namely, "In view of the varying types of doubling and variety of counts doubled, this list can be standardised at a later date, but in the meantime for ordinary counts, *i.e.*, 2 and 3 fold 10s to 20s the above may be taken as a guide." You do much of three 12s?.....That is our main counts.

How many doffers have you got?.....I have 10 frames, and 4 doffers. I have just introduced them; otherwise we did not have doffers; the siders doffed.

That explains why you give them 80 spindles?.....Yes.

You would have been able to give more spindles if you had the doffers?.....I could do it.

#### Weaving Section.

MR. SAKLATVALA :—Mr. Godbole, in the grey winding you employ naikens?.....Yes.

What do you pay them?.....Rs. 30/- plus 70 per cent.

Have you any biggaries?.....Yes.

What do you pay them?.....Rs. 15/-.

Our recommendation is Rs. 14/-?.....Yes.

In your mill have they much distance to traverse?.....Yes. The spinning section is in a different room, and they have to go upstairs. We pay them Rs. 15/-.

Bander and oiler ? ..... We pay Rs. 18/-.

How does the number of spindles compare ? ..... It is the same as in the standard list.

You also pay Rs. 18/- ? ..... Yes.

Number marker .—What do you pay ? ..... Rs. 16/-.

Do you give him more than 3,000 spindles ? ..... Yes.

What do you pay the bobbin carrier ? ..... Rs. 15/-.

What do you pay the sweepers ? ..... Rs. 9/- . We will have to pay Rs. 10-8-0 under the standard list.

Have you any hoistmen ? ..... No.

Page 2.—Colour winding from hank bobbin on drum also split drum : have you both ? ..... Yes.

What is the average you pay to the winder in that case ? ..... The wage comes to nearly Rs. 27/-. We have to pay more especially on coarser counts. We will have to pay more especially in 3 fold yarn. I am paying Re. 0-1-3 and the standardisation scheme has recommended 2 annas. scheme has recommended 2 annas.

You think under the standardisation scheme, they will be getting more than what you are paying now ? ..... Yes. That is for coarser counts. From 8s below, the standard rate is higher.

What is the proportion that you do of 30s as compared with the coarser ? ..... 30s and 36s as compared with the coarser counts is less.

On the whole, you will have to pay slightly more ? ..... Yes. For 14s Re. 0-3-3, for 12s Re. 0-3-3, 10s 3 annas as against 33 pies in the standard list ; 8s, 2 annas ; there we will be paying more. For 20s I am paying 5 annas as against the standard rate of 4 annas.

Why are you paying such a high rate for 20s as compared with the coarser counts ? ..... We do not change the number of spindles when we run on coarser counts. According to the standardisation scheme, one has to give them different number of spindles according to the counts of the yarn. We do not change the number of spindles when we change the counts of yarn.

How many drums do they mind ? ..... 7 to 8.

Do you think a woman will be able to mind 10 drums which is the number in the standardisation scheme ? ..... Yes. With 20s, she can do it.

THE CHAIRMAN :—Could she do it on coarser counts ? ..... On 14s, she can do it. When we go to coarser counts, we do not change the number of drums.

MR. STONES :—The list provides for adjusting the number of counts to the drums wound. The witness points out that they are usually on coarse counts, and so they give them 7 to 8 drums. But when they move up to 20s, they still give them 7 to 8 drums.

MR. SAKLATVALA :—Do you think the standard given here is fair?.....Yes.  
What will it be in your case?.....We will have to give them more.

#### Grey Winding.

What is the average wage per winder?.....Rs. 14/- to Rs. 15/-.

How do the rates compare?.....Of course I shall have to pay more.

What is the lift of your bobbins?.....5 inches.

How do the rates compare?.....On 6" lift, for 12s, we pay 7 annas for 100 lbs. as against the standard rate of Re. 0-7-7. We are not working 14s. For 12s there is a short pirn. For 20s on a 5" lift, we pay 10 annas against the standard rate of Re. 0-9-6. For 24s., the rate is the same as for 20s, that is, 10 annas, on a 5" lift.

For 24s, under the standard list, you will be paying more?.....Yes.

What will be the rate for 30s?.....We are paying 11 annas; we will have to pay 12 annas according to the standard list.

And for 40s?.....That is rare with us. We have been paying a Rupee against 14 annas in the standard list. We do very little of it.

For 40s, with African cotton, you still pay Re. 1/-?.....Yes. We do not change the number of spindles.

If you give them a greater number of spindles, do you think they can get the same wages?.....Yes.

On the whole, do you think, working on these rates given in the standard list, your grey winders will get the same wages that they do at present?.....Yes, but in that case I shall have to change the number of spindles according to the counts.

THE CHAIRMAN :—You give more spindles?

MR. SAKLATVALA :—In some cases we will have to adjust the number of spindles. At present they give the same number of spindles, irrespective of the counts.

Have you got any universal winding machines?.....Yes.

How do the rates compare in regard to that?.....We are paying on 10 spindles. You have given 20 spindles for 20s.

What is the speed at which you are running?.....1,800 to 2,000. We are working coarse.

You do grey as well as colour?.....Mostly colour.

You have never tried a higher speed than 2,000?.....No.

Do you think they could be run at a higher speed?.....On finer counts we can.

Do you think a woman can manage 20 spindles?.....Yes, on finer counts. But now we are working on 8s, 4s, 6s. Then it is not possible to mind 20 spindles.

THE CHAIRMAN :—I understand that the ordinary woman could not earn Rs. 13/- under her present conditions on coarse count?

MR. STONES :—We legislate for varying spindles. The witness has stated that they are giving 10 spindles all throughout. We legislate for 10s, 8s, 6s according to the nature of the yarn.

MR. KHAREGHAT :—What do you give her at present?.....It amounts to Rs. 23/- average wage, 10 spindles.

How do you pay them on different counts?.....I will submit a separate list.

Winding from warper's bobbin and cheese to No. 90 universal pirn winder, what is the rate?.....For 8s, 100 pies for 100 lbs., against the standard rate of 105 pies. For 4s, it is the same as for 8s. For 14s, we pay 150 pies per 100 lbs. For 20s, we pay 200 pies per 100 lbs., against the standard rate of 150 pies. For 24s, we pay 250 pies for 100 lbs., against the standard rate of 165 pies.

MR. SAKLATVALA :—Do you think, if you give these rates, the women will be able to earn the wages you are paying them at present?.....If I give the same number of spindles as I do now, they will make less. The standard is taken for 20 spindles, with 10s, but we are giving them 10 spindles. Our average is about Rs. 27/-.

MR. STONES :—They give 10 spindles. There the rate is reduced on our list. If they move to higher counts, they will have to increase the number of spindles.

MR. SAKLATVALA :—Our average earning is based on the fact that for 20s she should be given 20 spindles.

THE CHAIRMAN :—Do you think she could manage the extra number of spindles?.....Yes, for finer counts.

MR. SAKLATVALA :—Page 8; drum winding; you employ a Naiken there?.....Yes.

How much do you pay?.....Rs. 25/- plus allowance.

Number Marker?.....There is one number marker. He does both grey and colour. He is getting Re. 0-10-0 per day. We have separate men for colour and grey winding.

MR. SAKLATVALA :—Do you not think that when you are winding more colour, the grey winder can do the number marking?.....Yes, they are in the same room.

You will have to employ a separate man as we recommend?.....Yes.

MR. KHAREGHAT :—Is it Re. 0-10-0 plus allowance?.....Yes.

MR. SAKLATVALA :—Pirn winding, cup type. Have you got it?.....No.

Pirn winding, universal No. 90. Have you got a jobber there?.....Yes. We pay him Rs. 25/-. We will have to pay him Rs. 35/- under the standard list.

You have an oiler to assist him?.....One of the coolies is doing that work. We pay him Rs. 16/-, because he does the oiling.

Under our scheme, for an oiler you will have to pay Rs. 18/-?.....Yes.

Warping Department.—Have you got a jobber?.....No special jobber.

What is the average earning for warpers?.....About Rs. 68/-.

What is your average count?.....14s and 15s.

How do you pay them?.....On piecework; so much for so many lbs.

Have you converted your figures for lbs. into figures for yards?... ..I have converted them to compare with the standardised scheme piecework rates.

MR. KHAREGHAT :—Does it vary with different counts?.....According to counts it varies.

MR. SAKLATVALA :—They have converted their present rates to compare with the standard list, so that we may have a comparison.

What is the total number of ends?.....440..

For 10,000 yards, how does it work out?.....We have got some working with colour.

How many ends?.....440 ends. The rate per 10 lbs. is 3 annas. The amount comes to 13 annas for 10,000 yards, for 12s.

THE CHAIRMAN :—That is pattern beam 26 per cent. to 50 per cent. colour ?.....25 per cent. colour and under.  $9\frac{1}{2}$  plus 3 annas, equals  $12\frac{1}{2}$  annas ;  $2\frac{1}{2}$  per beam.

MR. STONES :—What is the average per warper ?.....Rs. 68/- including allowance.

And ours provides for Rs. 52/-.

MR. SAKLATVALA :—Do you not think that your warpers are getting a higher rate compared with the other departments ?.....Yes.

What is your average in the weaving department ?.....About Rs. 55/- in all, taking the average for the whole shed.

In your case, the warpers are getting higher as compared with the weavers ?.....Yes.

How many hours do they work ?..... $9\frac{1}{2}$  hours.

Do you think, on our basis, the warpers will get at least Rs. 52/-, working for 10 hours ?.....Yes.

Do you think Rs. 52/- is a reasonable rate compared to the work ?..... Yes.

MR. KAMAT :—Do you think this 2 annas,  $2\frac{1}{2}$  annas to 3 annas for pattern beam is sufficient ?.....Yes, it is sufficient.

That allowance is for the time lost in taking out the beam ?.....Yes.

It bears some proportion to the yards of cloth lost. For instance, in grey, for 380 ends the usual allowance is 6 annas for 10,000 yards. When you give 2 annas per beam, it should roughly have a relation of one-third for 10,000 yards. Does it bear that ratio ?.....In coloured yarn, of course for creeling we have special creel boys, but coloured yarn does not work so much as the grey yarn, and with that allowance, 3 annas as compared with the grey, that would serve the purpose.

That would compensate him for the yards he would lose ?.....Yes.

MR. SAKLATVALA :—Sizing Department. Have you got a head jobber there ?.....One man looks after both the warping and sizing departments. His pay is Rs. 65/-.

What do you pay your front sizer ?..... They are on piecework.

What is the average ?.....It comes to Rs. 58/- per month.

And the back sizer ?.....Half of it.

What do you think about the piecework rates which are given in the standard list ?.....They come to about Rs. 3/- to Rs. 4/- less.

That means your front sizer will get Rs. 54/-?.....Yes.

Drawing-in Department.—How many Jobbers have you got?.....It is 1 for 900 looms, and the pay is Rs. 50/- plus allowance.

Has he also got an assistant?.....No.

What do your drawers get on an average?.....Rs. 43/-.

And the reachers?.. ..Half of that plus 4 annas extra per Rupee.

What are your rates? How do they compare with the standard list? .....

.....I will send you the statement. We have not got separate rates for different shafts. From 4 to 6 shafts, we have got the same rate; from 8 to 12 shafts, we have got the same rate.

You have not got a statement?.....No.

How do you pay on dosuti?.....The same rate, single.

You have two ends drawn together.....Yes.

THE CHAIRMAN :—What do you mean by “single”?.....One in one spindle.

MR. SAKLATVALA :—At any rate, your drawers are not getting the same high pay as the warpers?.....No.

They have been getting less?.....Less than warpers and also less than weavers.

Do you think that is fair?.....Yes.

Do you think they should not get more than weavers?.....Yes.

Do you think they must get a little less than weavers?.....Yes.

Take weaving. Have you made a full comparison of all these sorts? .....

.....Yes.

What is your average? .....

.....Rs. 54/-.

It is higher than the average Bombay rate which comes to Rs. 43/-? .....

.....Yes.

Why are you paying higher?.....(Mr. Kemp replies) When you put in a new sort, what generally happens in the case of the people here is that they say that with the amount of pick going in it is not possible to get the requisite production. For instance, in the weaving they were making daily 6 pieces. In about a fortnight I offered to pay one pie more. On that one pie extra, the production went up to 12 pieces. That went on for three weeks. I offered them another pie more and the production jumped up to 15 and 16 pieces. Now, that loom should bring at least 22 pieces a day.



MR. SAKLATVALA :—When you fix your rates, do you not make enquiries as to what rates are being paid by the surrounding mills for the same sort of work?.....We could never get those rates from other mills. They are not very keen on giving them.

Take grey plain cloth. Will there be any reduction in your case?.....  
In our case, generally there is a reduction.

Have you worked out separately, grey, plain, fancy, wefts, etc.?.....(Mr. Godbole replies) Yes.

In long cloth, what does a weaver get at present and what will he be getting under our list?.....3½·10, long cloth. Rate is 7·11 annas.

Instead of Re. 0-10-0 per lb., you will now be paying 7·11 annas .....Yes.

Have you compared the rates according to this?.....Yes.

THE CHAIRMAN :—Under this line you would only pay 7·11 annas as against your present rate of Re. 0-10-0?.....Yes.

Have you got all wefts?.....No. I have taken out wefts separately.

What is the average struck for the whole shed?.....17 per cent. reduction if that scheme goes in.

THE CHAIRMAN :—Can you give us a copy of that comparative statement showing the average of 17 per cent.?.....Yes

Your average was Rs. 54/-?.....Yes.

Bombay Mills average about Rs. 48/-?.....Yes.

With Rs. 48/- you are already paying Rs. 6/-?.....Yes.

That means about 12 per cent.?.....Yes.

So your average is higher than the Bombay average?.....Yes

In your case the cut comes to 17 per cent.?.....Yes.

Which means on an average mill 4 or 6 per cent.?.....Yes.

Can you tell us in what varieties the cut is highest and lowest in your case?.....In artificial silk there is a big cut of 23 per cent. and in checks about 19 per cent. and in one sort it is 21½ per cent.

What is the lowest cut?.....That comes to nearly 8½ per cent.

Highest about 23 per cent. and the average is 17 per cent.?.....Yes.

MR. KHAREJIAT :—Is the average for the whole shed?.....Yes.

MR. SAKLATVALA :—Go to Allowances on page 14, Have you splits in your Mill?.....No.

Reed allowances.—Do you think these are fair allowances?.....An allowance must be given as compared with the reeds. They are fair.

Shaft allowances.—Are they fair?.....We were not giving any special allowance for shaft from 8 to 12 shafts. It is better to have shaft allowances.

Do you think the allowances provided for are fair?.....Yes.

They are necessary for the extra labour involved?.....Yes.

Weft allowances.—The allowance given for Universal pirn winding is right?.....Yes.

Do you use much of universal pirn winding?.....Yes, for coloured stuff.

Do you think the deduction for the higher counts also justified?.....When we go to higher counts, we do not take it on universal pirn.

Up to what point?.....Up to 20s. In the case of 16s and 17s we take 1 per cent. and in the case of 18s and 19s we take 2 per cent.

Do you think the deductions are justified?.....Yes, because a universal pirn will take more yarn as compared to the 5<sup>th</sup> lift on grey yarn. If we reduce one per cent, it will be all right.

Go to the Scale of Width Allowances.—Do you think these allowances are also fair?.....Yes.

Scale for Heading Allowances.—Are they fair?.....We have got no headings.

Page 18.—Do you make any dhoties?.....No.

Page 19.—Scale of allowances for fancies and checks : Are these fair?.....Yes.

If they are quite right in your case, you will have a big cut?.....Yes, 21½ per cent. was the highest cut we have got.

Still you maintain that the allowances are fair and adequate?.....Yes.

Go on to the Weaving Shed, page 20.—Have you got any dobbie jobbers?.....We have fancy jobbers.

How many?.....2.

For how many dobbies?.....800.

That means one jobber looks after 400 dobbies?.....Yes.

So, our standard of \$50 dobbies is fair?.....Yes.

What do you pay the doobby Jobber ? .....One is paid Rs. 35/- plus allowances. The other is paid Rs. 30/-, and there is one extra man who looks after jacquards and helps these people generally.

Under the standardisation scheme you will have to pay him Rs. 60/- instead of Rs. 35 ?..... We have got two men, one on Rs. 35/- and the other on Rs. 30/-.

You will have to pay them a little more ?.....Yes.

How many line jobbers have you ?.....26. Looms?.....872.

Do you think they will be able to manage 40/50 looms?.....Yes, not in all cases ; some times we shall have to give as far as 40 looms.

Do you work doobbies on silk ?..... Yes.

Do you think they will be able to manage 40 to 50 ?.....Yes, 40.

What do you pay them at present ?.....Our average is Rs. 118/-.

With 11 per cent. on weavers' earnings, do you think they will be able to earn approximately the same?.....Yes.

Have you got a shed fitter?.....We have one mechanic shop and four fitters who look after sizing, warping, winding and weaving shed requirements.

You have not got a particular man ?.....No.

These four look after the whole weaving shed?.....Yes.

Under our scheme we recommend at least two men for your weaving shed ; so you will have two only ?.....Yes.

The others are for sizing, winding, etc. departments?.....Yes.

What do you pay them?..... One is paid Rs. 70/-. He is the line leveller.

How much to your ordinary fitter ?.....Rs. 42/-.

So you think the Rs. 50/- given in our list is fair ?.....Yes.

Carpenters, Sley Carpenters,—How many have you?.....

MR. GODBOLE :—I have one pattern maker and one sley maker.

What do you pay him?..... Rs. 50/-.

We recommend Rs. 45/- ?.....Yes.

You will have to pay less ?.....Yes. He prepares patterns also for us if something is required for casting off.

How many beam carriers have you got?.....5.

For the weaving shed or altogether?.....For the weaving shed, to carry beams from the drawing-in department to the weaver.

We recommend 2 beam carriers to 500 looms?... ..Yes.

What does the fifth man do?.....He helps them also, because our gullies are very small.

Cloth Warehouse, Calendering and Baling, page 21.—Have you any special remarks to make about this?.....No.

How do the wages compare?.....To our bundlers we pay Rs. 16/-.

Do you do any calendering?.....All our goods are sent to the bleaching department. We have no calendering.

Grey calendering?.....No.

Folders.—How much do you pay to your front folder?.....Rs. 17/- against your figure Rs. 16-8-0.

Back Folder?.....Rs. 16/-.

Balers?.....That is done in the bleaching department.

MR. STONES :—That is to say, in the finishing department?.....Yes. According to this grey finishing, our rates are a little higher.

THE CHAIRMAN :—Do your weavers do two looms or one?.....On Jacquard, one loom; two looms, otherwise.

How do their wages compare—the 2-loom man versus 1-loom man?..... 6½ Rs. 80/- to Rs. 85/-; average Rs. 68/- on Jacquard looms, 1 loom per man.

Is it because it is extra difficult work?

MR. STONES :—This is to be standardised later. This is a recent development in Bombay. Some mills have one Jacquard and the rest plain and other mill have one Jacquard alone. We have made no provision under our list for Jacquard which is going to be standardised later on after we get some experience of their working in Bombay.

MR. SAKLATVALA :—We also give 1 loom for Jacquard and pay him Rs. 85/-.

THE CHAIRMAN :—The 2 loom weavers get the ordinary wages, Rs. 54? .....Yes,

MR. ARDESHIR N. ADERJINA,

Weaving Master and Manager, Simplex Mills, Bombay.

MR. STONES :—Mr. Aderjina of the Simplex Mills has had to come here under police protection as there is a strike going on at his mill and the men would not allow him to get out and come here. He has got to go back at 5 O'clock. So, if you will permit him to make a statement, he will be obliged.

THE CHAIRMAN:—What is your full name Mr. Aderjina?.....Ardeshir N. Aderjina.

Your profession?.....I am the weaving master and manager of the Simplex Mills.

Do you wish to submit a written statement?.....Yes, Sir. I will read it out first.

#### Simplex Mills.

I have 26 years' experience of mill work ; I have worked from the fitter's post and I am therefore able to understand the difficulties of labour. I approve of the Standardisation Scheme, except the portion relating to Weavers. My reasons are as follows :—

The scheme with reference to weavers' rate as it stands is very complicated ; I find my clerks are unable to follow it. Then, what about the illiterate weavers? Mistakes will occur in calculating rates, allowances etc. There is every chance of trouble being created owing to misunderstanding created by the complication of working out allowances, etc. In its place, I would suggest flat rate system (fixed rates for all mills) such as 5 pies for Khadi, 7 pies for calendered shirting. I would suggest that flat rate system should be worked for three years and then only further steps should be taken.

My second reason is the weavers' scheme will not help the mills as the root cause of inefficiency in weaving is head jobbers and jobbers, who are illiterate and irresponsible as well as indifferent. At present head jobbers get Rs. 200/- and more, and jobbers Rs. 130/- to Rs. 135/- a month. This is not because they know the work, *i. e.*, the mechanism of looms, weaving of cloth but because they are in those posts as they could command labour when it was scarce. Now that labour is plentiful, the head jobbers and jobbers should be replaced by technical assistants.

The weaver also adds to inefficiency. He never cares to understand the mechanism of looms, never cares to progress. He is the loser. If there is anything wrong with the loom, the weaver will go to his jobber who will only attend to him when the jobber is free. The weaver loses his production and the mill also suffers. I therefore suggest that the labour leaders should try to improve the weaver by making him understand his work, understand his responsibility. He should be taught to live a clean and healthy living which will add to his efficiency. Then only the weaver will earn more and really help the industry in which he is an important factor.

Regarding results of working, I am of opinion that the following three factors count as much as the internal efficiency :—

- (1) Correct layout of building and machinery. In many mills I have seen that efficiency suffers on account of incorrect layout.
- (2) Good stores must be used. Many mills use cheap stores, which affect the efficiency.
- (3) Purchasing of cotton and selling of cloth play their own important part in the results.

I make the above statement based on my own experience; neither on that of the Mill Agents nor anybody else.

THE CHAIRMAN :—Can you tell us something more of the first rate which you advocate ?

MR. ADERJINA :—Yes, Sir. Suppose I am manufacturing longcloth. There are many mills making longcloth. What we call longcloth generally is sometimes of 20s, sometimes 21s, sometimes 18s, some use 24s weft, different counts and different wefts. Generally longcloth goes only by certain picks and certain wefts. We can fix a certain rate to be given to the weaver.

THE CHAIRMAN :—Whatever the reed and the pick, whatever the count ?

MR. ADERJINA :—From 44s to 48s or 52s it is nothing like different work. They may go on the highest pick, still they will call it longcloth. They manufacture two or three qualities. In dhoties it is the same, but in fancies it is difficult to fix rates. Sometimes it depends on the higher reed and sometimes it depends on the lower picks, sometimes on the cotton, sometimes finer warp.

THE CHAIRMAN :—How will you fix the rates ?

MR. ADERJINA :—According to the quality of the cloth. Suppose that cloth is what you call dobby silk cloth. Most of our mills manufacture that. Some may be using 44 and others 42. It makes very little difference. You can fix up the rate for that.

MR. KHAREGHAT :—Will you try and draw up a list of the rates you would propose ?..... Yes, Sir.

MR. SAKLATVALA :—You have here a special Book of Examples. Would you mark the places where you would like to suggest flat rates ?

MR. ADERJINA :—At our Bombay mill we manufacture certain qualities of cloth such as dobby, jacquard, drills, etc. Some may be inferior and some superior. It is not a difficult weaving, and whether it is 44 reed or 44 twist, it goes by the name of "longcloth" and you are practically paying the same price for the cloth. It is the same thing. For example, the Indian Manufacturing Company's mill manufactured when I was there different sorts of

longcloth. They got for this longcloth 15 annas per lb. in the bazaar. We get Re. 0-14-6. They use higher reed and pick and good cotton and call it longcloth. Although it is a different cloth, the difference in the price is very little. It all goes by the name of "longcloth." It is not a standard cloth. For example, suppose I have got an order of 500 bales. I make the cloth in 5 lbs. lot. I take it to the merchant. He will try to reduce the rate. If we reduce the rate as per his request, we will manufacture the cloth all right because it will be nothing difficult to make a few changes in the weaving in order to make up for the reduced rate.

MR. SAKLATVALA :—That is of course the present system. Don't you think that the weaver suffers just now. You yourself said that your mill may be using 18 warp, 22 warp and so on and that still you could get the same rate although there is difference in the count. If the weight is going to be the same, there is the difference only in the pick and still you want the weaver to be paid the same rate?.....But it will not make a difference in the length of the cloth.

MR. SAKLATVALA :—It is bound to differ on account of the difference in picks?.....What is the difference? One going higher and lower means 44 to 56. 44 to 48 is nothing. Suppose there are two numbers, 1690, 1490. You will see very light difference in the reed and pick of the yarn.

MR. SAKLATVALA :—You may go through that Book of Examples. You will find that in the varieties you mention many mills use a good deal of variety as regards counts?..... Everything is nearer. Give me an example of any cloth.

MR. STONES :—Take your khadi and take our khadi. Then take the labour for khadi, pick, counts and weft.

MR. ADERJINA :—We are making khadis from 8s and 6s. Other mills are producing khadi from 12s and 10s and 16s and 12s.

MR. SAKLATVALA :—Do you think you will get the same production?.....There will be different production, but there will be classes of khadi if you use 14s warp and 16s weft.

MR. SAKLATVALA :—That means you are coming very much near to the standardisation list. Do you want a flat rate for khadi with 8 warp and 6 warp?.....It will be only two kinds of khadi.

MR. SAKLATVALA :—In Khadi also there are three or four varieties. You generally find 8s and 6s, 12s and 10s, 14s and 12s and some mills have 14s warp, but at the same time very coarse weft, 14s and 16s weft coarse count is there also. In all these cases the weaver will not be able to turn out the same production and still you want to give the weaver one flat rate?.....I would like flat rates for a few varieties.

You have different varieties of khadi and varying rates. That is what the standardisation scheme also provides for.....Your scheme is a very complicated scheme. A weaver will not be able to know just what he is entitled to get for the amount of work turned out by him.

There is the clerk who will calculate the wages according to the examples we have given for each sort. These rates will be put up on board?.....It will take 20 years for the weaver to understand the description given and calculate the wages.

THE CHAIRMAN :—How would you calculate your flat rates?.....It depends upon the turn out per day on each machine.

Will you draw up a scale yourself and submit it to the Committee?.....I am only giving my opinion.

MR. STONES :—Now you have given some examples. Put them in..... My difficulty is this. I do not get good weavers in my mill. Here the proposal is that the wages of the weavers should be reduced. If we work on plain looms we have got a number of men. On fancy we find it very difficult to get weavers.

THE CHAIRMAN :—We want to know how you would draw up the scale?.....Yes; I will put in a scale for certain classes of cloth.

MR. KAMAT :—Supposing a professional calculator takes into consideration the description given here as regards picks, reeds, etc., and draws up the scale for 250 or 300 varieties. If a list of that type containing all the descriptions and the rates in the last column is published, will you have any objection to the scheme?.....That will be more suitable for these illiterate people.

MR. STONES :—If a weaver knows that he is to get 20 pies per piece, he is sure to know that he would get 60 pies for three pieces?.....Certain allowances have to be made for heading.

As was suggested by Mr. Kamat if a professional calculator draws up a scale of rates for different varieties and if that scale is put on the board, the weaver will readily understand that he will get so much per piece.....Some mills are turning out different kinds of cloth.

MR. SAKLATVALA :—At present you do not weigh the cloth before the weaver but you pay a nominal rate per pound. The weaver does not know whether it weighs 9 pounds or  $9\frac{1}{2}$  pounds. You say 9 pounds. In many cases it weighs  $9\frac{1}{2}$  pounds. But if you convert it into length you cannot make any alteration. If the rate is 8 as. per piece he knows how many pieces he has made and how much he will get. As regards the rate per pound he is not sure. That



is now the complaint against the mills that the weights are altered and that the weaver is not paid on what he actually turns out. We put a nominal weight and the weaver does not know what the actual weight is.....The same piece may go lighter even.

If it is converted into square yards the weaver will have no difficulty in finding out his wages. He is better protected under our scheme.

THE CHAIRMAN :—Put in the suggestions you think better?.....Yes. I do not understand why the wages of the weavers should be reduced when we pay Rs. 70/- and Rs. 80/- to carpenters and others.

SIR MUNMOHANDASS RAMJI :—You have been working longcloth in your mills. What is the rate per pound?.....I do not talk about grey cloth.

Mr. STONES :—Do you think that a weaver working in 48" loom longcloth and a weaver working on 38" loom longcloth will earn the same amount?.....No. The production will be more for the wider loom and the man on the narrower loom will earn less. All Indian mills take up to grey. A man on 30s warp dhoties earns much better than a man on fancy cloth with less trouble.

Do you know the rate?.....I do not know. I am only giving my experience. I am in favour of a scheme that is workable and that can be understood by the weavers.

Can you draw up a scale?.....I can for a few sorts that are worked in Bombay.

Mr. STONES :—What is the programme for to-morrow. We will have to examine labour witnesses after finishing the examination of Mr. Ardeshir. If he can come to-morrow.....I can come to-morrow if the mill starts work.

The Committee adjourned till 11-15 A.M. on Friday, the 30th November 1928.

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*Friday, 30th November 1928.*

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Friday, the 30th November 1928.

The Committee met at the Town Hall, Bombay, at 11-15 A. M.

Present :—

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

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Oral Evidence of

MR. SORABJI MERWANJI SOLAI,

Carding and Spinning Master, Bombay.

THE CHAIRMAN :—Where are you employed at present?.....I am out of a job. I was Assistant Carding and Spinning Master, and also Spinning Master.

Where were you last?.....At the Imperial mills. Before that, I was at the Gold Mohur mills, as Spinning Master. I have been in the industry altogether for 19½ years.

From your written statement, I gather that you are in favour of the standardisation scheme?.....I have not studied the scheme. Whatever I think I have mentioned in my statement.

You say, first of all, that a cut of 7 per cent. would not fall heavily on the weaver?.....Yes, it would not fall heavily on the weaver.

Coming to the question of retrenchment of hands, you think there is no need, as a rule, for tarwallas?.....Yes.

MR. KHAREGHAT :—Who would do their work?.....The doffer boys. At the Swadeshi Mills at Ahmedabad they are doing it.

THE CHAIRMAN :—Is it the general practice in Ahmedabad?.....In Ahmedabad they do not employ tarwallas. At Kurla also they do not employ tarwallas. It is only in the Bombay mills that they have the practice of employing tarwallas.

If the doffer boys do it, I suppose it is only some of the doffer boys?.....All doffer boys do it. A novice might not do it, but the older men are teaching the novices.

Do they get any extra pay for that?.....No. In Ahmedabad they used to get doffer boys on Rs. 12/- and siders on Rs. 14/- for 16 days, when I was there.

Why 16 days ?.....They are paid twice a month in Ahmedabad.

What do you mean when you say "these spare siders and tenters are utilised only for eight days after pay."?.....After pay day they are absenting themselves. They get their drink and they never care to come to work for some days after pay day. The spare siders are utilised in the place of those who are absent. After 8 days they are utilised on spare work.

It is your experience that they stay away for 8 days after pay day?  
.....Yes.

In what mills ?.....In every mill in Bombay. In both the Gold Mohur and Imperial mills I have had that experience.

How would you engage double substitutes ?.....When one sider is absent, we are giving 2 sides to one sider ; he is managing two sides, and he is being paid 8 annas or 10 annas. Also, when one frame tenter is absent, the other attends to two frames. That is the double substitute system.

I do not quite follow your suggestion that "double substitutes might be given with a proviso that for the remaining days of the month a maximum of four to eight double substitutes be given according to the size of the department." What do you mean ?.....For 6 days double substitutes might be given. But after that, if a man is absent on account of any death in the family, or for any other reason, only, 4 or 5 substitutes are necessary.

You mean spare hands ?.....Yes ; it is not every day, because the spare hands might be taken away, and for the remaining days if the siders are absent only 4 substitutes must be given ; so that the jobbers would be bringing in men who would work more days and do more regular work.

MR. KHAREGHAT :—This is regarding absentees ?.....Yes.

About the two frames and two sides system you say "I think this system can be worked only where the machines are kept in good condition and worn out parts are replaced and where good mixing is used. This system cannot be applied at once but might be left to the choice of the workers as I think efficient workers cannot be found to man even half of the Bombay Mills all at once." Will you please explain this ?.....Those who require to work two sides might be given to sides. Others might not care to work two sides, and they must not be forced to work two sides ; neither should those who want to work two sides be forced not to do it.

MR. SAKLATVALA :—That comes under rationalisation. It has nothing to do with standardisation, which provides the option only in the case of roving frames for finer rovings from 5 hanks ; we recommend two sides should be given there. In other cases, it is one man to one machine.

MR. KHAREGHAT :—It is left to the option of the workers?.....Yes.  $3\frac{1}{2}$  hank roving 20s, they would work on 2 frames. Those who are working on 20s, they might work on 2 frames for the whole of the month. If you give them the option, they will do it. At least 25 per cent. will do it on 20s  $3\frac{1}{2}$  hank. I have not studied the standardisation scheme. I got it only just now. I am only giving my experience.

THE CHAIRMAN :—About fixing the rate on standard of average surface speed of front rollers, how does that come into this scheme?

MR. SAKLATVALA :—That is covered in our own scheme. We do not actually do it on the front roller speed. But in the scheme for the Spinning section, for slubbing, intermediate and roving frames, we give the efficiency and we give the hanks. We have taken such efficiencies as actually obtain in all mills, and the number of hanks turned out will be as shown there. If we give less twist, there will be more hanks, and they will be getting more. So, practically it comes to the same thing?.....You are right there, but old machinery will be worked at a lower spindle speed. That might make a little difference to the worker.

They would not be able to get the same hanks?.....Yes. The spindle speed might be less on the old machines. I have given the formula. You can calculate the surface speed and take the average; multiply that by the given rate and divide it by the speed obtaining in the mill. A carding master can find out in two minutes what the surface speed is.

MR. SAKLATVALA :—You recommend double substitutes. That means that some men are actually able to mind two frames, in cases of ring frames two sides?.....Yes, they are actually able to mind it.

You are in favour of a cut in the weavers' wages?.....Yes, that is quite necessary.

You have not studied the standardisation scheme?.....No.

MR. BAKAHLE :—Are you working in any mills?.....Not now.

How long is it since you left the industry?.....I left it  $1\frac{1}{2}$  years ago.

Your experience is based on the past working of the mills at Ahmedabad and Bombay?.....Yes, and at Kurla.

Have you been to England?.....No.

You are in favour of reducing the weavers' wages by 10 per cent.?.....Yes, and I have given my reasons quite plainly.

According to the millowners?.....I have given them according to my common sense.

According to the millowners, the cut will be 7 per cent. ?.....They might propose a 7 per cent. cut. They are very liberal about this.

According to your standard, according to the efficiency which you want to be set up in the mill industry, so far as the weavers are concerned, you think the millowners are backward?.....Yes. In their original scheme they proposed a cut of 10 to 12 per cent. Afterwards they have reduced it to  $7\frac{1}{2}$  per cent., in order to meet labour half way.

You say the average wage of a good weaver is Rs. 50/- per month ?.....Yes. By good weaver I mean a weaver who can manage his loom all right, but if a weaver is a very good workman, he can earn Rs. 60/- to Rs. 70/-

By good weaver, you mean an average weaver ?.....Yes.

His wage is Rs. 50/- a month ?.....Yes.

Could you get me figures from the reports published by the Labour Office on the wages of the weavers during the last few years ?.....I have not studied it.

If you found that the average wage of a weaver in Bombay is less than Rs. 50/- according to the census made by the Labour Office of the Bombay Government, would you still stick to your own figure ?.....Yes, because some of the men are inefficient. Some have the badli system, and they are spoiling the machinery.

But the Labour Office, in arriving at their conclusions and their average figures, have taken into account all these considerations ?.....Yes.

And if after taking into consideration all these factors they arrive at a certain figure, as being the average wage of the weaver, would you accept that figure, or would you stick to your own figure ?.....If you tell me the figure, I will explain it to you. It may be a little bit more or less.

Here is a copy of the report of the Labour Office regarding the average daily and monthly earnings of workers in important occupations in each of nineteen representative cotton mills in Bombay City in July 1926 Part II. On page 20 of this book, you have been given 19 representative mills with the average monthly earnings of full time workers. You have also got the average monthly earnings in column 4. From that I find that the average monthly wage of the total number of workers, with average number of days' work is only Rs. 47-5-11, and if you take into account only the average monthly earnings of full time workers who have worked the full number of working days, the average wage comes to Rs. 49-9-11 ?.....That is nearly Rs. 50/-, and what I have said is the same.

If you take the 19 mills which are supposed to be representative, you will find that out of 19, there are only 6 mills which show average monthly earnings of more than Rs. 50/-?.....Yes.

Some have got less than Rs. 50/-; it is Rs. 40/-, even Rs. 45/-, Rs. 42/-, Rs. 44-7-6, and so on. That means even taking the average figure of these 19 mills you will find no weaver gets Rs. 50/- as you say?.....Yes, but Rs. 49-9-11 is about Rs. 50/-; there is a difference of a few annas.

In column 4, you will find that the average monthly earnings of the total number of workers is 47-5-11?.....I am talking about weaving only.

This is all weavers?.....It is Rs. 49-9-11; and I have mentioned in my statement Rs. 50/-. I cannot calculate it accurately to the pie.

So far as the average wage of the total number of workers is concerned, it is Rs. 47-5-6?.....It is Rs. 49-9-11.

MR. KHARAGHAT :—This average is for people who do not work full time?.....If a man works for 15 days, he cannot get more pay.

MR. BAKHALA :—You do not mind cutting down that wage to Rs. 45/-?.....No.

As an argument in favour of that cut, you say that a worker's wife is working somewhere in the mills, and the average wage of that family comes to Rs. 70/-?.....Yes.

In fixing the rates and the wages of a cotton factory worker in Bombay, would you standardise taking into account the number of his family members who are working in the mills?.....That is in order to compare it with the middle class men who are working as clerks. My point is that the cut would not fall heavily on the workers.

If the middle class man is getting less than the working class man, you believe in the theory of levelling down rather than the theory of levelling up?..... You misunderstand my point. That is not what I mean. A clerk on Rs. 60/- has to educate his children which the worker has not to do, and naturally he can spare something from his Rs. 70/-.

I could not follow you. Will you please repeat?.....A clerk on Rs. 60/- has to educate his children. These workers have not got to educate their children, and Rs. 70/- is quite sufficient for them. They are getting Rs. 10/- extra, and the educational expenditure would come to, say, Rs. 15/-. They are therefore saving Rs. 25/-. The workers are living in cheap houses, whereas the middle class people are living in houses with a higher rent. Take all this into consideration, and see how much difference it makes to them.

The standard of life of these two classes of people is not the same?.....  
It is not the same.

You want to perpetuate that difference?.....If they would not spend their money on drink and other things of that sort, they would improve their position.

You say that the worker has not got to educate his children?.....Yes.

His standard of housing is lower than the standard of housing of the middle class man?..... Yes.

So, you think, in the interest of the mill industry, it is not necessary for the workers to improve their standard?..... It is necessary, but I would point out that since the increases have been given since 1914, they are absenting themselves more than they used to absent themselves before 1914, because when they get more money they go to a liquor shop, and in spite of improvement in pay their condition is the same.

Could you give me figures in support of your statement that when the workers get an increase in wage, they squander away their money by going to liquor shops and by remaining absent from the factories?.....Yes.

Could you substantiate that statement?.....Yes. If you look at the muster roll of every mill, you will find after pay day 20 per cent. are absent for 6 days.

Do you know that the Labour Office have taken a census in 1926 and have collected some figures about absenteeism?.....What is the figure.

Do you know anything about it?.....No.

Which class of workers in the textile factories are most highly paid?.....  
Bombay Dyeing.

Who gets more; a carder, a spinner, a weaver, a reeler, or a winder?.....  
I think a sizer gets more even than the weaver.

Leave aside the sizer; take the other departments. Who gets more?  
.....A weaver.

Do you think that the winder as well as the reeler gets the least?.....  
They are getting Rs. 25/-, Rs. 22/-, or Rs. 20/-.

Not even as much as a spinner gets?.....Because they are working only 8 hours in a day.

I should like you to refer to pages 12 to 15 of Part I of the 1926 enquiry by the Labour Office. You will find therein the figures showing the absenteeism in 19 representative cotton m.l.'s in July 1926. On page 14, column



2, you will find the percentage of absenteeism for weavers. It has been given as 4.35 per cent. You will find on page 13, 2nd column, winding, the percentage of absenteeism is 12.56. On page 12, under spinning, you will find the percentage of absenteeism is 10.48. On page 16 and 17, where the absenteeism of female operatives is given, you will find under winding that the percentage is 15.47; in reeling department, it is 18.18, and in the doubling department it is 16.40. You have just told me that excluding the sizer, the weaver is the most highly paid worker in the textile industry, and with the increases that he got during the last few years, his wages are comparatively increased?.... Yes.

And yet you will find that the percentage of absenteeism in the weaving department, so far as the weavers are concerned, is not more than 4.35?.... I am talking of absenteeism in the spinning department.

You told us just now that with the increase in wages there is a tendency on the part of the operatives to remain absent and squander away their extra wages on liquor. You did not qualify your statement at the time by saying that your statement concerned only the spinning section? ... I did not say I was a weaving master. However, the figure given by you is the average for the month, but what I mean is that after pay day, for about 8 days they are absenting themselves too much. After 8 days, there is not so much absenteeism.

But that is common to all. To remain absent after pay day is common to all workers?.....Yes.

The weavers are not a special class to remain absent after pay day?.....  
No.

Your contention is that with an increase in wages absenteeism increases. I want you to substantiate that statement by referring to the figure of absenteeism of the weavers who are supposed to get the highest wages in Bombay?..... Have they compared it with 1914?

I have nothing to do with that?.....At the time they were being paid lower wages, they were regular workers, but since the increases have been given, they are absenting themselves after pay day and they squander their money. That is my contention.

We are in 1928, and we are considering the wages as well as the other conditions of mills as they affect 1928 and subsequent years. Here is the report prepared by the Labour Office in 1926, and I have given you the actual figures of absenteeism as prepared by them. You want me to go back to 1918, and I am prepared to do it. But what are your figures of absenteeism for those days?.....In those days there was not so much absenteeism.

How much was it?.....In the Swadeshi Mills only 5 to 10 men were absent from the department after pay day.

Do you think that in the Swadeshi mill absenteeism has increased now-a-days?.....I have no experience of it just now. I was there up to 1918, not after that.

Taking the figures in the Report of 1926 as they are, will you agree with me that, so far as absenteeism is concerned, it has nothing to do with the increase in wages?.....I have considered that, and I think that it has everything to do with the wages.

He makes a definite statement that after the increase in wages in 1914 absenteeism has increased; and that the workers squander their money on liquor and so on.

THE CHAIRMAN :—I follow your point. But you do not get any further.....That is my experience.

MR. BAKHALE :—That is one side of the experience.

You just now told me that you had never been to England.....Yes.

You do not know the working class conditions there?.....No.

So far as Bombay conditions are concerned do you think that the earnings of family members of either a weaver or any other worker should be taken into consideration when fixing their wages?.....Yes.

If it is not done, does those responsible for it go a wrong way?.....Yes.

Can you give me the figures as to the families who have got earning members and those which have only the bread earner?.....If you come to the mill area I will show you.

The committee cannot go there.....I have had 7½ years' experience. I know such and such a man has got his wife working in the winding department and his son working in the spinning department. It is my experience that more than 50 per cent. of the workers bring in their own men into the mills.

In fixing your own salary did your manager take into consideration the earning members in your own family?.....They did not.

They give your salary according to your own ability and efficiency?.....  
Yes.

Now, having made that admission, you want the millowners to take into account the family earnings in fixing the wages of the workers. Therefore you make a distinction.....I want to draw the attention of the millowners to this fact. Their standard of living would not be lowered.

Why should not their attention be drawn in your personal case?.....In our case we are being paid at the competitive wages.

My friend sitting there told us that he is paying higher rates in his mills in order to attract better type of men. There is competition between workers and workers and the millowners are aware of that. So, in your case the managers do not take into consideration your family circumstances in fixing your salary,.....No.

You want the millowners to take into consideration the family circumstances of the workers only?.....I shall give my reasons.

I do not want any explanation from you. You are a witness here and you should give an answer to the question put to you. If you want to make any statement, you can do so with the permission of the Committee. I do not want any explanation, unless I ask for it. In your case the employer does not take into consideration. ....

THE CHAIRMAN :—That is repetition.

MR. BAKHALE :—I am coming to the point I want to make. You want the millowners to take into consideration the family circumstances of the workers in fixing the wages? .... Yes.

In England, I have seen at any rate a very large majority of working class families work in factories. Take for instance a family of husband and wife and two or three children. I have seen with my own eyes that the husband and the wife and the two girls work in the mills. Do you think that it is possible in England? ... It is possible.

In England you admit that the wages are higher than those in India? .... Yes.

Taking a family of parents and two aged children in Bombay and a similar family in England, there is bound to be some more increase in the wages of the English family? .... Yes.

Do you think that in fixing the wages in England, the English employer takes into consideration the earning capacity of the family?.....No. They may not do so.

Do you want that to be taken into consideration here?..... Yes.

In paragraph 3 of your statement you say that there are no tarwallas in the Tata group of mills at Coorla and Ahmedabad. You know that all the mills in Bombay employ tarwallas. If the Tatas do not employ tarwallas in Coorla Mills and the Ahmedabad mills but employ tarwallas in their Bombay mills, can you give the reason why they are necessary in Bombay alone?.....Bombay was

the first to start this industry. As the mills in Coorla and Ahmedabad were started at a later stage they might have removed the defects existing in the working of the mills in Bombay.

The Bombay millowners might have learnt from the working of mills at Coorla and Ahmedabad that tarwallas were not necessary and removed them from their Bombay mills?..... They might have known it before.

Suppose the same agent has got two mills—one in Bombay and the other at Coorla, he must be aware of the fact that tarwallas are not necessary. Still the Tatas who have not employed tarwallas in their mills, in Ahmedabad and Bombay have employed tarwallas in the Tata Mills in Bombay which was started comparatively recently?..... They have to follow the practice in the Bombay mills.

Therefore on account of the long practice existing in Bombay the Tatas who were last to start their Tata Mills in Bombay had to appoint tarwallas? .....Yes.

You say in your statement that because tarwallas are not necessary in Ahmedabad and Coorla they are not necessary in Bombay. The Tatas have gone contrary to your opinion.....Because they have to get their hands.

That is to say they found it difficult to get away from the practice. ....Yes.

So, in making such a statement you have not taken into consideration the practical difficulty that Tatas had.

THE CHAIRMAN :—He has considered a general scheme under which mills might possibly work in Bombay. He says that for all mills that may be done.

MR. BAKHALE :—On page 2, you make the following statement :—

“ I have no experience of weaving but I have known a weaver managing four looms with a boy helper to fill his shuttle.”

You admit that the Indian worker is capable of minding 4 looms. He is not inefficient?.....If he cares to.....

That is a different thing. He is not inherently inefficient....No.

I come to page 3 of your statement. You say there :—

“ Now I put a scheme before you which would effectively prevent the workers being made a cat's paw by the jobbers, the professional agitators or the communists.”

I want to know what do you mean by professional agitators?.....Because I have seen whenever there is a strike these labour leaders come out and afterwards they do not care about workers.

I want to know what you mean by professional agitators?.....They want to fish in troubled waters so that they can get money out of it.

Do you think that professional agitators are responsible for a good deal of the labour trouble?.....Yes.

By professional agitators you mean those who speak to-day in the name of labour?.....Not all. Those who come out during strikes and submerge themselves afterwards. In Ahmedabad Anusuya Behen has done a great deal of work to improve the labourers. In Ahmedabad they organise lectures, conduct night schools and so on.

That is to-day, if a trade union worker starts some welfare work you would call him a good and well-intentioned man doing good for the workers? .....Yes.

Can you tell me the functions of a trade union worker?.....To improve their condition, to educate them and bring them up in the proper way. That is the function that has been put into practice in Ahmedabad.

I know the Ahmedabad trade union and we hold reference with the Ahmedabad trade union so far as the principle underlying the trade union movement is concerned. You say that the professional agitators are responsible for the trouble. I want to get from you some idea as to the work you expect a trade union worker or a trade union official to do. They must organise meetings, educate the workers, advice them not to drink liquor, not to absent themselves and to obey the orders of officials.

Don't you think that it is the function of the trade union officials to see that the workers' wages are raised, their legitimate grievances inside the factories are redressed?.....Yes.

When a trade union does that kind of work you won't object?.....No.

You have given a scheme to start mill committees and departmental committees and so on for the smooth working of the mills. Under whose auspices would you start the organisation?.....Under the auspices of Mr. Joshi.

I do not want that. Is the organisation to be independent of the employers?.....In co-operation with the employers.

Do you mean to say that there should be a joint committee on which there will be representatives of labour and representatives of employers will sit? .....If you read my whole statement you will know it. I have given there how their grievances could be redressed. I shall read that portion.

"The mill committee would meet every fifteen days or every month to discuss any points that might crop up. The members of the departmental committee shall have access to the manager to lay their complaints before him at any time and if not satisfied might have access to the agents and failing that may appeal to the central committee, which would discuss them with the Millowners' Association. If a dead-lock arises an arbitrator acceptable to both might be appointed and his verdict should be binding on both sides."

Who will be the members of the departmental committee?.....The workers.

No representatives of employers?..... No representative of the employers.

The mill committee will consist of the representatives of labour and representatives of employers?.....Yes. The manager will be the chairman, because I want to bring him into contact with the workers.

Do you propose that the mill committee should be composed of representatives of employers and workers with the manager at the top as chairman? You do not want to give the labour representatives the choice to elect their own chairman?.....I want the workers to be brought into contact with the managers.

Can you not do so in some other way?.....I have read in the Empire Review a similar method given, which makes the labour contented. If the manager knows what discontent there is in the mill he would at once remove it. The absence of such contact is the main reason for strikes.

Suppose that the mill committee is made to consist of representatives of workers with a chairman elected from among themselves. If such a committee makes a representation of the grievances of the workmen to the manager for his consideration would not that be better?.....If the mill committee has its own chairman then there should be a meeting every 15 days of the committee when the weaving masters, spinning masters and other officials of the mills should be present at it in order to know if they have any grievances. In that way they can co-operate.

That will be a joint committee such as we find in Lancashire?.....I do not know.

How will you elect your members? Take the Tata Mills for instance. They have got 4,000 workers. How are you going to elect the members of the committee?.....Each department will have to elect its own members by means of the ballot system.

Who will hold the elections?.....The election might be held under the auspices of the central committee.

The central committee will come into operation afterwards. At present there is no central committee. Take the instance of Tata Mills which have 4,000 workers in different departments. Who will lay down the procedure and hold elections?.....The Strike Enquiry Committee can do it.

The Chairman will say that it is not within the terms of reference?.....The Trade Union Act is in force.

You want an outside body to lay down the procedure?.....The millowners will co-operate in laying down the procedure and it might be done with the sanction of the millowners.

The millowners form one party. Who will be the other party?.....It will be Mr. Joshi and Mr. Bakhale.

You mean the trade union organisation .....That is the point.

You want to form the committee under the auspices of the trade union. Then after the committee is formed you want the employers to sit at their meetings, understand and redress their grievances.....That is my point.

Would you like this procedure to be laid down by law, convention or practice?.....Practice.

THE CHAIRMAN :—I think it is unnecessary to go into details.

MR. BAKHALE :—I have finished.

MR. ASAVALE :—You were working in the spinning department of the Swadeshi Mills in Coorla and at the Ahmedabad mills,.....Yes.

You were working till 1918 in the Swadeshi mills. Do you know that the same machinery has been working since then in those mills?...No; they have brought in some new machinery.

Some are old and some are new. You have stated that when old machinery is used the production will be less. Is it a fact?.....It would vary a little.

Thereby the workers will suffer a little owing to reduction in wages?.....Yes.

You have stated that 10 per cent. should be cut. If it is old machinery the percentage of cut will be greater?.....The rates should be based on the speed of the machine.

So, the standard scheme prepared as it is, is not a scientific one?.....I have not gone through that.

So, this is a suggestion you have made from your own common sense point of view without looking into the scheme?.....Yes.

First of all I would like you to say when you are not working in any mill what prompted you to make this statement?.....My main idea is to help the mill industry and not either the workers or the millowners.

You have come here to give evidence before the committee in order to secure a job in some mill?.....You might put it that way, if you have that turn of mind. My main object is that if the industry is in a prosperous condition we may not be out of employment. If the mills are run under the present conditions it will ruin them. Already they are making losses.

Are the mills not making profits?.....Some are making profits. But 50 per cent. of the mills are making losses.

Will you substantiate that statement? How many mills are there in Bombay?.....90.

Are 45 mills making losses?

MR. SAKLATVALA :—At present all the mills are making losses. I will substantiate that statement.

MR. ASAVALE :—You have stated that labourers squander their money on liquor. Did you go with the workers to the liquor shop?.....When labourers were absent I used to ask the jobber about them. He would say that they were drunk and not in their senses to come to work.

Did you go with the workers to the liquor shop?.....No.

So, it is an assumption.....It is my experience.

How do you say that when you do not go with them?.....They will inform me.

Can you bring any worker working under you before the committee to prove that workers spend their money on liquor?.....Yes; there are many who have spent their money on liquor.

Do you drink?.....I drink but do not spend money like that.

MR. ASAVALE :—Don't you think if the family and children of a general worker have to work to maintain the family, a weaver also cannot support his family and children unless his whole family works and earns money for their livelihood?.....If a Maratha earning Rs. 26/- on a ring frame can support his family I do not see any reason why his casteman, the weaver, earning Rs. 50/- cannot support his family.

MR. ASAVALE :—Can you maintain yourself and your family on the same salary which a weaver gets?.....No.



MR. ASAVALA :—Why not?...Because my standard of living is different and higher.

MR. ASAVALA :—Should they not improve their standard of living also ? .....They must do so. My point is that they do not do so.

MR. UMAR RAJAB :—How do you know that the women employed in the winding, reeling and other departments are all the wives of weavers?.....I say that that is a general practice.

MR. BAKHALE :—Give us the percentage.....25 per cent.

MR. UMAR RAJAB :—Then what about the families of the 75 per cent. of the weavers?.....Some of them may be earning as beedi-makers or doing some other work.

MR. BAKHALE :—What is the percentage of the bidi-makers?.....35 per cent. 15 to 20 per cent. go upcountry to till the lands, particularly in the rainy season.

MR. BAKHALE :—Can you give us figures to substantiate your percentages?.....No, I cannot.

MR. BAKHALE :—Then yours is a general statement not based on figures of percentages actually worked out?.....That is so. I know their way of living because I was connected with them for about 19½ years.

MR. BAKHALE :—That is the greater reason why you should be able to substantiate your statement by means of figures. I think the Committee will be prepared to give you time to work out these percentage.

THE CHAIRMAN :—No, I don't think that is necessary, Mr. Bakhale.

MR. UMAR RAJAB :—What prevents the clerks from sending their wives to earn money just as you say weavers are sending their wives to work in mills?.....Their standard of living is quite different.

THE CHAIRMAN :—I think we have got answers on the main points and questions like the one put just now are not necessary.

MR. SAKLATVALA :—As regards absenteeism, you know that the practice in the weaving department is that when a weaver absents himself, he must bring his own substitute?.....Yes.

Therefore, the weaver is not marked absent on our musters!.....Yes.

And therefore, the absenteeism figures are no guide to actual absenteeism? .....Yes.

As regards weavers, apart from family consideration, don't you think a weaver is a more skilled worker than the spinner?.....He is.

Therefore, a weaver has to be paid more than a spinner?.....Yes.

How much more does he deserve?.....50 per cent.

If a spinner earns Rs. 26/- or 27/-, a weaver must get about Rs. 40/-? ..... Yes.

Do you think, looking to the nature of the work, a weaver is entitled to get about Rs. 40/-? Is that your idea?.....Yes.

As regards these committees which you suggest, would you be surprised if I told you that in our own mills we had in fact established such committees? .....I know nothing about those committees.

MR. SAKLATVALA :—Sir, Mr. Joshi is not here to-day or otherwise he would bear me out when I say that we had established working committees in our Tata Mills and Standard Mills exactly on the lines of the Whitley committees in England. Mr. Joshi himself had drawn up the constitution of the committee. The Committee met fortnightly twice a month and the workers were asked to put up their grievances. I myself attended the first meetings and I had given instruction to the managers that whenever the workers brought their grievances, at least during the first few months, those grievances must be redressed so that they might have confidence in the working of the committee. They did bring up some minor grievances; for instance, they said that a partition wall between drinking water taps for the low caste and high caste workers were not high enough, that they wanted a window to be put up in a particular place, they wanted a little bit more room in the Standard Mill between certain machines, etc. All that was attended to and later on we found that at the expiry of the year when the workers were asked to elect members for the committees, they refused to do so saying that they did not see any particular good in the committees, that even if they elected particular men they might be shifting from one place to another or they might go away to their native places and that therefore they did not want to elect anybody. Mr. Joshi himself tried to keep up the committees and afterwards we tried to do so.

MR. SAKLATVALA :—As regards old machinery, do you think, Mr. Solai, that if old machines are kept in proper order and properly repaired, then there would be no great loss in production?.....There may be two or three per cent loss.

When you were at the Swadeshi Mills, was it part of your duty to look after different machines?.....Yes, when I was an apprentice, I used to do that.

In that particular mill at any rate, that is a practice that the old machines are kept in good order and good repair?.... Yes.

MR. BAKHALE :—I wish to make a statement to the Committees just as Mr. Saklatvala has made one in regard to the working committee and absenteeism. He has referred to the absenteeism among weavers and he says

that the practice is for the weaver himself to employ his own substitute and so he himself is never marked absent. When this census was being taken, the Labour Office definitely wrote to the 19 representative mills make a separate list of persons who may remain absent and to send their list to the Labour Office so that they may be able to find out the real absenteeism. My further information is that the figures prepared here and printed here are based on this basis and the Labour Office had taken pretty good care to see that they got correct figures of absenteeism so far as the weavers were concerned. That is my information. It may be challenged by the employers, but I would request the Chairman to kindly write an official letter to the Labour Office and obtain information as to the exact position of this absenteeism. If the substitutes were engaged in the place of weavers and if the census had been taken on that old basis, there would not have been this 3 or 4 per cent. absenteeism here.

As regards Whitley Committees or mill committees or working committees, or whatever they are called, I have myself read the Whitley Committee's Report and my own reading of that is that they definitely stated that the kind of committees that they wanted instituted under their scheme would never supplant the trade union organisation but that they would only supplement the trade union organisation. That is to say, if there is no trade union organisation, the Whitley Committees would not function. Mr. Saklatvala has got some experience of that, I think.

MR. KAMAT :—Is it true that the constitution of that committee was fixed up with the approval of Mr. Joshi ?

MR. SAKLATVALA :—Mr. Joshi himself had drawn it up.

MR. BAKHALE :—The Social Service League was then doing some welfare work and it is quite likely that Mr. Joshi must have drawn up the constitution of that committee.

MR. SAKLATVALA :—As regards the figures of absenteeism, the Labour Office had asked us to give them figures of absenteeism, but we had pointed out that it was impossible to do so because the weavers themselves bring their own substitutes and so are not marked absent on our musters. In some mills, when a weaver brings a substitute, we wait for three or four days. If the weaver turns up during the three days, then there is no absenteeism marked in the muster, because the weaver is a permanent man, but if the weaver turns up after three days, he is marked absent for those three days and is given his own loom. The 3 or 4 per cent. is due to that factor. Otherwise, we could not possibly give the Labour Office the figures they want because in most of the mills they do not mark a weaver absent at all, because although a weaver absents himself we are not aware of his absence as the loom keeps on working and he sends his own substitute.

SIR MUNMOHANDASS RAMJI :—In such cases, the original weaver has to pay his substitute out of the earnings which he himself gets and therefore no record is kept in the mill of such absenteeism.

THE CHAIRMAN :—I think the best thing would be to send a copy of this discussion to Mr. Genning and he can tell us what the exact position is.

MR. SAKLATVALA :—It is only with a view to keep proper check on absenteeism that Sir Ness Wadia has now introduced the ticket system under which each weaver is given a ticket on which his absence has to be marked whenever he keeps away from the mill. We are also insisting under our own rules upon this ticket system.

MR. KAMAT :—Mr. Solai, you said that it would take some time for the workers to attain efficiency if more looms and spindles were given to them. How long do you think that time would be ?..... Two years at the most.

MR. KAMAT :—It has been computed that under the old system in a weaving shed in a particular mill there are at present 444 men. Under the new system, the same work would be done by 313 men. That means that those 313 men must be efficient to carry out the work, if you weed out the inefficients..... It would take two years for the other people to get accustomed to the additional looms and spindles because they would have to pay more attention to three or more looms or spindles than to two looms or spindles. They would have to cultivate that practice and that means some time.

MR. KAMAT :—This point is of some importance because we must see what should be the period that should be given to the scheme for a trial.....I have already explained to you my opinion.

MR. KAMAT :—In reply to Mr. Bakhale, you said that the mere fact that only one mill, the Tata Mill, chooses to employ tarwallas, would not be a convincing factor that tarwallas are indispensable in Bombay if they are not so in Ahmedabad. You do not mean to say that tarwallas would be absolutely necessary in Bombay ?.....No.

MR. KAMAT :—Then we must ascertain why the Tata Mills are choosing to employ tarwallas..... They may get more men there. The thing is if only Tata Mills choose to work without tarwallas, they would not get men because other mills work with tarwallas so that the sidlers will have to do that work themselves.

MR. KAMAT :—Instead of one mill having tarwallas, you still maintain your point that tarwallas would be unnecessary... ..Yes.

MR. WATTS :—You were spinning master at the Imperial Mill, Mr. Solai ?  
.....Yes.

How many spindles did a side boy look after in that mill?.....210.

Do you think he would be able to look after two sides, namely, 420 spindles on 40s count?.....Yes.

MESSRS. GARDENER and SUTTON Cross-examined by  
Mr. BAKHALE.

Mr. BAKHALE :—Mr. Gardener, please refer to “Notes” printed in the beginning of the Weaving Section of the Standardisation Scheme. Paragraph 2 of these Notes says “The dear food allowances in all cases will remain the same as existing at present, *viz.*—80 per cent. to all male piecework operatives; 70 per cent. to all fixed pay male and female operatives as well as female piecework operatives.” Do you admit that the fixed wage earners, who are mostly in the spinning section of the industry, get something less than those in the weaving section.....Yes.

This dear food allowance was fixed some years ago as the cost of living had gone high?.....Yes.

The cost of living affected both sections, the weaving and the spinning?.....Yes.

Can you then explain why the pieceworkers should get 80 per cent. and the fixed pay workers should get 70 per cent.?.....As far as we were given to understand, when you reduced the hours from 12 to 10, the pieceworker naturally lost about 10 per cent. through being on piecework. The fixed workers' wages were left, as far as we are aware, the same plus 70 per cent. With the pieceworkers the corresponding reduction was 10 per cent. more than what it would be if they had been given 70 per cent. Therefore, to make up the loss which he would have incurred by that reduction of hours, he was given an extra percentage over and above the 70 per cent. making it 80 per cent. in all. That is the way I understood it.

Mr. BAKHALE :—So, by reducing the working hours from 12 to 10 a pieceworker lost something of the production?.....Exactly and therefore he was given 80 per cent.

Why have they excluded female pieceworkers from the benefit of 80 per cent.?.....(Mr. Sutton). That I could not answer because I was not here at the time. I can only assume that the fact that the women workers work  $7\frac{1}{2}$  hours and the male workers work  $10\frac{1}{2}$  hours must have been the reason why the men were getting 10 per cent. more.

Mr. BAKHALE :—Do you generally approve of the standardisation scheme as prepared by the Millowners' Association?.....(Mr. Gardener). It can be improved but I approve of the idea generally. I think there should be some kind of standardisation.

In which way do you think it can be improved?.....In various ways.

To start with, do you think it is workable?.....I think you can make a good start with it. Our opinion is that standardisation must come. As far as our own particular mill is concerned with reference to standardisation, there are particular sorts where we think the reduction is too much ; on other sorts we think the reduction is sufficient ; on others, we think there should be no reduction. Yesterday we mentioned to the Chairman various sorts and gave our opinion regarding those sorts. On drop boxes we pay a very high rate and we are in favour of a reduction there. I mentioned other items where we were not in favour of reduction, at least not to the extent of the reduction which was suggested.

If the scheme is introduced in your mill, what would be the saving in the weaving section? If you can also give me the same information for the spinning section, so much the better.....In our No. 2 mill, the reduction will be of about Rs. 270/- in the spinning section. In our No. 1 mill the reduction will be of about Rs. 40/- on what we are paying now. If we take a single side system (No. 1 mill, spinning), we are paying now Rs. 9,058/-. Under the Standardisation scheme, we should be required to pay Rs. 10,592/-, that is to say, an increase of just less than Rs. 1,500/-.

MR. BAKHALE :—Will you have to dispense with any employees under the standardisation scheme?.....If I take single sides back, I should be required to employ more.

But in other departments?.....Carding in No. 1 mill (that is where Rs. 40/- reduction takes place under the new scheme). Carding No. 2, there is an increase under the standardisation scheme from Rs. 370/- to Rs. 448/-.

MR. BAKHALE :—That is so ; No. 1, you will gain Rs. 40/- and in No. 2, you will have to pay Rs. 78/- more.

That means you will have to pay Rs. 38/- more under the standardisation scheme, so far as the two departments in both the mills are concerned?..... Yes, that is right. In No. 2 mill, we have adopted the rationalisation system partially. We have not completed it on account of the disturbed atmosphere which is prevailing. Our intention at that time was to complete the system, of course not in so drastic a way as is provided on the 2 sides system. We made it 1½ sides in the spinning, I mean for 2 rovings in the carding department, plus a piecer. As regards weaving, we find very little difference regarding the number of men, but we find a reduction in the wages which should be paid.

What will be the saving in the weaving section?.....I cannot say that. If you give me the orders I shall have for next year, I will give you the reduction.

I have not given any such figures to the managers of the other mills who have appeared before us ; they could give us some idea ?.....We tried to explain it yesterday. If we put the whole of our looms on these Calcutta dhoties, we should be paying an average of 10 per cent. increase. If we cut those out, and work on the other sorts, we should have a reduction of 11 per cent. You understand our difficulty.

Take a hypothetical case. Suppose you run your mill for six months under the standardisation scheme on the same kind of varieties you are producing to-day, what will be your average cut ? .....It will be balanced. The dhoties would balance the others. If you take sort for sort, according to the number of looms we run on Calcutta dhoties, it would counterbalance the cut which would be on the other side.

Taking the same hypothetical case, could you tell me the numbers of workers who will be affected adversely and the number who would get some advantage in wages by the introduction of the standardisation scheme in the weaving section ?.....Under these dhoties, they will gain from Rs. 3/- to Rs. 5/- a month per loom, and in the case of the others, with few exceptions, a few will lose. Longcloth will be about the same.

Could you give us some approximate idea as to the saving you can make under the standardisation scheme ?.....I do not see how we can without guessing, and that is not definite. I do not know what orders I shall get.

Supposing you get the same orders that you are working on to-day !..... We should not gain ; we should lose in dhoties, and we should gain in a few others. There is nothing definite.

I want to know the number of weavers who will be affected adversely ? .....In one shed they would lose practically 7 per cent ; there are 350 workers.

They will lose 7 per cent. ?.....Yes.

What is the number of workers in the other shed ?.....Very nearly the same.

They will gain to what extent ?.....10 per cent., taking our normal running on Calcutta dhoties during the season.

So, the standardisation scheme will not make much difference, so far as you are concerned ?.....It will in the dhoties. We shall lose the trade. We will lose the business altogether. We cannot pay Rs. 5/- more and expect the same business ; that business would die out.

In other words, you would support the standardisation scheme, because you approve of the idea underlying it, and not because you are likely to gain anything ?.....That is right. It would stop the victimisation of labour by unscrupulous men, and *vice versa*.

Are there any unscrupulous men in the mill industry in Bombay?.....  
That has nothing to do with me. Ask me about the work, and I will answer you. I am a trade union man now. I have been one for 25 years. It shows whether I approve of it or not.

In the warping, how much will they gain?.....They will lose, I should say, about Rs. 5/- or Rs. 6/-.

How many workers have you got there?.....In No. 1 mill 9, and in No. 2 mill 13.

That is 22 in all?.....Yes.

They will get from Rs. 5/- to Rs. 6/- less?.....Yes.

What about drawing-in? You stated your wages are very high in the drawing-in?.....Yes. They are paid Rs. 40/- plus 70 per cent.

How many of them are there?.....8 in No. 2 mill, with an average wage of Rs. 40/- plus 70 per cent; in No. 1 mill there are 13 drawers.

That is 21 in all?.....Yes.

How much will each lose under the standardisation scheme?.....I have not got it down here.

There will be some definite reduction?.....Yes, but they will earn about Rs. 60/- to Rs. 65/-.

What about sizing? What is the percentage of reduction?.....An anna in Rs. 1-12-0, on the rates.

In the winding, are you going to make any saving?.....It works out to practically the same. On lower counts we are lower and on finer counts we are slightly higher.

Some will get an advantage, some will not?.....Yes; the coarser counts will get an advantage.

Page 14 of the scheme, weaving section. Can you give me the range of shafts on which you produce the majority of your cloth?.....The majority is plain 4 shafts. We have dobbies for silk shirtings. It will be 300 looms in the season and would range from 7 to 13 shafts.

Do you think that the allowances given for shafts in the standard list are adequate?.....They work out rather lower regarding our mill.

Would you like to increase it?.....Slightly, because it is not an easy sort.

Having once fixed the basic rates on efficiency and other factors, are not these allowances given for extra work involved?.....Yes.



If this extra work is common to two different places, you would give the same allowances at the two different places?.....Certainly.

What is the position in Lancashire about it?.....It is the same all over.

When a man or a woman works on more shafts, he or she has to undergo the same extra labour, which is common, and he or she should be paid the same allowance?.....Yes.

Do you know that in Lancashire the shaft allowances are a little higher? Yes.

Can you explain to me the reason?.....This has been arrived at just approximately to meet the trade. If you are going to pay the same as in Lancashire, how are you going to compete?

I am not going to ask you that way. I say, on the efficiency and some other factors you fix a basic rate. That basic rate is fixed for some standard variety. Lancashire has given according to shafts, certain allowances for a certain amount of extra work?.....Yes.

You have got the same kind of extra work here on shafts. So, so far as the basic rate is concerned, it is higher in Lancashire?.....Yes.

If the extra work to be done either here or in Lancashire is the same, should you not give the same percentage for that kind of extra work, whether it is done in India or in Lancashire?.....I can only say how this is being done. I cannot say how they have worked it out in Lancashire.

How have they done it in Lancashire?.....I do not know how they have arrived at their percentages. I know it is so. I can tell you our reason. We base it on what a weaver should earn per day, and we try to get it as near as possible to that figure.

The extra work on shafts is just the same whether it is here or in Lancashire?.....Yes.

Our list is based more or less on the Lancashire list, so far as the method is concerned?.....Yes.

The basis that has been taken here is substantially the same?.....Yes.

Over and above that basis, they make certain allowances for certain kinds of extra labour, and they give certain percentage for that?.....Yes.

If the same amount of work is done here, do you not agree with me that the same percentage should be given here, the basis remaining the same on both sides?.....It would depend on what the approximate allowance would come to. Much depends on the basic rate you are working from. Assuming

that you fix a basis of, say, 9 annas, and these percentages are added, we give as near as possible to the weaver's rate at present. He cannot really expect these percentages to be taken on the Lancashire basis, and then ultimately find that we are 2 or 3 annas per day per loom higher than Lancashire.

The rate varies from mill to mill in Bombay, and to equalise it for the same kind of work, you have got a standardisation scheme. After having accepted a particular basic rate, for a particular basic variety, you provide allowances for extra work involved, just in the same way as it is done in Lancashire. For that kind of extra work, you get a certain percentage in Lancashire. Why should you not get the same percentage here if you do the same kind of work?..... I cannot tell you that.

Page 15 of the list (weaving section). You will find that the range of counts is from 3s to 20s and finer. Do you not think that this range is not wide enough?.....Not wide enough? In which direction?

In the direction of percentage. Do you know the range in Lancashire?.....In Lancashire we should have to reckon up by the ordinary pin cop as you have your percentage here, and then you would have to make 15 per cent reduction. You get your weft percentage.

Page 18 and 19 of the Lancashire list, 1924 edition, leave aside the difference between pin cop and ring.....You have 2 cops, large and small.

Therefore you have smaller rings in India?.....Your pin cop is a small cop in Lancashire. So, you are taking a lower percentage here. You reckon it by that, and deduct 15 per cent. That is the usual thing.

We have taken here ring pirns and therefore we have provided for lesser allowances?.....You ought to reckon it up, and then subtract 15 per cent.

Why?.....Because that is the usual allowance. It is admitted all over Lancashire.

I do not see it in this list?.....But that is the usual allowance.

Leaving aside for the present ring pirn, and pin cop, in Lancashire they have provided a wider range from 5s to 30s under ordinary pin cop and from 4s to 29s under large cops. Don't you think our range also should be a little wider?.....You will find it that way possibly later on. We cannot get everything right straight away. There will be many things like that cropping up (*Mr. Sutton*): Don't you think that this point would probably show itself better, in practice than in theory as we are at the present moment? If it is faulty then to that extent it should be amended. We can always raise it up.

With your knowledge of the Lancashire list and the Lancashire conditions, would you tell me whether in Lancashire they make a deduction like the one that we have here under rewinding weft?.....This is universal rewinding. I have told you how it is reckoned up and 15 per cent. is deducted. I have done it myself. We had 7 inch cops, which we call bastard cops. When we started on universal pirns I gave each weaver one extra loom, and dropped the rate 15 per cent. They worked for a month, and then came to me and asked "Don't you think 15 per cent. deduction is rather too much?" I told them, "here you have your universal pirns and cops. If you take cops you have the old rates; on bobbins 15 per cent. less. You can please yourself, and take whichever you like." There must have been some advantages as all choose the universal bobbins.

As regards that point, I do not know, because it is not provided in this list. At any rate, when I was in Lancashire a few months ago, this question of reduction under rewinding weft had come before the two organisations. The weavers' amalgamation as well as the employers' amalgamation wanted a reduction under rewinding weft; the weavers' amalgamation have not agreed to make any allowance under that head.....Our weavers get 15 to 20 per cent. extra per day on rewound weft.

Coming to page 16 "Scale of Width Allowance," you will find that the standard has been fixed at 35 inches to 65 inches?.....Yes.

I take two concrete cases: a worker having a 40 inches loom working on 35 inches width of cloth and a worker with a 70 inches loom working on 65 inches width of cloth. Do you think that the work involved in both the cases is the same, or does the man with a 70 inches loom and 75 inches width require to work more?.....The difference is the weight of the loom.

On the wider loom, it is heavier work?.....Yes. In fact, a woman cannot work on a wide loom.

Then the man working a wider or a 70 inch loom and a man working a 40 inch loom should not get the same standard, because one man works harder?.....His work is heavier, but he does not work any more.

His work is heavier? How do you compensate for the heaviness of the work?.....The standard is kept from 35 to 65. He will not get any compensation.

MR. KHAREGHAT :—He gets according to the proportion of the width. He gets paid on the area of the cloth.

MR. BAKHALE :—Out of two men, one working on a 40 inch loom with 35 inch width of cloth, and another working on a 70 inch loom with 65 inch width of cloth, the latter will have to put in heavier work?.....Yes.

And therefore he should get some extra money for that kind of heavier work?.....Against that, the 40 inch loom has a quicker motion.

That is to say, the wider loom has a slower motion?.....Yes.

But is not that compensated for by the extra yardage?.....Yes.

The slowness of the heavier loom and the extra yardage cancel each other?.....Yes.

But does not the worker on a 70 inch loom require to pay attention to a larger number of threads and at the same time change more shuttles?... He has a greater width, but works at a lower speed.

That is compensated for by extra yardage. He does require to look after a larger number of threads?.....If you contend that a man on a wider loom does more work than a man on a narrower loom, I cannot agree; not up to 60 inches. If you give me a choice between the two, I would prefer the wider loom. It also depends on your reed. If you mean the same style of cloth in each loom, you know the speed at which a narrow loom works, and how it causes breakages of threads. I consider there is as much work on the narrower loom as on the wider one.

You agree with the standard from 35 to 65?.....Yes.

What is the standard in Lancashire?.....You base it here according to the width of the looms. The standard in Lancashire is 45 inch loom, 60 reed.

Coming to page 19 of the list. You are under drills—2 to 1, 3 to 1, 15 per cent. to be added. Extra allowance under drills. Do you think that ducks and satins are to be included under drills?..... I should think so.

Ducks?.....They are like satins. Ducks will get an allowance under shafts. Reed allowances too.

If it is not included here under drills would you like it to be included?.....It should be.

Do you produce twills in your mills?.....Yes.

Do the rates vary between twill and plain cloth or do you pay the same rate?.....The basis is the same. Weavers take to twill because it is plain weaving.

Page 18. I am personally thankful to you for having let the cat out of the bag, when you explained to us the Uganda and American cotton business. I could not follow it till then.....But we have got to tell the truth.

This was not given to us till then?.....You put the question. I shall answer it straight.

THE CHAIRMAN :—There is some difference of opinion about it.

MR. SUTTON :—We merely expressed our opinion. We do not know whether the expression 'letting the cat out of the bag' is proper. We were asked our opinion about dhoties and we expressed our opinion. I do not know whether Mr. Saklatvala has any objection to our doing so.

MR. SAKLATVALA :—No, no.

MR. BAKHALE :—On page 17— heading allowances. Do you use artificial silk weft ?.....No.

Have you got any varieties on which you get two beams? Do you think that the allowances given here are adequate?.....We give one pie per pound.

In Lancashire you will find in the list on page 24, section 21, that on all cloths weaving on two beams should be paid 5 per cent, extra for the second beam. Here we have got  $2\frac{1}{2}$  per cent.....It is paid low.

There is another point. The Lancashire provides for two beams while we provide here for dobbie in which top beams are used.....You want all this here again.

MR. ASAVALE :—You have worked in the Lancashire mills for 25 years ?  
.....Yes.

During the period you worked there, for how many years the mills were using the same machinery?.....I do not know when it changed. I worked in different mills. I was not in the same mill all the time.

MR. SUTTON :—In the mills where I worked the machinery was changed every 30 years.

MR. ASAVALE :—Do mills in Lancashire generally change the machinery often?.....No; it is better cared for than here.

After how many years are they replaced?.....After 30 years. I am speaking from my own experience in a particular mill.

They never use machinery for more than 30 years?.....I should not speak in general. They replace worn out parts. It does not mean that the machinery is never repaired or brought up-to-date.

Do you think that machinery that has been repaired would produce the same amount of cloth as a new machinery?

MR. GARDNER :—If it is properly attended to 'yes.' If you keep a machine under good repair and well looked after there is no reason why you should reduce the speed.

Mr. ASAVALE :—Do you mean to say that old machinery under good repair and new machinery will keep up the same speed?.....We have got some machinery which has been working for a long time. They have not worn out yet because they are well cared for and well attended to.

You stated yesterday that you were working on 6 looms. Taking into consideration the Bombay conditions and the climatic conditions, and the material used here, do you think that it would be possible to do the same here?.....I was talking about a comparison in the difference in bobbins that I could mind from 4 to 6.

I would like to know whether you would be able to mind as many looms here as you were doing in Lancashire?.....I would not like to remain in the shed all day.

If we bring a weaver from Lancashire would he be able to mind 6 looms?.....No. Climatic conditions are one of the considerations.

Suppose they give more looms to a weaver, would it not be fair to pay him the same wage as he would have earned if he had worked on those looms?.....No ; it will not benefit the mills.

Would they not get interest on the capital when they get more production?.....Not sufficient to pay for the expenditure.

How much percentage less to the work for doing  $1\frac{1}{2}$  times the work?.....He has to attend to two looms. If you give him an extra loom you will have to pay 50 per cent. on the other loom.

How many years' Bombay experience have you?.....One year. For 7 years I was in upcountry.

Do you find any difference in the workers outside Bombay and here?.....In the upcountry they are better men.

Because their conditions are better.....The same conditions. I do not think there is much difference. They get Rs. 45/- a month in the up-country mills, while we pay much higher wages here.

Have you compared the cost of living?.....In England there is a uniform list in all the towns.

What is the total reduction in the number of men both in the weaving and spinning sections of your mill?.....I have already answered that.

By reducing these men do you think that your mill will be benefitted or will be inconvenienced in the weaving and spinning sections?.....I am not reducing any.

You are against the standardisation scheme?.... Only where we use universal pirns.

There is no reduction in your mill. If the other mills reduce their men, what would be the effect?.....If they do not reduce their men and keep according to requirements and go on paying higher wages they will lose all the markets. Quite recently Japan imported into Calcutta 180,000 bales of Dhotis, and you cannot compete with Japan. If you raise the wages you will lose the markets altogether.

Are there women working in the warping department in your mills? .....  
No; not in our mills.

Do you think that warping and sizing are very essential in the textile industry, chiefly warping?.....Chiefly sizing. If any mistake is committed in warping it can be rectified in sizing. An expert weaver will be able to find out and rectify any mistake made in warping.

Suppose that the mistake made in warping is not found out and rectified in the sizing, the mistake will run through the whole weaving.....Why not take the same argument down to the blow room?

In reply to a question by Mr. Bakhale whether the number put down in this list would be any great strain on a jobber, that is to say, 40 to 50 mixed looms or grey looms, with the assistance given to him in Bombay, you said 'No'.....Because he has a fancy jobber, he gets a beam carrier, fitters and other assistance. In Lancashire no such assistance is given and the jobber has to do everything.

Can you do that in Bombay?.....Yes; it is a jobber's business. You want to bring them up as gentlemen.

How do you find the construction of mills in Bombay as compared with Lancashire?.....Not right.

MR. SAKLATVALA :—Mr. Bakhale put you a question with regard to shaft allowances, pointing out that the shaft allowances in Lancashire are higher. Do you know that the Lancashire list is based on 4 loom system and ours is based on 2 loom system? Therefore the allowances ought to be higher in Lancashire than here.....I agree to that.

Will you take the book of examples. On the first page under the standardisation scheme on 40 inch loom we propose to pay a weaver Rs. 43-14-0 and on 72 inch loom the weaver is expected to get Rs. 57-14-0. The weaver on 72 inch loom will be getting Rs. 14/- more. Do you think that the difference of Rs. 14/- extra fair for the extra amount of work?.....The proportion would be all right. The difference is correct but he should get on 32 inch more.

How much more ?.....He should get about Rs. 47/- to Rs. 48/-.

The present average is Rs. 48/- and we propose a cut of  $7\frac{1}{2}$  per cent. You have already agreed to the cut.....It depends upon the material.

Our standardisation scheme is based on the understanding that we should bring about a cut of  $7\frac{1}{2}$  per cent. in the weavers' wages. The present average is Rs. 48/- and we propose that it should be brought down by Rs. 3-8-0.....You say  $7\frac{1}{2}$  per cent. cut. But Rs. 3-8-0 will work out 12 per cent.

You have agreed to  $7\frac{1}{2}$  per cent. cut,.....It is not excessive.

Our examples show that they will be actually earning more than that.....What we wanted to emphasise was that if a weaver could not earn Rs. 48/- on 40 inch there is something wrong either with the scheme or with the weaver. But if you bring it down to 43, it will be 12 per cent. cut which is too much.

I am talking about 40 inch. The average in Bombay is Rs. 48/-. If you have 12 per cent. reduction that will work out Rs. 5-8-0.....The scheme is only an idea to go through. Let us see how it works. If it affects the workers adversely we shall bring it up again and do something to push up the wages.

MR. ASAVALE :—The average fixed here is not properly done as you have replied to Mr. Saklatvala. As regards 44 inch loom the average mentioned here is Rs. 46. Would you increase the rate for 40 to 43 ?—That is not the point we were discussing. We agree to  $7\frac{1}{2}$  per cent. cut but not to 12 per cent. as we consider it unreasonable.  $7\frac{1}{2}$  per cent. is reasonable.

MR. DANGE :—Sir, we have been examining generally the managers and sometimes the agents of individual mills on the question of standardisation. I understand that this morning a witness was put in by the other side, one Mr. Sorabji Solai.....

MR. SAKLATVALA :—We did not put him in.

THE CHAIRMAN :—He was called by the Committee because he had sent in a written statement.

MR. DANGE :—It may be that the Committee asked him to appear. My information is that Mr. Solai made personal references to me and to another comrade of mine and we had no opportunity to examine this man on that particular point. Therefore I have to request the Committee to allow me to examine this man and so I request the Committee to call him up again, because if a member were to be called in suddenly and if he were to make personal references to members on this (Labour) side, I do not know how far the matter would be going.



THE CHAIRMAN :—Would it not be well to strike out from his evidence any personal references ? We did not want them but we could not stop the witness from saying certain things.

MR. DANGE :—But in fairness to us, Sir, you may request that witness to appear again.

THE CHAIRMAN :—We cannot convert ourselves into a sort of a court enquiry into this matter. You have got certain remedies.

MR. DANGE :—We had no notice that this witness was going to make certain imputations.

THE CHAIRMAN :—We did not know either that these personal matters would come out. We shall see that portion is struck out of the evidence. I think that that should satisfy you, Mr. Dange. Otherwise, it would only divert our main work to something which was outside our sphere.

MR. DANGE :—True. That is why I am raising this point. It is outside this matter and therefore we have made this request.

THE CHAIRMAN :—We will strike out anything that appears on that point and nothing will be said in the report of the evidence which has any personal reference to members of either side.

MR. DANGE :—Of course, I do not mind the whole of his statement going to the press. Personally, I did not much care about it but as the man has had the honesty to make that statement, he should have also the daring to prove that statement and appear again before the Committee if possible.

THE CHAIRMAN :—I am afraid we cannot go into that, but you can prosecute him for defamation if you want to, Mr. Dange. We now adjourn till 3 p. m.

(After Lunch.)

MESSRS. KEMP and PRABHAKAR GODBOLE Cross-examined by  
MR. BAKHALE.

MR. BAKHALE :—Mr. Kemp, will you require to reduce any hands under the standardisation scheme in the spinning section of your mills?.....No, as we do not intend to introduce the two frame system. Ordinarily, we do not require to reduce.

MR. BAKHALE :—Does not the scheme provide for two frame system? .....I think it is optional, I do not know for certain.

Will there be a reduction or an increase in your total wage bill for both the sections?.....In the spinning section, we may have to pay a little bit more, Rs. 200/- or Rs. 300/-.

You will not have to retrench any hands?..... Very very few, about 20.

In the card room, when a grinder or a stripper remains absent, who does his work?.....Probably somebody from outside or a can boy. We have got to keep some spare men.

Will you keep spare men under the standardisation scheme?.....To an extent, in all departments we have to have a few spare men.

That is to say, other grinders are not required to do the work of a grinder who is absent?.....If we did require them to do it, we would pay them extra for it.

Do you do it generally?.....Generally there are some men always waiting for a little bit of promotion.

Could you tell me whether all or majority of mills in Bombay have got the same or similar kind of appliance for extracting dust in the process of stripping?.....There are a few in Bombay, but we have none in our particular case. Instead of putting the brush on, there is a vacuum plant, they just put on a nozzle.

MR. BAKHALE :—Do you know that in Lancashire, where they have not got any such appliances for extracting dust in the process of stripping, they make some extra payment to the workers?.....On the modern conditions of Lancashire, I am afraid I shall not be able to give you very much information of the various rates, but going back years, when they ran a bad sort, they used to have a respirator, that is, a mask they put over their face. Whether all the mills have adopted the vacuum system now, I cannot say.

MR. BAKHALE :—I have here a book wherein it is stated that a statement was issued jointly on behalf of the Federation with regard to these appliances which were both efficient and capable of extracting dust in the process of stripping. There they say that where these appliances are put up, no claim for extra payment for work will be made by or on behalf of strippers and grinders. That clearly shows that where they have not got this kind of appliance, they do make a provision for extra payment.....It is not necessary because if they do any extra labour in keeping them clean etc., they will reap the material benefit themselves by not having dust knocking about. The Association does not make any extra payment where they have got appliances for keeping them clean. That is alright because they get an advantage on the other side, namely, they are not getting the dust.

THE CHAIRMAN :—The firm makes the payment.

MR. WATTS :—I do not think, Sir, Mr. Kemp has had any experience, as he tells you, of these dust extractors. It seems that Mr. Kemp has not got practical experience at all of these extractors. I think Mr. Bakhale, if I may say so, is making some mistake. When they came into force, they were used for different purposes, and as there was a little extra work involved, the work-people claimed so much extra. But the mills in Lancashire to-day are forced to use these dust extractors. It entails more work to use an extractor, and if you wish see one of these, I think I have got one working in two of my mills.

THE CHAIRMAN :—They do not use a brush on this machine in Bombay.

MR. WATTS :—Where there is a brush, it has to be carried back encased in a light tin, it is more laborious work. In an ordinary stripping machine, we use only the brush which picks up the dust as it goes along.

MR. KEMP :—Generally in Bombay, the C..... Vacuum Stripper is used. It is quite simple.

MR. BAKHALE :—Do you use in your mill what they call in Lancashire “Lap ream” ?...No.

Do you think they are used in any Bombay Mills ?....Yes.

What is the position of the card room in your mill in respect of its distance from the blow room ?.....The same in general, across the rope alley, probably four yards.

Do you know of any mills in Bombay with a longer distance between the two departments ?.....No, they cannot have very much less than four yards.

In the standardisation list, I find the duties assigned to different classes of people, but I should like to know whether where they have got any card-room they have made a provision as to the number of times per day or per week the grinder or stripper should clean or strip the cards ?.....That depends on the individual conditions.

That is not provided for in the standard rules ?.....

MR. KEMP :—That depends on individual conditions.

THE CHAIRMAN :—Do you think it could be provided ?.....I would not suggest or recommend it.

MR. KHAREGHAT :—They have to strip about 5 times ?.....Sometimes they may get dirty and they will have to put in an extra strip. They vary from mill to mill. They generally strip every 2 hours or 1½ hours.

MR. BAKHALE :—Don't you think that we should provide for a common standard in the standardisation scheme for cleaning, stripping, etc. ? It is worthy of consideration.

Do you know that in the Lancashire list they have provided for a standard?.....If they want extra stripping, they will probably pay for it.

MR. KHAREGHAT :—Do they grind twice a month?.....We are continually grinding about 4 Cards daily.

Each card is ground and stripped twice a month?.....Once in 15 days. It depends, however, on individual conditions.

MR. BAKHALE :—After the standard is fixed, if any mill wants any grinder or stripper to clean the cards more times than the standard, do you think that an extra allowance should be provided for it as is done in Lancashire?.....Conditions vary in both cases.

You said just now that the question of fixing a standard for cleaning cards is worthy of consideration?.....Yes, the question of stripping.

Suppose that question is considered by the Bombay Millowners' Association for fixing up some standard, and after that standard has been fixed, if any mill asks the stripper to do more work than that which may be covered under the standard, do you think that the stripper should be paid extra for that?.....That is the idea of your Society to give 50-50 and bring it before the Board. When you have agreed on a standard and there is any departure from it, it must be threshed out, that is what your Union is for.

That I can understand, but the point is that we are preparing a standard scheme, and while making that standard scheme, don't you think it is necessary to provide for certain contingencies that are likely to arise afterwards?.....Of course there is a limit to everything. You cannot keep piling work on. It is worthy of consideration.

The other question also?.....Yes.

MR. ASVALE :—Were you or your Agent consulted at the time of preparing this scheme?.....Unfortunately, no, but still we have our representative on the Millowners' Association, but to their sub-committee Mr. Prabhakar, our Weaving Master, went down occasionally on various points. Personally, I did not go myself because I did not feel inclined to.

Does Mr. Prabhakar know anything about spinning also?.....He is on the weaving side.

Was he not consulted on the spinning side?.....We do not defer very much from this in our particular case.

Still you have admitted that there will be some reduction of men in the spinning department?.....A few.

What sort of men, doffer boys or tarwallas?.....We do not keep tarwallas. I do not think we can reduce many doffer boys.

What do you pay at present to your doffer boys?.....Rs. 12/-.

So, you will neither be benefited nor will you be losing anything?.....That is right, not much either way.

Is there any difference between the number of spindles at present given to a spinner and those to be given under the new scheme?.....There is a difference. In our particular case, our frames only average 320 spindles. We have got a boy on each side. So we leave it at that. The mills with shorter or longer frames will have to look after a few more spindles.

Have you tried the new system of allowing two machines to one man or do you ever intend to do it?.....No, because I do a lot of changing of various sorts.

Unless a great change is made in the arrangement of the machines?.....No, no; changing from one count to another, backwards to forwards.

Have you in your mill these bondas or roller lap thread extractors?.....I should not be surprised if they kept girls on that job. It is only picking up cotton and putting it through a little hole, quite a simple job.

Page 17 of the spinning section. In the Waste Plant department, Grinders and Strippers, how many cards do they look after?.....Our waste plant goes under another list. These are for drafting plant. My waste plant is a very low plant. I strip it once in the fortnight or in three weeks. This has not been introduced in the scheme. Mine is a German plant. It is not generally in use in Bombay. I believe there are only four in Bombay.

That means, when that scheme does not come here, it remains without being standardised?.....It can be brought in. Only two or three mills have this kind of plant. It is not a big plant; there are only 3 cards.

What do you pay your grinders and strippers?.....The first man gets Rs. 20/- and the 2 assistants Rs. 18/-.

Plus the allowance?.....Plus the allowance. Of course, they are big cards.

Card tenters and can boys?.....None in that department.

Yours is a German plant?.....Yes.

What do you pay your siders?.....Rs. 16/- plus 70 per cent.

How many spindles does a sider manage?.....I have 4 on a frame of 320 doubling spindles.

How many for one sider?.....2 on each side, that is 160 spindles for 2, or 80 for each.

How many doffers do you have?.....Two or three. I am just pushing that department; otherwise I do not keep doffers.

There is no change, in fact?.....Radically, there is no big change. I might say for the information of the Committee that our mill is split up, some departments here and some there. We are an old mill.

You require more men than the others?.....That is only doffing jobbers we cannot split them over.

MR. BAKHALE :—Mr. Godbole, I suppose you have studied the standardisation scheme?.....Yes.

What will be the percentage of the cut in your case?.....17 per cent average.

What will be the cut on the plain varieties?.....In some sorts it will be about 8 per cent.; the average is 17.

That average includes, plain, fancy, drop box, and so on?..... Yes.

What are the percentages for these three different types of pieces?..... About 21 on fine sorts, that is fancy. In some sorts, for instance, checks, we have 26 per cent. reduction. Plain comes to 3 to 8 per cent. We have 872 looms.

How many are working generally on plain and how many on fancy?..... Mostly on fancy; very few plain.

There will be a greater cut than 17 per cent.?.....Of course, we have got some drills, where the cut comes to 11 to 12 per cent.

Your minimum cut will come to about 3 per cent. on plains?.....Yes but there are very few looms on plains usually.

And the maximum will be about 26 per cent?.....Yes.

There will be no variety in your mill on which there will be a cut of more than 26 per cent?.....In a few cases it will be 32 per cent.

32 per cent. will be the maximum?.....Yes.

You have got 436 weavers?.....About 500. We have got many looms working one man to one loom. There are about 510 weavers.

Most of them will be affected by the cut?.....Yes. Our rates were very high, and that is why we had a strike in February last. We had put our case before the Committee that we should be allowed to give those rates, because they were settled by the Labour Union then. Unfortunately, it was not sanctioned and we had to pay the rates of 1927.

You were paying higher rates all these years ?.... Yes.

Why were you doing it?.....For fancy sorts we wanted to get a better class of weaver.

You were paying high rates to attract a better type of worker?.....They were different to what they are to-day. Competition in trade has been so bad that we should cut down somewhere near a commercial basis.

The fact is that you have not cut down, and the depression has been in existence for the last 4 years ?.....We did cut down in April. In 1925 we had a cut. That was when we reduced the line jobbers 4 per cent.

After 1926 did you make any reductions?.....We tried to make reductions, but it was not carried out.

Practically, you are paying more or less, barring a few exceptions here and there, high rates all these years, in spite of the depression that you are experiencing during the last 4 or 5 years ?... ..Yes.

You were doing that in order to attract a better type of people ?.....Yes.

Suppose a cut is now effected, which comes to an average of 17 per cent., do you think you will get the same type of workers that you have been getting hitherto?.....The weavers stay round about the same mill. As our people are mostly from Madanpura, they live round about the mill, and I do not think they are likely to go away. I think they will come in. When the last cut was made, our hands were willing to work. We worked for a month and a half at that rate, and then the strike started.

Is it not a fact that your workers have been living round your mill for the last so many years ?.....Yes. I do not think they will go away.

There should be no difficulty in attracting the better type of workers, if they were paid less?.....If we pay them less, they might go away.

A mill is in a particular locality, the workers stay there, and you pay higher rates and get a better type of workers, and you run under those conditions. When you come down in wages to the extent of 17 per cent. on an average, do you think that you will get the same type of people ?.....(Mr. Kemp): Of course where are they going to go to ?

That means, because they cannot go anywhere else, you can afford to give them any wages you like. Is that the inference I may draw from your reply?.....Mr. Kemp : No. Mr. Godbole. Because they are there, they would like to work there.

They have been trained during the last several years ?.....Yes. But on account of the depression in the trade, we have to make some reduction.

You have not done it?.... We cannot do it. (Mr. Kemp): We did it. There was a saving of Rs. 8,000/- per month.

What will be the saving in your wage bill after you make this average cut of 17 per cent.?....(Mr. Kemp): If we get to the standardisation, the figure will be about Rs. 14,000/-.

Still you expect that the workers will remain and work in your mill?... .. The idea of standardisation is to work the thing on a commercial working basis.

The idea of standardisation is to maintain uniform rates for the same kind of work? - ...Yes. If the trade can afford to pay, then pay. If they cannot afford to pay, must have a reduction.

You are going to standardise now, and with the standardisation there will be an average cut of 17 per cent. If the depression goes on, and if conditions go worse, you will again have to consider the question of a fresh standardisation? You have the dear food allowance now. Do you think you will consider the reduction of that allowance if the depression becomes still more acute than it is to-day? Is that the idea?.. ...I have not mentioned that. Leave that till the future. As I remarked, if the trade can afford to pay, then pay. But the trade is now very poor.

If the trade improves, you will reconsider the wages?.....I think that is the duty of your union along with that of the millowners too to come to some terms. What is the trade union for?

Do you expect the same efficiency in heavier and lighter reeds?....(Mr. Godbole): Efficiency of course naturally is taken the same. But allowances are made according to the different sorts of work. Efficiency might go down with dobbies and different sorts of work.

Of course, if a finer reed is used, the worker will get an allowance on reed?.....Yes.

But you think that the efficiency may vary according to the reed?.....Yes.

Page 12 and 13 of the Book of detailed examples. On page 12 you have got T cloths, dimensions, square yards per piece and so on. On page 13 you have got longcloth with dimensions, and so on. In the case of T cloth, the reed is 52, and in the other case it is 44. As you stated just now as the reed goes finer, the efficiency may vary?.....But this is respective to the counts of yarn used. When the counts are changed, the reeds are taken according to the standard for certain counts. In the case of longcloth, it is 44 reed with 22s warp; for T cloth it is 52 reed with 18s warp.

You expect the same efficiency in both the cases?.....Yes.



Have you ever seen the Lancashire list?.....No.

Do you know that our scheme is based more or less upon the Lancashire basis?.....Of course, when they base it, there must be some foundation. I do not know what it was based on.

In this scheme, you have fixed a basic rate for some fixed variety. You have taken a standard variety and you have fixed up a standard rate. I think you will agree with me that these allowances for weft, or width or reed and the other allowance are given for the extra labour involved, over and above that required for the standard piece?.....Yes.

Supposing that extra labour is common both in Lancashire and in Bombay, if the basic principle underlying the scheme both here as well as there is the same don't you think that extra allowance common to both places should be paid for at the same percentage?.....Yes; that should be taken into consideration. At the same time you will have to take the general situation and depression in trade.

The general situation and the depression in trade can be taken into account when you fix the basic rate. After that has been done and when you come to fix all allowances for extra labour involved, don't you think that that extra labour should be paid for on the same percentage on which the same extra labour is paid in another place?.....It should be in proportion to it. At the same time we have to see other conditions, which are not the same as in Lancashire.

What do you mean by other conditions?.....Efficiency.

That is taken into consideration. When you fix the standard rate you take efficiency into consideration. This means for extra labour and skill both.... Yes.

MR. ASVALE:—You have been working as a weaving master in the same mill for some years?.....Yes.

You have stated that there will be a cut of about 17 per cent. Do you think it advisable at this juncture in your mill that there should be a cut of 17 per cent.?.....Yes; Before we produced better varieties when the other mills in Bombay did not produce those varieties. Then we paid higher wages. Now, as all the other mills in Bombay are producing those qualities we want to bring down the level of wages to those of the surrounding mills in Bombay.

Since when have you been producing these qualities?.....For the last four years.

Did you try to reduce your wages?.....Yes.

When?.....In 1925.

That means you have already reduced?.....Yes; we had a reduction in 1925. Again we wanted to do it in February of this year but we could not do it.

Since 1925 there was no reduction till 1928 February?.....No.

Did you make loss during that period?.....Yes.

Is your loss due to increase in wages?.....That is one of the reasons.

What is the chief reason?.....I cannot say. So far as my department is concerned, I try to do what is possible in my department.

Have you taken an account of income and expenditure in your department?.....According to the cloth made and the amount we realise for the cloth. That we have taken into consideration.

Do you realise the same price for your qualities as the other mills in Bombay?.....The same price.

Is there any difference in quality?.....There is some difference in pick and reed. There is no standard for that. It all depends upon the convenience of the mills concerned. We realise the same price as other mills do.

You are working dobbies. If you make any alteration that means trouble to the workers?.....We try to reduce that trouble. We had some two or three qualities which are troublesome to work. We have now reduced the picks and reeds and are trying to come to the standard of the other mills. In wages also we want to come to the level of the other mills.

Do you produce in quantity the same amount as that produced in other mills?.....Our efficiency is less when compared with other mills.

MR. BAKHALE :—What is that due to?.....We are working dobbies throughout the year.

MR. ASAVALE :—What kind of cotton do you use?.....That which suits the counts.

At present also if you introduce some quality of cloth as other mills there will be more trouble to the workers. If you further cut down the wages the production will be less than the other mills.....If we get the same cloth as other mills we will get the same efficiency.

Do you check your rates with those of the other mills?.....Yes.

In what quality?.....We have not been able to get them easily from all the mills.

Can you give me the example of one sort where the rate is higher than in other mills, and the name of the mills with which you compare?.....We have received the rates from E. D. Sassoon, Khatau, Maneckji and Morarji Goculdas. There is a slight difference in quality. Comparatively our rates are higher.

There is difference in quality.....You cannot lay down that. That depends upon the convenience of the mills.

As regards production?.....Our efficiency is less. When compared to rate it is less.

By what percentage?.....When we get from 61 to 63 other mills get 71 to 72.

What is the reason for that. In the other mills one man is not continually working on dobbie. He works on dobbie as well as grey. In our mills we work dobbie only.

MR. UMAR RAJAB :—Taking a plain cloth if it is produced in finer warp and same quality is produced with a coarser warp, whether it is longcloth or mulmul do you pay the same rate?.....Of course not.

Why?.....As settled before we used to pay by lbs. In the case of finer counts having more reed and picks the rates will naturally vary.

Would it require more skill in finer cloths?.....If the warp and weft is of the standard quality for plain work there is no skill required.

When the count is finer it requires careful handling and then you should pay more. At present you pay more?.....We pay more.

There will be a very great cut?.....There is a cut.

You have always been saying that your weavers are working 6 hours.....Our efficiency is 62 per cent. If the workers work for 10 hours we get cent per cent. efficiency.

Do you know of any mill giving cent. per cent. efficiency on dobbie?.....I never said so.

Do you mean to say that the worker works for 6 hours and then loiters?.....The weavers are there for 10 hours, but I am getting only 60 per cent. efficiency. For four hours he might have done work or spent the time otherwise.

Is it not a fact that in 1925 your salary was raised?.....Yes.

Is it not fair that when your salary has been increased the wages of the weavers also should be increased?.....I have nothing to say on it.

MR. SAKLATVALA :—What is the average earning of your weavers?.....  
Rs. 54/-.

That means that it is higher than the Bombay average?.....Yes.

You paid high rates because you were the first to start silk and fancy varieties? .....When these varieties were imported into Bombay we produced these varieties and paid higher wages to the workers. Now, all the other mills in Bombay are producing the same varieties on a lower rate. So it is not possible to work with the same production and more rate.

When you commenced you had no experience to go by and so you fixed high rates?.....Yes.

MR. KHAREGHAT :—You said that you were collecting the rates from the different mills and preparing a statement. Will you be able to supply us a copy of that statement?.....I am preparing the statement and I will be able to give it on Tuesday at the latest.

MR. KAMAT :—Supposing all the weavers find it more convenient to go and live in a locality say near the Kaiser-I-Hind Mills, how would you prevent it?.....We are preparing those sorts which are current in the market and which are being produced in other mills.

That is to say you will keep up some distinctive line?.....We have many looms working on jacquard. As regards the other looms we are coming to the same standard as in other mills.

MR. KAMAT :—That is about certain sorts which you can keep distinctive, but in other sorts where you cannot maintain a distinctive character, how would you stop your experienced weavers of ten years' standing from going over to the Kaiser-I-Hind mill where they can better terms or conditions? .. We cannot stop them.

Would not the natural tendency be for the millowners to offer unfair concessions, or, like the Railway Companies competing for passengers offering better comforts to passengers, to offer better comforts to the weavers to retain them in their own mills or will the owners resort to unfair concessions? What will be the tendency?.....We will keep the same rates.

You would loyally follow the rates?.....As far as possible. We have no chawls, we have no land to build chawls on, and to give them these comforts. We have nothing to stop them from going anywhere else; they are free agents. They are a rolling population.

THE CHAIRMAN :—When you say "as far as possible" you mean that you would give them comforts as far as possible?.....We cannot give them these comforts because we have only about 40 chawls and we have no land to build more chawls on.

**MR. KAMAT** :—If you retain your experienced weavers by giving additional comforts, that is in favour of your men?.....Yes.

You will not try to get round the scheme by unfair concessions because by doing that the scheme will be frustrated?.....We are not going to give any unfair concessions.

Have you seen these vernacular translations of the scheme both in spinning and weaving sections?..... No, the English ones I have seen, but I believe they have been sent to the mills.

Did you ever try to collect your jobbers or weavers or winders or sizers and did you try to explain to them the effect of the scheme, what the present wages are and what they would be able to earn under the scheme, did you ever try in this way to remove any misunderstanding or wrong notions?.....Yes, our head jobbers and line jobbers, not the hands.

Did you try to explain the scheme to them in detail?.....Yes.

**MR. BAKHALE** :—Sir, as regards the examination of witnesses to be put forward by or on behalf of the Joint-Strike Committee or in the name of the Bombay Textile Labour Union, I consulted Mr. Dange and Mr. Saklatvala, and Mr. Saklatvala agrees to Mr. Dange's suggestion that, instead of calling our witnesses next week, it would be much better if we proceeded with the Rationalisation Scheme and examined witnesses who would speak on that scheme. Then we might consider the Seventeen Demands as prepared by the Joint-Strike Committee and then the Standard Muster. After that is over, it would be convenient for us to bring in our witnesses who may be examined on all these three points, the Standardisation Scheme, the Rules as well as the Standard Muster, etc., etc. If this could be approved by the Committee, a good deal of our difficulty would disappear. I believe Mr. Saklatvala has no objection to that.

**MR. SAKLATVALA** :—I agree to whatever procedure the other side follows.

**THE CHAIRMAN** :—In the circumstances, we agree to Mr. Bakhale's proposal, but we hope that the discussion will not be dragged out too long because we want, by the 15th of December, to have made some substantial progress.

**MR. SAKLATVALA** :—On Monday next Mr. Stones will explain the Rationalisation Scheme.

**MR. KHAREGHAT** :—After that is finished, the Seventeen Demands and then the Standard Muster.

**THE CHAIRMAN** :—We shall now adjourn till 11-15 A. M. on Monday, the 3rd December 1923.

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*Monday, 3rd December, 1928.*

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THE Committee met at the Town Hall, Bombay, at 11-15 a.m.

*Present :*

THE CHAIRMAN,

MR. KHAREGHAT,

MR. KAMAT.

MR. STONES :—Before going on to discuss the rationalisation scheme, I wish to lay before the Committee some statements with reference to the allowances for width of cloth. I promised to work out the particulars. I have now prepared the statements, and I hand them in.

In discussing the question of allowances for widths last week, several questions were asked complaining of the fact that from 35 inches up to 65 inches the same standard was maintained. It was pointed out that the width allowance was based per square yard, and three factors entered into the amount of the allowance that would have to be given. The first was the speed of the loom, the second the efficiency of the loom and the third the amount of wage to be allocated to that particular loom. The statements I have handed have been compiled taking every width of cloth inch by inch, the basis being a 44-pick plain cloth. Each width is allocated to the actual loom that would be used for the manufacture of that cloth. The daily wage has been brought down to pies without allowance, this being the basis on which the list is prepared. The number of picks per day woven and the efficiency given is calculated from this on the basis of 44 picks, lineal yards, and these then transferred to square yards. The price per pick per square yard for each width is then compiled from the total so obtained by dividing this into the number of pies to be earned per day, giving the actual amount that should be earned in every sort, bringing this down to 150 which is the standard in the case of 44 picks. Then we have a column giving us the actual percentage that would have to be added to the standard to give the wage allotted under the conditions given. A chart is presented showing the actual percentage to be added on the standard for width, and on the same chart are plotted the terms allowed by the Millowners' Association. A similar list on a similar basis has been prepared for drop box, with the exception that 45 per cent. has been added, taking the basis of a 2-shuttle drop-box loom. Here an anomaly develops showing that the percentage paid as compared with the percentage required is fairly regulated until we approach the 34-inch cloth. From there the allowances suggested by the Millowners' Association list are far too heavy, and a separate scale of width allowances will be necessary for this section of the industry. The reason for this variation is that the deciding factor on the speed of the drop-box loom is the maximum speed at which the auxiliary drop-box motion can be worked. As we approach the wider widths of looms, the speed of the plain loom and the drop-box loom becomes approximately the same, and therefore above 45 inches allowance becomes excessive. I might mention that the wages taken in the compilation of this list are the wages given on page 4, column 3, of the Book of Examples; the printed figures have to be taken not as altered. It

will therefore be necessary for an agreement to be arrived at on the three fundamental factors from which a new scale of width allowances for drop-box sorts could be easily compiled on this basis.

MR. KHAREGHAT :—In this, no allowances have been made for reeds ?

MR. STONES :—We have assumed plain cloth, because the basis is plain cloth. If there are shafts, they will have to be added. This leaves out of consideration all extraneous matters. This is the key basis. Whether shafts or no shafts, the width remains the same. Whether it is coarse weft or fine weft, the width is there. This is developed in this way for simplicity. This is one definite deviation from the Lancashire list. It eliminates a number of allowances, and it makes it very simple to work out.

MR. KHAREGHAT :—Whatever the number of reeds may be, the wages would remain the same ?

MR. STONES :—No. This assumes that it is plain cloth. The minute we make any additions, then the wage would be increased, but it would not be increased with the amount of addition, because the efficiency would probably go down. Let me take an example of plain cloth with 44 picks. 12-shaft dobbie would get an allowance, say, of 12 per cent. For the shafts, the weaver will certainly get an allowance, but he will not get 12 per cent. more wage, unless he is a very, very capable weaver, because the mere fact that he is working on dobbies reduces his efficiency by 4 per cent., and he would therefore get 8 per cent. more. There is in that case an additional factor retarding his efficiency. 80 per cent. is only the basis for the plain cloth. The allowances are paid for two purposes, one to compensate him for the more difficult work by an increased wage, and the other to compensate him for the decreasing efficiency which is bound to ensue from more difficult work. He gets at least 12 per cent. allowance, 6 per cent. of which might be for any decrease in efficiency and 6 per cent. for increased wage. He would get an increase on that basis, but not by the full amount of the allowance, because the mere fact that he has got to attend to dobbies means he has to stop work for the dobbies more often.

MR. KHAREGHAT :—In your plain cloth, how many reeds do you assume ?

MR. STONES :—We assume the standard reed that does not demand any allowance.

THE CHAIRMAN :—Have you personally checked all these calculations ?

MR. STONES :—I have not personally checked them. I worked out the original figures myself. It does not deviate from the original. I am confident they are fairly correct. If you like, I shall check a dozen of the figures, and I will show Mr. Bakhle how they have been worked out and he can check a few. The only allowance we allow for is width, because width is the only factor we are discussing.



THE CHAIRMAN :—On page 16 of the list for the weaving section, the highest allowance is 70 per cent.

MR. STONES :—That is for 17" width.

MR. KHAREGHAT :—This is allowance for width only?

MR. STONES :—Yes. If you take coloured art silk, 36 picks up to 25 per cent. would be 1.55 and the 70 per cent. would go on that. As it is only width that we are considering, I have taken no other factor into consideration. Other factors are always given.

MR. KHAREGHAT :—The only allowance in the last column of the first statement on page 16 of the list is for width?

MR. STONES :—Yes. For 17" cloth, it is 70 per cent., for 18" cloth, 60 per cent., for 19" cloth, 50 per cent. Mr. Bakhle laid particular stress on the fact that, for example, from 26 inches up to 32 inches, the allowance is the same. Mr. Bakhle's idea appears to be that it should be in some definite proportion. The reason is that 25" cloth drops into 28" width of loom, and 26" cloth into 32" loom so that we get that little jump going through that chart.

THE CHAIRMAN :—Why 26" cloth into 32" loom?

MR. STONES :—Because 28" loom would be too small, and it would be very difficult to work. We usually allow 3 to 4 inches, and in the higher widths 5 inches on that scale. Taking a 100" loom, we get 84" cloth. Now, I want to explain one point which Mr. Kamat raised. A weaver has 84" cloth in a 100" loom, that is 16" difference, but that cloth would be taken as 90" cloth. With regard to that, we have made a note on page 16 of the list (weaving section), as follows :—

"When cloth width is more than ten inches less than the reed space of the loom in which it is woven, then for purposes of calculation the cloth is to be taken as 10 inches less than reed space, e.g. 72" cloth working in 84" loom would be taken as 74" cloth, and the square yards and allowances calculated on 74" although 72" cloth is being woven."

In this particular case, 84" cloth in 100" loom would therefore be calculated as 90" cloth, so that the average is taken care of.

MR. BAKHLE :—Mr. Stones has once more proved how technical experts are past masters in the art of making confused things worse confounded. I am prepared to study the statement he has presented as also the statement he has made to the Committee, if a copy of the statement is made available to me.

MR. STONES :—The Committee would like me to give further explanation. I am trying to read the statement with Mr. Bakhle.

(At this stage Mr. Stones exhibited a circular automatic mechanism by means of which the wages with reference to various particulars are calculated in Lancashire.)

MR. KAMAT :—What you will have to do here is to compile a book for the information of the workers.

MR. STONES :—It is easy to do so.

Now, the point under discussion is the rational system. In connection with this I want to lay special stress on a few points in order to remove the possibility of any misapprehension. The first point I wish to make is that the term 'rational' is used in the old sense of the word meaning 'reasonable.' This word has been adopted for want of a better one. At present the usage of the word is extended to amalgamation of firms, a much broader use which was never intended when this name was put down.

The next thing I want to emphasise is that this is not to be confounded with the standardisation scheme. But the basis of it is that it is a new method of working, that is to say, new to the Bombay Textile Industry. In relation to the standardisation scheme if the new rationalisation scheme is adopted that would be taken as the basis. That is the one relation to the standardisation scheme. If the standardisation scheme is followed through that would form the basis for our new scheme, with various percentages for the increased number of spindles or machines attended to.

Another point I wish to bring to the notice of the Committee is that this system was considered and installed long before the Tariff Committee recommended it. It is not the direct outcome of the recommendation of the Tariff Board. The recommendations of the Tariff Board only strengthened our hands and gave an impetus which had been carried out for some years before that. I do not want to hide behind the fact that we had been carrying out the Tariff Board recommendations; for the Tariff Board merely confirmed our own judgment. The scheme first came up for discussion with Sir Victor Sassoon at the time when the industry was making big profits, as we thought then that naturally there must be a set-back, at least to normal conditions. We had had many such discussions, especially in relation with what he found during his American tour. In America he found that there were systematic methods adopted in the textile industry. We are one of the very few firms in Bombay that maintain a special department for statistics. On an examination of these statistics we found that it was hopeless to raise the wages of our workpeople if we wanted to compete with either the up-country mills or other foreign competitors, unless we do something to approach the efficiency of the competitors or reduce the wages to the level of the up-country mills. We went into the question of reduction of wages and found it was hardly worth it. Then we decided that it would be very much better to get more work from the men for an increased wage as we have now done in most of our mills. In the year 1923 I spent some of my leave in Japan, America and China. I visited some of the mills there and also the mills in England and the continent. We then tried one or two experiments of the methods we found there in our own mills. We have always found

that Japan is able to undersell us by 15 to 20 per cent. in a particular variety, in which they have specialised. In Japan we found the biggest reason for this was absolute vertical specialisation. There are practically only two or three firms who are practically controlling the whole textile industry. These three firms purchase cotton up-country in India and in America. They have their own branches in all these places. Japan is equidistant between the Gulf Ports of Texas and India. They rarely purchase cotton from China, because the demand from the mills in China itself has already put up the prices. They chiefly purchase cotton either from the American or Indian markets. These organisations have huge mills which make only one type of cloth, one warp, one weft and one mixing. The whole organisation is subordinated to producing this one type of cloth and producing it well. Naturally that kind of cloth must be in demand by the rest of the world in large and increasing quantities. This particular kind of cloth is known as three-yard sheeting. The reason for this designation is that it is 36 inches wide, 30 yards long and 10 pounds in weight, that is to say, 3 square yards to the pound. To-day it is made in other lengths and in recent years in different widths also. This was previously made by American manufacturers. The Japanese developed this cloth by absolute concentration. They buy the cotton, they arrange rebates with the shipping companies for the amount of cotton shipped, they control the mills and control the disposal of the finished product. They also take a keen interest in the exploitation of the markets. Another advantage they have is the longer hours of work in their factories about which Mr. Sasakura said that they were going to stop in July of next year. If that is done, we have no further complaints on that score and it does not really enter into the discussion of the working of the new system we are proposing. Then again 80 per cent. of the workers in factories are women and only 20 per cent. are males. Here in India exactly the reverse holds good, due to the social conditions obtaining here. We find that the wages paid in Japan are higher except those of the weavers who get approximately the same wages that are paid in Bombay. Here I have got two books, one published in 1921 and the other in 1925-26, regarding the cotton industry of Japan. These are only two authorities that can be quoted unless the figures recently given by Mr. Sasakura are reliable.

THE CHAIRMAN :—I should like to have those copies.

MR. STONES :—Yes, sir. I shall hand them over after the discussion is over.

In the United States we found that developments were going on at a tremendous pace. We found one mill giving 80 looms per weaver with one assistant to fill the bobbins and bring out the cloth. After discussion with the head of our firm I thought that we must do something in this direction. We tried several experiments and all led to the conclusion that if the Indian operatives are carefully trained they can turn out a great deal more work than they do at present. I do not want to enter into a discussion of the various developments that have taken place in the textile industry. The Hongkong Mill, one of the oldest mills, which had passed through many hands, was purchased and put to work to compete with the Japanese manufacturers in respect of 3-yard sheetings. Firstly, we specialised in this one

article and we found a market without difficulty for the goods we manufactured. In India we obtained work for this line and to-day for the particular cloth we are manufacturing we have markets in Egypt, Constantinople and other far-off places. Although we get four to six annas more per piece than Japan for a similar type of cloth it is not as yet a profitable proposition for the mills. In the export market, still we persist in this policy, because we feel that if the Japanese reduce the number of hours in July next we shall be able to make profit in the export market, provided we can get our work-people to work on the lines of Lancashire or Japan. Appendix III of our written statement on the rational system gives the comparative cost in each department. We have now installed a new mixing plant in the mixing room by which the cotton is sent pneumatically to any position where it is required. The number of men in this section was reduced from 16 to 10. The wages of the men were individually increased. There was a net saving of Rs. 92 in the cost to the mill. The plant cost Rs. 14,566. In the blow room we have got the latest developments in the textile industry which will have the effect of reducing the labour employed, apart from the question of the new system. For example, we have got automatic feeders. The work formerly done by hand is now done by a machine. The post-war developments in the textile industry are so great that, whether the men like them or not, there will be a reduction of manual labour in the industry. Here we reduce the number of men from 14 to 7. The saving in the cost of wages is Rs. 139-10-6 and the total cost of the plant is Rs. 46,934. On the cards the English system *in toto* was adopted. One stripper and one grinder take care of 30 cards with one lap carrier, one fly gatherer and one can boy. In the card room the reduction in the number of men is from 47 to 16.

MR. KHAREGHAT :—It is put down here as 19.

MR. STONES :—It may be a typing error. I will look into it.

THE CHAIRMAN :—Have you taken into account the interest charges, etc., in calculating the saving?

MR. STONES :—We hope to recoup the interest and depreciation charges from the saving made in wages. The operatives in this section are given a higher wage from Rs. 26-3-0 to Rs. 38-10-0.

MR. KHAREGHAT :—Is it absolutely necessary for each mill to effect a saving in wages to instal these machines?—No. In most of the mills the new plants have been installed when we are getting compensating advantages. For instance, in the Meyer Sassoon Mill we installed universal winding. We found that all the advantage was derived only by the weavers while we had to expend half-anna per pound for winding without any return. So we stopped it. We have been reorganising the whole industry in order to run it as a working proposition.

MR. KHAREGHAT :—Do you think that every mill in order to effect a saving in wages has to incur extra expenditure?

MR. STONES :—Some extra expenditure may be necessary in reconditioning the old machines and so on. But it will vary from mill to mill.

In the speed frames we bought very little new machinery. We completely overhauled the old machinery and bought new drawing frames. The biggest cost here was in overhauling ; and the total amounted to Rs. 21,740. The saving in the number of men is from 142 to 109. The increase in wage is from Rs. 28-8-0 to Rs. 34-2-0. The net saving to the mill is Rs. 356 in this department. This saving was brought about by the placing of one roving tenter on two frames. The changes in the other direction are on drawing frames where instead of one man to one head we have two men to three heads. In the case of drawing men they are earning 25 per cent. more in their wages, while the roving men get 50 per cent. more. In this connection I would like to draw your attention to the English list, where a roving tenter is given 30 per cent. for two roving frames. The rates in England are given on page 118 of the 1925 list. We pay here 50 per cent. but we consider this far too high. In the ring department we give the same number of tarwalas for the same count being spun as was formerly given. The change is made in the side boy only, and he has to look after two sides of the frame. There are of course two different frames, but he minds one side of one frame and one side of the other frame. In the spinning of yarns, we get excellent spinning once the bottom is formed right up to within an inch of the top. The intermediary section always gives good spinning. The trouble in spinning is at the bottom and within an inch of the top. We prefer the man to mind two sides of two frames instead of one frame, as one side will be in a more difficult spinning position and another in an easier spinning position at one time, and it enables him to devote more attention to the side in the more difficult position. There, the increase has been from Rs. 26 to Rs. 39. But here tarwalas and doffer boys are on the same wages and the side boy has been given 50 per cent. increase. The saving in cost is Rs. 1,084 and there is a reduction of 79 men.

THE CHAIRMAN :—There is an increase of 50 per cent ?

MR. STONES :—To the side boy only.

THE CHAIRMAN :—It is increased from Rs. 26 to Rs. 39 ?

MR. STONES :—These averages are averages of the whole department. The man who has been given two sides instead of one is given an increase of 50 per cent., roughly. The man who gets Rs. 26 as a side boy is now given Rs. 39. In the ring department of the spinning section there is a typed list on the new system, which shows up to 300 spindles on twist Rs. 22-8-0 as against Rs. 15-8-0 ; that is roughly 50 per cent. increase on twist, from Rs. 15 to Rs. 23 on weft. That applies to the side boys. For the tarwalas and doffer boys, the numbers and rates of pay are as per standard list. The begaries, the doff carriers and the sweepers are as per standard list ; there is no difference in the case of these people either in numbers or rates of pay ; the difference is in the wages of the side boy on account of the allocation of two sides in place of one. Here, I might point out that it is not our idea that this should go right through the whole of our mills. All our mills are working on this system, but on counts of 10s and below we still have one man to one side. Similarly, in the weaving department, the only place where this scheme is possible is a place where purely plain work is done, where there

is no multiplicity of sorts, and where the conditions have been simplified to permit of it. In our own group to-day, the only mills that we can put this 3 or 4 loom system into are the Manchester, the Apollo, and very small sections indeed of one or two other mills. It would be impossible at present to have the 3 or 4 looms system in a mill where various sorts are being worked.

In the mule department, there is practically no difference.

Taking a summary of the spinning section, we have 487 operatives on the old system and 334 on the new. The average wage is increased in all departments. The cost of extra equipment is roughly Rs. 1,57,000. 153 men have been reduced in various departments, and the saving in wages is Rs. 2,169 per month or about Rs. 26,000 per year. I might mention that in the whole of our mills, if we convert such portions of them in the spinning department as can be converted to the new system, it would result in a saving of a maximum of Rs. 70,000 per month in the whole of our group.

MR. KHAREGHAT :—You have already converted your mills?

MR. STONES :—The mills are working on the new system throughout, except on the coarse counts; that is in the spinning department. In the weaving department, the two mills working on this system are the Apollo and the Manchester and a small section of the Meyer Sassoon Mills.

In the grey winding department, we make no difference. All that has been done there is to scrap two grey winding machines, and arrange the work amongst the winders so that they can earn a reasonable wage. There is no saving in operatives. It really stands as in an ordinary mill. In the universal winding department we have 100 people extra. These men would not be there if we did not have this universal winding section, which permits us, we think, to put more looms to the weaver. There were 42 men before in this mill, but these men were winding coloured yarn, as the mill was working on coloured goods. In fact, there is really an increase of 100 men. The 42 men given there, as I say, were merely in the old mill for the purpose of the preparation of coloured goods. If we had the weavers on the two-loom system, the whole of these 100 workers would be put out of employment, and although we show an increase in cost of Rs. 1,192-10-0, the actual increase in cost to us is Rs. 2,056-4-0. My staff in compiling this have put in the actual equipment that was in existence when we took the mill over and the workers that were there. The 100 people there on the wage bill is absolutely an addition to the wages; 42 is merely given, because they were in existence in the mill but for another purpose prior to our taking it over.

In the warping department, no change whatever is made. We are working with 3 less warping machines.

In the sizing department we have two extra men. Of course, we have an extra sizing machine. Here we have installed a new circulating sizing system which makes working easier. We still have the same number of men on the same pay, the increase in our wage bill being more or less due

to the two extra men on higher rates of pay. We show in that sheet an increase in the average wage from Rs. 56 to Rs. 57. There is no other alteration in the wage in that department at all. The average goes up because of the fact that two men are on higher pay. There is an extra machine put in, and instead of 5 we have 6 sizers.

In the drawing-in department, we have put in Barber-Colman twisting machines. Under the old system we had 29 drawers. The system in India is different from the system in Manchester and other parts of the world. In India, when a weaver's beam is completely finished, the healds are removed bodily from the looms and taken away. The old finished ends of the warp are taken out. In England, that would be too costly. In England, they cut out on either side of the healds the yarn and the piece of cloth, and the yarn is left in the healds; these are taken to a twisting-in frame, and when a similar beam with similar making particulars as the old beam is to be made, the man comes along and twists by hand each end up to the old end, which is then drawn through bodily, with the result that there is a saving of 20 per cent. in the cost of labour. In Bombay every new beam is drawn by hand; there is no twisting in. In this particular mill we have installed twisting-in machinery. This work is not done by hand, but it is done by automatic machinery, and as a result instead of 29 men at Rs. 1,225 we have 20 men at Rs. 966, the rates per month going up from Rs. 42 to Rs. 48; there is a reduction of 9 men. We have 3 higher paid men on the Barber twisting machines, and the machines cost us Rs. 3,690; we had also to spend money in overhauling and spare parts to the extent of Rs. 2,000.

In the weaving shed, we have a complete change. One man looks after 3, and in some cases, 4 looms. The feature of this mill however is that there is only one count of warp, there is only one count of weft, and only one make of cloth, and everything goes on straight forward. He does not get a plain variety now, a drop box variety next, and a dobbie the third time. There is only one make of cloth, 3-yard sheeting. In the other portions of the weaving shed we have a section devoted to standard Japanese drills. There again it is the same warp and the same weft, the difference being different reed and pick, but without any other change. We provide 1 jobber to 60 looms instead of 1 to 40 looms, in view of the fact that all that he has to do is to gait up the beam; there is no running about to find the weft. There are no headings. There is no change of pick; it is the same warp, the same reed, the same weft, and the same number of ends. Only one weft is used in the whole of the shed. We allow one spare weaver to each 120 looms, which the mill pays for. The spare weaver gives assistance to any worker who has got into trouble, which will happen in the best of mills; also in the event of any being out in the compound, he will run the loom for him. The weft is carried to the weaver at the loom and the cloth is taken from the loom to the warehouse, so that the function of the weaver now becomes purely weaving normally changing the shuttle, drawing in the ends that are broken and prevent the breaking of ends. The amount of yarn on the shuttle bobbin has been increased to such an extent that he has less shuttling with 4 looms than he had formerly with 2 looms. In all

we gain approximately Rs. 3,300 per month in wages in the weaving section. A similar amount is being gained at the Apollo mills. At the Apollo mills we have two widths of loom and 3 styles of cloth, two of which use the same weft ; we have a third weft there. It is however taken to the weaver, and in the case of the Apollo mills is finer counts than in the Manchester mills. In going through the weaving rates paid for standard sheeting, I would like to turn to page No. 6 of the Appendix. We have calculated there the cost of the actual rate paid per piece to weaver in annas for this type of cloth. For standard 3 yards sheeting at our present rate we pay 9.93 annas for a 2-loom weaver, 8.14 annas for 3-loom weaver and 7.45 for 4-loom weaver. I might mention that the wage for 2-loom weavers is 82 per cent. of the total earnings on the whole of the 3 looms, and 75 per cent. of the earnings of 4 looms ; in other words, 50 per cent. of the increased earnings go to the weaver and 50 per cent. is available to the mill to cover the cost of better quality cotton, etc. If the Millowners' Association's standard list is adopted, we shall have to pay 9 annas instead of 9.93 annas to the 2-loom weaver, 7.38 annas for 3-loom and 6.75 for the 4-loom. Taking the Yarn Association's report, the figures given are for 3 looms, but assuming it for 2 looms, the Japanese pay 6.93 annas. The information available is so doubtful that one cannot get the exact figure. We have compiled them from such information as is available. Taking the Cunningham Report and assuming 95 per cent. efficiency for the weaver, then if the weaver minds 2 looms they pay 6.98 annas per piece, for 3 looms 4.66 annas and for 4 looms 3.49 ; the average comes to 2½ looms. If you take off the 15 per cent. weighted the Japanese wages are actually reduced by the amount shown in the list. Taking Mr. Cunningham's report of 80 per cent. efficiency, it comes down to 8.29 for 2-loom weaver, 5.53 for 3 loom, and 4.14 for 4 loom. These figures are all below the figures either of the present rates or of the millowners' standard list. Nos. 3 to 7 are Japanese and 8 to 11 are also Japanese. Mr. Sasakura has pointed out the rapid advance made by Japan between 1925 and the present, and if we accept Mr. Sasakura's evidence that 6-loom weavers have an efficiency of 95 per cent. and the wage given is Rs. 2-4-0, then they pay 3.34 annas per piece to the weaver, against our present rate of 9.53 annas with 2 looms, or 8.14 with 3 looms. My own people doubt the efficiency given by Mr. Sasakura, but taking it at 80 per cent., and reducing the weighting, it comes to 3.44. This list is put in to show that the weavers' rates are lower in Japan than either the present rate or the rate given in the amended list.

Appendix I is compiled to show that during the period from 1923 to 1927 strenuous efforts have been made by the majority of the local mills to reduce costs. For 1923, the figures for interest charges, technical staff wages, etc., are all given in the form of annas per lb. of cloth produced, the cloth being 3-yard sheeting. At the top of the Appendix you will notice the explanation of each of these items. From 1925 to 1927 the cost has been brought down from 5.87 to 4.17. There is a reduction in interest, a factor which is to some extent beyond our control. If cotton moves up in price, we have to pay more, and therefore pay more interest. There has been some reduction in that. The salaries of the operatives of the mill have been brought down per lb. of cloth without reduction in rates. The biggest factor in reducing all these charges is the increase in production that has taken place



between 1923 and 1927 by the adoption of better methods and probably better cotton. Stores are down from 1.26 to .55. I would point out that we adopt the system in our mills of budgetting for stores.

There is a reduction in the cost of stores on account of two reasons : one is the reduction of prices and the other is the reduction in consumption. The production has increased in the case of weavers who are on fixed wages and the wages of the piece workers remain the same. The displacement of a certain number of spare men has added to the saving. The next one shows the saving that can be made in the cost by the new system on 3 looms and 4 looms and in the high draft 3 looms and 4 looms. These high draft systems are one of the biggest post-war developments in the textile industry. It eliminates the roving frames and, in some cases, the intermediate frames. I wish to stress this point. Whether or not this new system is adopted, the mills by force of circumstance have to adopt, as a matter of fact are adopting, the high draft system. It makes a better yarn, eliminates the space and power necessary for roving frames and also expedites the passage of the cotton.....

MR. KHAREGHAT :—Is it Casablanca ?

MR. STONES :—There are over 20 varieties. Perhaps those most in use in India are Casablanca, C.S.L. system and Four-roller system.

The adoption of the new (or rational) system gave us very little difficulty at the outset. We started this system in the Manchester Mills. As this mill had been closed some time and as there was a sufficient supply of labour, we had no difficulty in getting plenty of men. We put this system in work on varying dates as will be found from the appendix. We had no trouble until we put the Apollo Mills on 3 looms to one man where they went on strike. Then the workers of the Manchester Mills also went on strike. This was settled in three to four weeks by the workers resuming unconditionally. In December we decided to expedite its application to the spinning departments of all the mills. We were only anxious to go slow on account of the Indian workmen. Trade was in a very bad condition. Stocks of cloth in Bombay had reached tremendous proportions and prices were so low as to involve a loss. The question was whether to stop the mills or to put the system into force. We decided to put the system into force from 1st February and to give notice that it would be done in all the mills. We put up the notice early in January as you would see from the appendix. The workpeople returned to the mills on the same terms on which they went out. We went on working satisfactorily on this system until the general strike. In at least two mills our workers physically resisted attempts to bring them out on strike in the general strike. I cannot say whether it was due to the fact that they did this as the other mills did not support them in their strike in January or whether it was due to the fact that they had settled down to the new system. We had two strikes, one in August of 1927 of the weavers of the Manchester Mill and Apollo Mill and the second one in January of this year which lasted about a month. The last one commenced in the Meyer Sassoon and Jacob Sassoon Mills which have the lowest number of spindles per frame. We have received objections to this system on the ground that

it was physically impossible to work this system and that it would be detrimental to the health of the workpeople. I have put in certain figures showing the absenteeism. These figures vary so much that it is impossible to draw any conclusion. It shows the small variations we have from the other mills. Then it was contended that we did not give the economic benefit to the workers. Fifty per cent. of the benefit is given to the workers and out of the remaining 50 per cent. we have to pay for the depreciation charges of the new machinery and interest on capital. As regards the question of unemployment it is a matter for Government as a whole. We feel that if the cost of production is brought down to a satisfactory level, we could put our mills under double shift and the mills that are closed could restart. We sent a certain number of men to the school run by Mr. Bakhle. I do not think that he has succeeded in making them efficient. Taking advantage of the recommendation of the Tariff Board, we sent apprentices to the Victoria Technical Institute. You will find the number in the appendix low for this year on account of the strike. As regards the material we supply much better raw material and pay Rs. 20 to Rs. 30 more per candy than formerly. We are supplying better quality in the hope that instead of one man minding two sides we shall see them ultimately minding four sides or even more according to the count. We produce an excellent cloth out of this but we do not get any extra price but we get the same price as we get for our other products. The point is that if the trade is in a bad condition we cannot dispose of our products at better rates than we did before putting in the better mixing, but we have a better offtake. That is all I have to say.

MR. WATTS :—I think the rational system of Mr. Stones cannot be introduced without extra expense for machinery.

MR. STONES :—It really would not need any great expense in equipment.

MR. ASVALE :—In which of your mills did the men work on 3 looms even after the general strike?

MR. STONES :—They continued to work in the Manchester and Apollo Mills.

MR. ASVALE :—Is it not a fact that even after the strike the workers arrived at a settlement that they would not work unless the new system was stopped?

MR. STONES :—On the expiration of the strike, a few days before they resumed work, they held a meeting. I can only presume that they were disappointed on the fact that they were compelled to work on the same conditions as existed before the strike; whereas in the other mills they had been given the terms of March 1927.

MR. ASVALE :—I understand that unless this system was stopped they refused to work. But we advised them to resume work on those conditions until the Committee comes to a decision on the question and we assured them that we would request the Committee to go into the matter carefully.

MR. STONES :—For this I should like to see the pamphlet issued by the members of the Strike Committee.

MR. ASAVAL :—You said that spare men had been reduced in the mills where you introduced the system of 3 and 4 looms.

MR. STONES :—No, sir. What I said was that there was a decrease in the cost per pound of cloth owing to increased production and the removal of spare men. That is not in the mills where we have introduced this system.

MR. ASAVAL :—Are your machines in the Manchester Mills smaller than the machines of the other mills?

MR. STONES :—They are 36 inches, 40 inches and 52 inches. In the Apollo Mills there are only 40 inches and 46 inches.

MR. ASAVAL :—Don't you think that at present in the Apollo Mills the 3-loom system is worse than the 4-loom system in the Manchester Mill?

MR. STONES :—They are getting better efficiency on 3 looms in the Apollo Mill than they are getting in the Jacob Sassoon Mill where they are working a weaver on two looms to-day. We are getting the highest efficiency in the Apollo Mills in spite of the trouble after the strike. I think they can mind 4 looms as easily as they can 3 looms. I do not see any reason why they cannot mind more if they are given 40s.

MR. ASAVAL :—Is it a fact that an extra boy is engaged by these weavers?—I have no information of that.

MR. KAMAT :—As regards the question of vertical specialisation, how many mills in Bombay could go in for it?—At least one-third of the mills. In Bombay with the exception of 5 mills, 75 are manufacturing standard shirting and longcloth. They are making from 25 to 52 inches. One mill could make 40 inches standard shirting. Another mill could specialise in 52 inches. As Sir Manmohandas said, without any idea of the new system, he is specialising in dhoties for Calcutta.

MR. KAMAT :—What about the remaining two-thirds mills?

MR. STONES :—One-half of the mills can go in for vertical specialisation of fancy goods. There are two sides of development: intensive diversification and intensive specialisation. In the Manchester Mill we have one variety which we export to Iraq, Constantinople and Straits Settlements. In the Rachel Sassoon Mill we are making many varieties in small lots on which we get nice profits.

MR. KHAREGHAT :—Would the wages differ between doobby weavers and plain weavers?

MR. STONES :—I consider that 50 per cent. we are paying is too much. A weaver on two fancy looms is earning Rs. 54 with more work and a weaver on plain is earning Rs. 60 with less work. The man on 3 or 4 looms of grey becomes an automaton, while the man on two dobby looms has to take more care and interest.

THE CHAIRMAN :—You do not propose that the rational system should be adopted except by those who wish to do so ?

MR. STONES :—The millowners have considered this scheme. I am speaking as a representative of the Millowners' Association. It is bound to be personal because I have been in charge of experiments and so on. I am speaking on behalf of the Millowners' Association. They have gone into the scheme but they do not recommend this for adoption by all the mills until all the factors contributing to its success are there. The cotton supplied must be good. If good material is supplied there will be very few breakages and the man can mind more spindles easily. The cotton must not be allowed to drop below a certain standard. In England the bobbins from a definite roving frame go to a definite spinner. If there are any defects the spinner will go to that particular operative and ask him to be more careful. Just the reverse is the case here and the workpeople do not take any interest in the work they do. I should say that we have a very good system in the Manchester Mill where before the general strike the operatives took a personal interest in the work. In this scheme we must have the co-operation of labour.

MR. ASAFALE :—Is it not a fact that there will be discontent by the introduction of the 2 frames and 3-loom system ?

MR. STONES :—When we started it in the Manchester Mill, we had no discontent.

MR. ASAFALE :—But what is it at present ?

MR. STONES :—Since then we wanted to apply it to the Meyer Sassoon Mills and the Jacob Sassoon Mills, in each of which mills the majority of spindles per frame are 240 or 252. It is easier for a man in the Meyer Sassoon Mills to mind 120 spindles on one side than for another man in another mill in a group with 420 spindles to mind 210 spindles on one side. The man in the Meyer Sassoon Mill minding two sides was practically only doing as much as the man looking after one side of longer frames and more spindles in another mill. I feel convinced that the strike was due to fear of unemployment. I have had no man who could not physically do the work, nor who did not welcome the added money. Fear of unemployment was the biggest factor of all.

MR. ASAFALE :—Is it not a fact that they complained about being given more help ?

MR. STONES :—I have never had any complaint about requiring more help from the 3 or 4 loom weavers. I have never had any complaint.

MR. ASAVALE :—Do you think in other mills this 2 sides and 3 or 4 looms system can be worked in the present conditions?

MR. STONES :—I wish the question to be split up into two sections. I shall first deal with the spinning, and then go on to the weaving section. I have stated that provided the mills will put in good enough cotton for the yarn spun, most of the mills could go over to the new system in the spinning section. On the weaving side, I do not know any mill in Bombay, other than the Manchester and the Apollo, that can go, or contemplate going on, to more than 2 looms.

MR. BAKHLE :—I want to get some information from you, Sir Victor Sassoon, about rationalisation generally. It may perhaps help us to deal with the particular problem that is before the Committee just now. You know perhaps that rationalisation is making considerable headway in Europe and other parts of the world. If that is so, I should like to know from you the main principle underlying rationalisation.

SIR VICTOR SASSOON :—As Mr. Stones has pointed out, the word has not been used here in the same sense as it is understood in other countries. I personally am not at all certain that the principle of rationalisation, in its intensive form, as it is being worked in the chemical industry for instance, would be possible of application to other industries in the world, nor do I think from the characteristics of the mill industry in Bombay that there would be any opportunity of our being able to arrange cartels of that description. I am not sure whether it would be feasible in the textile industry, though I understand they are trying to do it in Manchester. If you have got, as in the case of the chemical industry, an assured demand and you know that your competitors have not got the capacity to interfere with your markets, I conceive a great deal of use for rationalisation. But where you have a case like Lancashire to-day, where they have to compete with the production of other parts of the world, chiefly the East, frankly I do not see how rationalisation is going to enable them by restriction of output to increase their profits, when other machinery in other parts of the world is perfectly prepared to fill up any demand. I am therefore not at all certain that rationalisation, as far as the textile industry is concerned, would solve our problem. Of course, I make a difference between that and the question of increasing our efficiency, which is quite another thing. If rationalisation is supposed to increase efficiency, you may say, as far as our group is concerned, we are rationalising. As Mr. Stones has pointed out, what has been done in the case of a group of mills might be done in other parts of the industry, in the way of specialisation. I do not see why we should not specialise, without necessarily arranging that all the Bombay mills must be under one management.

The point is this, that you are rationalising in your mills in order to standardise production?—No. By standardisation I am hoping to increase my production at every stage.

To increase your efficiency, to increase your output, and if possible to reduce the cost of production?—Certainly.

In what way does this kind of rationalisation differ from the kind of rationalisation that we are having in Europe?—This word, rationalisation, is a new word. It is like, for instance, the word Mesopotamia. People seem to imagine that, if you use the word rationalisation, all your difficulties will disappear. As a matter of fact, I might call what I am doing “Fordism” or using Emerson’s principles of efficiency or any other systems which we have had in the past; I am merely trying to cut out waste and to get the biggest return for a given amount of effort. I do not call that rationalisation.

You may not call it rationalisation for the present. But I should like to know from you in which respect your methods of increasing efficiency and of lessening cost of production differ from the method adopted in Europe for the same purpose?—I think their desire is firstly to make every attempt to increase their efficiency, and having carried that out as far as they can, they will then group the various competitors in the hope that by cutting out production from certain factories they will be able to make more profit. I take it that under rationalisation the emphasis is not so much about the efficiency of each unit as, shall we say, arranging that there should not be so much competition; grouping the selling and perhaps even grouping the buying of your raw material. That is what is emphasised by rationalisation. I am doing all that, if you like, within my own little group, but if you were going to say “rationalise the mill industry in Bombay” I would suggest that after every mill has got its efficiency increased, whether by better machinery or different methods, then they should work together under some sort of joint management, and group their selling and perhaps their buying. That is how I take it they at home would proceed if they were going to rationalise.

I will read out to you a small passage from the pen of an employer. It is taken from a very important paper in Paris, *Le Temps*. He says therein regarding this system of rationalisation, or regarding the question of increasing efficiency, reducing cost of production, increasing output and so on: “Everything turns on the problem of cheapening mass production, and at the same time keeping the profits at a level which will guarantee the workers too a decent wage.” That is what an employer says in a great paper in Paris. I do not think, therefore, that the object that you have in view in making an experiment like the one that you are making in a few of your mills differs very much from the object that the employers in Europe have in view?

MR. KHAREGHAT:—It is very indefinite as to what you mean by “employers in Europe.” Different employers may have different notions and may have different methods. Better ask him a definite question. One of the objects of forming a cartel, he says, is the elimination of competition, so that they may get higher profits. Sir Victor Sassoon says that that is not his object.

MR. BAKHLE:—The point I was driving at is this. Personally, I believe that the object underlying the efforts that are being made in Bombay is just the same, or very nearly the same, as the one which the employers in Europe or any other place in England are aiming at, when they adopt the same system; that is, for the purpose of cheapening mass production, for

increasing the efficiency, and for reducing the cost of production. Sir Victor Sassoon makes a difference in that, and says that his method is somewhat different.

MR. KHAREGHAT :—Those three things are his object also.

MR. BAKHLE :—It is part of the whole.

MR. KHAREGHAT :—When you add the other thing, he denies it. Put it to him whether it is his object or not.

MR. BAKHLE :—Sir Victor Sassoon, from the description that you gave us just now, I gather that it is not necessary for the Bombay industry to come into one big combine in order to secure the results that you have in view?—It is not necessary.

THE CHAIRMAN :—Would it help to reduce the cost of production if they did?—No. This is my difficulty. Supposing the Bombay industry went into one big combine, of course it would have the advantage of the best technical brains, and the best business brains in the city. But the reason why we are in a different position to other countries is that other countries have got their own markets. They satisfy the wants of their own markets, and they are looking for some place to put their surplus production. This system of rationalisation is really, if you come down to it, a method of trying to keep their foreign markets and not to compete with each other in making that attempt. That is how I read it; I may be wrong. India is in a different position. We have got a demand for our textiles here, which we do not satisfy. It is merely a question of the cost of production. If I can get my cost of production down to, shall we say, what the Japanese do, I could increase my production. In Appendix VII you will find that the Japanese in a mill of 840 looms give an average wage of 1.9 per day. That is the main point. If you take the Millowners' standard you will find that it is proposed to pay Rs. 1.79 against Rs. 1.97, but the cost per 100 looms is Rs. 98.31 instead of 39.78. If Labour accepts our suggestion for 4 looms, you will find that we bring down the cost for 100 looms from Rs. 98.31 to Rs. 77.58, but we are going to pay Rs. 2.49 per day. If I could get down to Rs. 39.78 for 100 looms, I do not mind paying Rs. 2.49 per day. I do not mind Labour getting that, because then I am in a position to so compete with Japan that I will be able to sell twice as much as I can to-day. I will therefore be in a position to go on double shifts. I have got the market at my door. It does seem to me that we are not in a position to control our own market among ourselves because we are not the cheapest producers. If the Bombay mills were the cheapest producers, and we competed with each other, then you might say that there would be a chance for a cartel. No cartel in my mind is going to help us unless we cut down our total production so as to satisfy only that part of the country where you have advantageous conditions like in our local Bombay market. I do not think that even if you keep on under our present system the Bombay industry will ever die entirely. That is an exaggeration, but I do think it will probably have to halve itself. It would probably be able to sell its goods in the market round itself, where it is favourably situated, but

will not be able to send its goods up-country, or abroad, where other mills have conditions more in their favour. But if we make ourselves efficient in the same way as Japan, we will not only be able to satisfy local markets (making a very rough guess, 40 mills will be enough for that) but we will be able to satisfy a great deal of the demand in India which is now being satisfied by imported goods, and at the same time, by the impetus have surplus production which we may dump abroad and so compete with others out of this country. I for one, like Mr. Stones, see no reason why, with the help of modern machinery, we should not be as efficient as anybody else in the world. Automatic machinery and all that costs money. If the bullock cart is cheap enough, and you do not want quicker means of transport, it is more advantageous to use the bullock cart than to use the railway wagon or the motor lorry. But you come to a point where the cost of your bullock cart goes up, and it becomes cheaper to invest extra capital and buy a motor lorry, you must use the lorry, or use the train. That is the point we are coming to here. We have come to a point where Labour finds it impossible to work for a wage which will enable us to compete, and also refuses to direct its effort in the direction we ask it to. Being conservative, they want to do just the same kind of work that they have hitherto done. If we suggest that the work should be done in a different way, Labour objects. It is as if in regard to spinning they were to say that because their ancestors used the *charka*, they refuse to work on modern machinery, it would create an impossible situation. Either they have to allow their effort to be used in the most efficient way, or we shall be driven, literally driven, into buying expensive automatic machinery which can be worked at a higher cost of labour per head but with something like less than a quarter of the labour we are now engaging. There are places in the world where they are using one man for 80 looms. If I can get 80 people to produce a satisfactory amount of work at a reasonable rate which will enable me to sell cheaper than the production of 1 man on 80 looms I would not mind one man to one loom. Otherwise, I shall be forced into buying automatic machinery, and I might have one man for 80 looms instead of 20, or 40 or 80 people for 80 looms. There to my mind is the position in Bombay.

You are going to increase the efficiency, increase the output and lower the cost of production by some method of organisation in the industry. Suppose you succeed in increasing the efficiency, and in increasing the output and in reducing the cost of production. Having seen your results, don't you think that the other millowners will begin to think in the same direction and adopt the same methods?—I think that unless they do that, under the stress of competition a large number of them will not be able to continue to exist.

That is to say, sooner or later, the work of organising the industry on the basis on which you are doing it at present may have to be undertaken by other firms if they want to exist in the industrial world?—Mark you, I would qualify my statement. There is a market for mass production, so also there is a market for your more specialised articles. I think that the answer is that a certain proportion will have to specialise on fancies, changes of designs and so on, and a certain proportion will have to specialise on mass production. Bombay can exist with both policies.



The forms of organisation may differ, but they will have to reorganise?—They will have to get their cost of production reduced. That is the main point. If your point is what would happen as a result of increase in production by adopting methods for reducing the cost of production, I would answer it by saying that there is a market here to use up that extra production.

The point that I want to get at is this, that you are reorganising your industry for the purpose that I have just mentioned. Other employers in Bombay will follow suit. I want to know in which respect your method differs from the method that has been adopted in Europe to attain the same object?—I am afraid I cannot have made myself quite clear. The object which they have in view in Europe is not our object. Our object is to cheapen the cost of production, whereas their object is to stop competition amongst themselves to enable them to take advantage of markets. In their rationalisation scheme, they literally close down certain units.

Therefore, you will have the same thing here?—It seems different to me. I am going part of the way.

And what is your object?—To remain alive.

Under your scheme you will be able to reduce the cost of production, and you are just at present producing some varieties which are produced by other employers also. On those varieties which are common to you as well as to other employers, your cost of production will go down under the new scheme, and therefore you will be able to sell cheaper in the market than the other firms will?—In those varieties. They will have to leave those varieties to me and specialise in others.

Do you think it is possible under the capitalistic system with the competitive basis that we have at present?—Even with the capitalist system very often we have found that it pays us not to go at each other's throats. I think you will agree with me that even in Lancashire there is a greater amount of combination amongst employers than we have here.

MR. DANGE:—In Lancashire you have a greater combination of employers than we have here. There I found that a few employers complain that those who are working on plain cloth change for fancy when they find no market for grey. If that is the case in a place like Lancashire where there is greater combination, don't you think that it will be worse here? Unless you have a strong cartel the adoption of the system that you have in view is not quite possible?—Why?

Because there is no combination amongst employers.—I am trying to reduce my cost of production. If small mills put their looms on grey and get profit I put my looms on fancy and get nice profit. My point is that if we both try to reduce the cost of production we can both get a profit, because we have got a potential increased market in India. Why should a particular mill working on grey change for fancy and why should I convert my looms to grey and cut each other's throat?

Do you think that the system you want to introduce will necessarily reduce the cost of production?—I am sure it will. On a particular cloth even though our present increased wage is Rs. 2.49 over the proposed Millowners' wage of Rs. 1.79 the reduction in cost will be 77.58 per 100 looms as compared with the Millowners' 98.31 per 100 looms.

The experience of other countries is not the same. I have got an instance in which it was found out even after the introduction of the rationalisation scheme on a large scale the cost did not go down.—It is very possible if output is reduced. But I am trying to compete with somebody who is putting into the country goods at a lower rate and I want his market for an increased output and so must sell lower than he now does.

Don't you think that under the new scheme the man must put in increased effort in relation with the increased wages?—No. We give a man a certain wage for a certain amount of effort. If the management is able by devices or other methods to increase the output without increase in effort they are entitled to put all that saving into lowering the cost of their product. That is the principle on which Mr. Ford works. He gives his men a very good wage but they must keep up to a certain standard of effort.

Do you think that you can get increased production without increase of effort on the part of the worker?—I am not suggesting that we should ask the workman to put in any effort beyond his physical capacity. If you try to exact a greater effort the quality of the work will deteriorate. We have been trying to get a fair day's work. Is that an exorbitant demand? We merely ask the workmen to put in that effort in the channel which we think will bring us the best return. I maintain to-day that our workers in the Manchester Mill who are working two sides are doing less work than the spinners in other mills on low counts. I went to the Manchester Mill and it was reported to me that a worker who went away to some other mill working one side because he was asked to work two sides had come back because he found it easier to mind two sides with us with the good material we supply.

If the worker has to put in extra effort you have to pay him extra wages?—Naturally. What is happening is this. Some workmen have been paid more wages for much less effort owing to miscalculation on the part of the employers, while the other workers are getting less wages for the comparatively greater amount of effort they put in. It has become vested interest. It is far from me to say that they should not have had it. But the time has come when labourers who have been paid less for greater effort should get more and those who have been getting more wages for less effort should have their wages reduced in proportion to the effort they put in. Here you will notice that the man on a fancy loom is going to get more wages in proportion to his effort than the man working on grey. If the wages are not in proportion to the effort put in, the dobbie weaver will take up grey, because it is more paying with less effort. In that case how are you going to compete with regard to fancy goods with the foreign importers? But it is quite fair for the workman to ask for higher wages in proportion to the greater effort he puts in.

Who will decide that the man is putting in same effort on two looms ? —I am perfectly willing to let you see it for yourself. Mr. Jhabwalla, though he is not an expert, saw the weavers working on 4 looms in the Manchester Mill. Everything was going on well. The men seemed not to be doing any work but only watching the four looms.

MR. BAKHLE :—Have you considered the question of the workers' fatigue and the problem of monotony ?—There is no question of fatigue or monotony in our case.

In Europe, at any rate in the scheme of rationalisation they are having in Germany, the workers are vehement and insist upon the question of fatigue and monotony in a scheme like rationalisation.—It will be a long time before we come to that point. I can imagine a point like that arising but we are a long way from that.

Supposing that you have introduced this system in your group, some other groups also may introduce it some time after. Then the workers and employers will have to consider this problem.—There is no question of monotony involved in the textile industry. There is nothing that can be called monotony in it, as in the engineering trade.

Don't you think that in considering the new scheme we shall have to consider the question of working hours ?—No. Because there is no increased effort in the new system.

If it is proved on close investigation that there is extra labour involved, don't you think that the hours of work will have to be decreased ?—If you ask my personal view there ought to be alteration in the stretches of work. If the trade unions agree we can have two breaks instead of one. Five hours is too long a stretch but it has nothing to do with the working hours. We want increased efficiency which will go to decrease the cost of production. I want to reduce the cost of production. If we suggest that we may have two recesses instead of one, Labour wants that extra half an hour included in the working hours, that is to say, that the working hours should be reduced to  $9\frac{1}{2}$ . Under these circumstances I cannot reduce my cost of production.

When you said that you would prefer to have two recesses instead of one, the idea underlying that is that there is a possibility of the workers giving you more production. That is to say, immediately after the recess hour in the first hour the production may be greater. This is just possible.—Yes.

If that is possible that this result can be brought about by a small recess, don't you think that a greater result can be obtained by reducing the working period ?—I do not know. If you can guarantee that I can get the same efficiency in  $9\frac{1}{2}$  hours for the same wage.....

I cannot guarantee. The point I am making is this. While considering the question of increased output and increased efficiency, there is the factor of working hours which we should take into account.—I do not think it applies under our improved system.

The Committee adjourned till quarter past three for lunch.

*(After Lunch.)*

MR. BAKHLE :—Sir Victor, could you tell me the possible effects of the system that you propose to introduce, or which you have already introduced partially in your mills, on the workers as a whole?

SIR VICTOR SASSOON :—Effects from what point of view?

From the worker's point of view.—He will get more money for no more effort.

Do you think that a certain number of workpeople will be retrenched under the scheme?—Yes. Under every system of efficiency you are naturally bound to have retrenchment. Even if we followed Mr. Joshi's suggestion and went on to higher counts, there would be retrenchment, because the higher the spinning the more spindles are necessary per preparation, which means to say, naturally, a retrenchment in the number of preparations. Any system of efficiency naturally means either increased total output or retrenchment of men, one or the other, or both.

Under your own scheme, you will have increased output and at the same time you will have a number of people reduced?—If I take this step, I can increase the output. That is bound to be; you cannot get away from it. On every one of these systems there is bound to be fewer men required for the same output. There is not an operation going on which my technical staff has not studied in the attempt to increase efficiency. For instance, we are being much more careful in making the men set the machinery, because by careful setting of the machinery we find we increase the output and efficiency. I do not want the Committee to think that the two sides and the 3 looms is all we are doing. It is only part of a policy for increasing the efficiency in every part of our organisation. This stands out because it has been taken up by the men's leaders, but there are other things being done which may be called improvements.

There may be other methods employed hereafter to increase efficiency and output?—Yes.

The natural consequence of that would be a reduction in the number of workpeople now employed?—Unless my cost of production is so low that I could count on an increased demand.

Do you think that it is a wise policy to retrench a certain number of operatives when neither the employers nor the Government can make any adequate provision for them in some other direction?—I do not quite understand what you mean by "wise policy." We as manufacturers have to make

both ends meet. If we find that we cannot make a legitimate profit, and that we are making a loss, and that it does not pay us, we will not be able to run the mill, and there will be an automatic 100 per cent. retrenchment not only of the operatives but of the technical staff also.

You think that your system is the lesser evil?—Yes, from Labour's point of view.

I do not exactly agree with you there. However, you think that by adopting this system you will be able to increase your efficiency as well as your outturn and at the same time you will agree with me that some proportion of the workers at present employed will remain unemployed?—Yes. We should have to retrench to a certain extent.

What do you expect these people to do?—I do not know any more what I expect them to do than I know what I expect them to do if I had to close down the mills through having to incur losses. I suppose in either case they will have to do the same.

Don't you think that, as we are developing industrially, it is quite necessary to provide for unemployment insurance or something like that which obtains in European countries, in order to meet the kind of unemployment that we get under some system as yours?—That is really a question which you should not put up to me as an individual. It is more or less a question to be put up to the Central Government. But I do feel this, that it is going to be very difficult for Labour to make out a case for unemployment benefit if at the same time the charge is proved against them that the reason of their unemployment is due to their refusal to be efficient.

The workers have not said so?—I know they have never said so, but if they refuse to be more efficient for the same wage, the case goes against them. I can say, as I do say, that I see no reason why we should not produce our cloth on as favourable terms or sufficiently favourable terms as to enable us to compete with our outside competitors and take their trade, go on double shifts, and employ everybody. I think you are going to find it very difficult to justify unemployment benefit merely because your men refuse to give us their co-operation.

Leave aside the Indian workers for the present. Let us take the European workers for the moment. Even there, you cannot charge the European workers as being inefficient?—I have already said that the situation in Europe is very different to ours. Their difficulty is that if they have increased production, they have not got a home market to take up that production. We have a market here, and that is why we have not got the same problem.

Whatever the motive may be, the fact is there: just as you are trying to improve methods of efficiency in order to secure increased output, they are adopting some other methods in order to achieve the same ends, and as a result of the adoption of that method they have got some unemployed people also?—Because they have a limited market.

Whatever that may be?—That argument is the essential point. If you have not got a market, you have got an argument against increased production. If you have got a market waiting which enables you to take up greater production, that argument does not apply.

Suppose you adopt your method to-day with the result that a few employees will be retrenched. You lower your cost of production, and as a result of that you think that you will be able to develop your market. How long will you take to take back in the industry the people that you had retrenched before when you started your new method?—I will give you this point. If Labour here will give me the same return as Japanese Labour is giving under this list, which is quite feasible, I can go on the double-shift system at once. I am quite prepared, if my wages per 100 looms were 39.38 per day and the rest in proportion, to go on to the double-shift system, and engage more men than I have retrenched.

The double-shift system is the alternative?—I can do it in another way. I can use another mill. The double-shift system would enable me to give shorter hours of labour. So, I could give part of the advantage of working the same mill on double shift system to Labour by having shorter hours of labour.

Suppose on account of some circumstances over which you will not have any control, you fail to introduce the double shift, could you tell me the time when you will be able to absorb the people whom you had retrenched when you started your new methods?—It purely depends on how much saving I make. In other words, how much cheaper I can afford to sell my product. The cheaper I can sell it, the bigger the demand and the sooner I can expand.

That is to say, you cannot give me a definite answer as to the period?—I have told you. Give me what I am asking for, and I will do it to-morrow.

What do you want?—I want to be able to run 100 looms for Rs. 39-7 a day.

It is not in my power to give you that?—Exactly. The Indian worker should be prepared to co-operate and give me his effort in the same way as the Japanese worker does. The Indian labourer can do it. The Japanese worker has got only a short life in the mills; he has not got the experience that the Indian labourer has, working all his life in the mills. The Indian worker should be more efficient than the Japanese women weavers, who work, as we were told, only for a few years.

I cannot go into the question of the efficiency of the Indian labourer and compare it with that of the Japanese worker, because the Chairman might rule me out.—My point is this. I can only tell you how soon I can absorb the unemployed if you tell me how much cheaper I can sell my production.

There are circumstances over which neither you nor I have any control?—You will not give me the control. If every time I or Mr. Stones puts in a labour-saving device you are not going to allow me to reduce my cost of production, I will not be able to reduce the cost of my cloth, and I will not be able to expand, and there will be no chance of the other people being reinstated. But if the men are prepared to work on the old wages and do not ask for a rise every time, then I shall be able to expand. You cannot have it both ways.

Anyhow, the question remains that there will be some unemployed people under the new scheme?—And if we have to give so much to those who remain, out of our savings, as to prevent our cost of production going down, those men would remain unemployed, because there will be no reason for us to expand.

Then you do not think that in the case of these people some arrangement should be made in order to save them from starvation?—You must remember that one of the reasons why they are not going to be employed is because their more fortunate brethren have got higher wages. That is going to be the reason. You cannot expect us to give higher wages to the remaining people, to make any appreciable saving and at the same time give unemployment benefit to those who are displaced.

Under the existing conditions in Bombay, you are not in favour of having unemployment insurance schemes: is that what you mean?—I do not say that at all. It is not a matter for me to say anything on here. It is a matter to be put before the Central Government. I have merely pointed out that those who wish to advocate unemployment schemes would have to prove to Government that the unemployment is not in any way due to the workers themselves. You would have to show to Government that the rate of wages received by the employees of industrial concerns compares at any rate not too favourably with that of their brethren up-country.

Do you think unemployment insurance schemes in Europe are based on the facts you have just stated?—I do not know enough about it at the moment to answer it off-hand. I am taking the problem from the Indian point of view, which is what we have got to do.

Industrialisation is more or less the same?—No. In India it is such a small percentage of the total population that you cannot compare it with the highly industrialised countries like England for instance.

India may be very small so far as industrialisation is concerned, but to the extent to which it is industrialised, to that extent there is bound to be periodical unemployment, and also unemployment due to the adoption of the methods like the one that you have been doing. Under those conditions do you not think that provision should be made, in order to save this class of unemployed people from starvation?—There is no reason why they should not be absorbed in an expansion of the industry in other parts, if you can get them to be fluid.

Then the question turns round to this : you will have to adopt some method?—The Government.

Somebody ; I do not take into consideration the agency at the present time. You will have to adopt some method by which you can either absorb the ranks of the unemployed or, if they cannot be so absorbed, to make provision for their maintenance?—I have given a way by which they could be absorbed.

Supposing all of them are not absorbed, do you not think it is necessary to have a scheme such as the unemployment insurance scheme?—If there was no means by which they could be absorbed, and if there was no other industry which could be encouraged so as to absorb them, then might come the time for you to ask for an unemployment insurance scheme.

That is to say, there must be some agency even to-day which will take upon itself the task of transferring labour from one industry to another?—You are assuming that it is not possible to absorb them in their own industry. I cannot agree to that. I have said it is possible.

If it is possible, so far so good. You say it is possible ; we say it is not possible. That is a contentious point?—It is not possible only because I consider Labour is making unreasonable demands.

THE CHAIRMAN :—Unless you have hopes of converting Sir Victor Sassoon, do you think it is worth while pursuing the point, Mr. Bakhle ?

MR. BAKHLE :—The point is rather important.

THE CHAIRMAN :—I quite recognise the importance of the point. I have followed your questions and the answers. I do not think we can go on too far. You are repeating your questions now.

MR. BAKHLE :—I do not want to go too far at all. But the point is of such vital importance to us that I hope you will give us some indulgence.

THE CHAIRMAN :—I have always given it. I think we see your point of view.

MR. BAKHLE :—If the unemployed people could be absorbed in the same industry, so far so good. I agree with you there. If they cannot be so absorbed, you are of opinion that they should be absorbed in some other industry ?



SIR VICTOR SASSOON :—We are getting on to hypothetical questions.

That is because you gave me hypothetical answers.—No. I merely said that, in my opinion, they could be absorbed.

THE CHAIRMAN :—I think we have had enough of that ; we are going on supposing. I have seen it stated by different people that the mill industry employs a lot of labourers who are merely agriculturists, and their great strength is that they have agriculture to fall back upon ; so that if they are turned out of the mills they do not necessarily starve. That is another aspect of the question.

MR. BAKHLE :—As regards that aspect I might point out that, as you say, a large number of textile workers in Bombay are agriculturists. They are so to-day, to a certain extent. But in spite of that there is a fair number of workers engaged in the textile industry who are unemployed, and who cannot get any work at their villages. If they could get some work in their villages in agriculture, I am quite sure that they would not have remained here at all. The point is this : if the unemployed people could be absorbed in this, that, or any other industry, or in agriculture, I have nothing to say. If they cannot be so absorbed, I believe that some provision will have to be made for their maintenance. That is the point.

THE CHAIRMAN :—That is a point which has to be discussed. It is rather a waste of time to go on asking the same questions.

MR. BAKHLE :—I should like to revert to the difference that Sir Victor Sassoon thinks exists between his method and the methods adopted in Europe. I have not yet got any clear idea as to the difference that he states exists, and I should like to ask him a few questions on it.

MR. KHAREGHAT :—Europe is such a big place, and there will be so many employers. Why not ask him about any particular method ?

MR. BAKHLE :—Do you not think that one of the principal means of increasing output, improving the conditions of labour and reducing the cost of production is to be found in the rational organisation of production and distribution ?—As you pointed out yourself this morning, under rationalisation it is quite possible that the prices may go up, because under rationalisation there might be an increase in production in certain plants and there may be a decrease in the total production in a district or a country. I have tried to differentiate between that and what we are trying to do, which is merely increasing our efficiency and reducing the cost of production. Rationalisation, as it is understood in the West, has the second view which you pointed out. Under rationalisation there, you may have an increase in certain units of plant, but a decrease in the total output, thus making a shortage and enabling you to raise the price to the consumer.

MR. DANGE :—You know that Mr. Stones made a statement that in Japan they have got three big combines which control most of the units of the cotton industry there and arrange a very organised method of buying cotton, and that assists the Japanese industry to a great length?—From the point of view of buying cotton, from the investigations I have made I do not think that the Japanese mill gets its cotton from India at any rate cheaper than a big group in India would, working on the methods that we work upon. That is to say, we buy our cotton from three sources. We can either buy cotton in America—when it is the cheapest—we can buy it in the local market or we can buy directly up-country through agents paying them a commission. In my own case probably we have been able to buy our cotton as satisfactorily as Japan or anybody else. But it varies from time to time as to where the cotton is bought. Some years ago we were buying two-thirds from up-country and one-third from the Bombay market. Last year we purchased one-third from up-country and two-thirds from Bombay and America. We buy in the cheapest market.

MR. DANGE :—If when the Japanese method of combination is compared with yours you maintain that they are not purchasing cheaper than you do. In Japan itself these three combines can purchase better than any other individual mill which is not in the combine.—You are asking, I take it, as to whether we as a group are able to purchase better than an individual mill. A big group has to buy large quantities and has not only to get small bargains but has to get the quality and quantity he needs which may mean that he has got to go in for a particular cotton whatever may be the price. In the case of an individual mill where the quantity required is small by clever buying he can buy the material even cheaper than the average price paid by a group.

In any way a combine can put in liquid capital and purchase cotton at the right moment. Who will finance the individual mill for the purchase of cotton?—The individual mill can obtain its finance through a bank.

Do you mean to say that the small units get into the hands of the bank?—Under the system in Bombay the capital of a mill is merely what is required to buy the land, buildings and machinery and it borrows its working capital. In other countries they have extra capital which they use as working capital.

What difference you make between a combine or syndicate and the control of a bank on individual units?—The bank does not control the unit. The bank which lends money is concerned with sufficient margin for the amount it lends. It has no control over the policy of the mill. It might however object to the mill keeping big stocks of cloth.

In any case do you think that a combine can have an advantage over individual mills in purchasing cotton?—I think there are advantages. In a year when we have to buy our cotton from other countries we would score over the individual mills. In a year when we have to purchase 80 per cent. of our requirements in Bombay we won't score over small mills.

You will be going finer in the Bombay industry and you will have to depend more and more upon Uganda or American cotton or Egyptian cotton. You will be depending on the fluctuations of the stock exchange which is not under your control?—At present the Bombay market closely follows the American market so closely that you need not have any fear about that. Supposing a Bombay mill wants Uganda cotton. The merchant would import Uganda and keep it on the spot for the mills. The merchants will probably charge a little more. Even then it might be cheaper than buying direct from the country of origin because these merchants would sell hedge. You might at times be able to buy Uganda cotton cheaper in Bombay than you can in Uganda. You will have to pay a margin only to the merchants; and you will have to watch the market closely, because there are very clever people working on hedges.

Is not the Uganda and Egyptian cotton controlled by Lancashire?—Because Lancashire uses Egyptian cotton?

MR. STONES :—I shall explain that. The British Cotton Growing Association are the pioneers of cotton growing in the British Empire. Since they commenced there have been other companies. We have three Bombay companies established in Uganda. So far as our group is concerned we purchase cotton from all over the world with the exception of Queensland and we get information from all places. We have purchased cotton from Bokhara, Smyrna and Brazil.

MR. DANGE :—Unless you have financial dealings with these rings that control cotton.—There is no ring controlling cotton. Any mill can go to a broker and arrange with him to supply the amount of cotton required and pay him the amount at the time of taking delivery. The broker will take the place of the financier and finance the cotton and so will be helping small mills.

What will be the difference in price of cotton purchased direct and purchased through a broker?—I do not think that the difference will be more than one per cent.

How much more liquid capital would one require to deal in cotton outside India than one dealing in cotton in India?—No more for as I told you the broker will finance it.

If the Bombay mills go on finer counts, it will not be profitable to small mills to use Uganda or American cotton as you do?—If I am on high counts I may use more of good cotton per pound and other mills may use less. It is a question of economic unit of production. We have got a number of mills spread over Bombay and I am able to appoint Mr. Stones. I would not be justified if I have got only one mill. Because I have got a number of mills I should have a technical staff which costs me '06 annas per pound of cloth

which is very low. If I take 10 times the number of mills I have at present I am getting the economic unit of production and I shall have to appoint several other Mr. Stones's.

You have now adopted certain methods of rationalisation.—Methods of efficiency.

Had it been a pure efficiency system you would have included it in the ordinary efficiency scheme which the millowners have got?—It is included in that. It is the efficiency scheme of the millowners. Since 1923 I have been anxious to adopt this scheme in our mills.

Would it require great financial power to bring into being these improvements which you think are necessary before any mill can go into these methods?—If I find it necessary to instal automatic looms, then the question of increased capital would arise. If I can manage with less cost to run the looms as at present with more men I would not go in for that machinery.

Even for reducing the cost and increasing the efficiency you are required to make some improvements. What will it cost for the whole of Bombay?

MR. STONES :—There are 3½ million spindles and it will cost approximately 9 million rupees. High draft is not part of the scheme. The latest invention is an almost human winding machine but it would not pay us to instal it.

THE CHAIRMAN :—I do not think we may have very much to do with the question as to how much the mills in Bombay will expend on machinery. It is outside the scope of the enquiry.

MR. DANGE :—I want to show that if such expenditure is necessary on the improvement of the machinery a big combine will be necessary. A cartel will be the inevitable outcome of this scheme.

SIR VICTOR SASSOON :—A syndicate will never be formed in any country merely for the purpose of improving the mill industry. They will see to it that if they put in so much money they will get so much return. If they see a good profit they will be prepared to do something of this kind. If they do not see any profit they will refuse to risk their money. In the present condition of the industry I doubt whether you would get any financing syndicate to put a large amount into the industry.

MR. DANGE :—That is a point of argument.

I think we need not go into the point of syndicates now, because you are hedging round your statement by so many ' ifs ' that you are not prepared

to make a definite statement ?—(SIR VICTOR SASSOON) : I will make this statement ; it is personal. As far as I am concerned, I would not be prepared to go into a syndicate for increasing my investment in mills under the conditions obtaining in Bombay at the present time. That is definite.

You stated that the conversion of the 2-loom weaver into a 4-loom weaver is quite a comfortable job and that even in America they are minding 80 looms. Do you want to deduce from that that even in Bombay the weaver will mind very comfortably 80 looms ?—I think it was understood that the looms in America, where you have one man for 80 looms, are not the same looms as we have got. They would be expensive automatics. I am not saying that the Bombay weaver, given the same cotton and the same cloth, would look after the same number, but he might look after 60 looms, as they do in Japan. In Japan, I am told, they have one weaver for 60 looms.

Do you imagine that in Japan they are doing all these things voluntarily and comfortably ?—When you say voluntarily, do you mean whether labour is doing it voluntarily ?

Yes. You have charged the Indian labourer as being inefficient, and unwilling to give higher efficiency. You say that in Japan they are doing this. When the factor of willingness comes in, do you mean to say that in Japan the workers are doing it voluntarily ?—I have no information on that point.

You have no information about the textile revolts, strikes and lock-outs that go on there ?—Speaking subject to correction, I should not think that the number of days lost by Japanese labour would be less than in Bombay.

They may not be more than in Bombay ?—There are more days lost in Bombay.

In Japan they may not have lost more days than in Bombay. But do you mean to say that they have not revolted against the conditions ?—I have no information.

You are simply taking the facts ?—Yes.

You have taken them as you have seen them, without considering whether the Japanese worker's personal element comes in or not ?—I know this fact that the Japanese are able to produce their cloth at a certain rate, and I am asking to be put on the same basis, as far as labour is concerned.

If that is granted, would you be prepared to put up with the condition of the workers as it exists in Japan ? Would you be prepared for all the revolts that Japan is having ?—I doubt whether their revolts are likely to be more than ours.

You have knowledge about the internal technical conditions and prices of Japanese industry, but you have no adequate knowledge how far the worker in Japan has revolted?—I have knowledge about it from the evidence given here. I also think that if they had a six months' strike, we should have heard about it here. I am, therefore, rather likely to assume that they have not had a six months' strike in spite of this increase in efficiency.

Supposing I am able to prove it, would you be prepared to change your opinion?—I should like to know it. I do not know how they are able to sell so cheaply.

It may be that by terrorism the workers are put down, and they are able to get the production from them. That does not mean that the Japanese worker is efficient voluntarily?—Here again, you are bringing in something which is not in our hands. You are pointing out that the reason why the Japanese workman looks after 6 looms and produces so much is because the Japanese Government, by terrorism, forces him to work.

It may be the Government or anybody else.—Is it your suggestion that we should urge Government here to have the same methods of terrorism?

Are you prepared to have that method?—I do not want to.

I say this, because you are asking for efficiency.—I would much sooner get my methods of efficiency without any terrorism, by working with Labour. From my talks with Mr. Dange and Mr. Bakhle, I am quite sure that if they were able to get Labour to carry out what they think is right, we should be much more efficient than we are to-day. They might not go as far as we wish to, but they would go a great deal further than they do to-day.

You stated in Japan they are very efficient, and minding 6 looms, and therefore they should be able to do it in Bombay also.

THE CHAIRMAN :—Sir Victor Sassoon is resisting your point. I do not think there is any use in pursuing it.

MR. DANGE :—The point is, to what reasons is the Japanese efficiency due. The question is whether it is the voluntary efficiency of the worker, or whether he is made to do it by an outside terrorist agency.

THE CHAIRMAN :—He has stated he cannot give any definite information about it.

MR. DANGE :—You made some statement that we are not in the same condition in which the European rationalisation employers are?—(SIR VICTOR SASSOON) : I said the situation of the textile industry in India is different.

You added by saying that they have not got markets at hand, while we have got markets?—I said that we had a market which we were not able to fill.

Therefore, it, would not cause much unemployment?—Yes. For that reason we could absorb our surplus men by filling our own market, by satisfying the needs of our own market.

What do you say of the example of America? They have got their market at hand. You know it is just the type of country which we have here, an agricultural country. They have the 80-loom system, and they have got markets next door. Would you be surprised if I were to show you that there is constant unemployment there?—The position in America is very interesting. They have the problem which we have here at the moment, an internal problem. It is the problem that we have between Bombay and up-country. They have got it between north and south. What is happening there is, owing to high cost of production in the north, a number of millowners have transferred their activities to the south, and the south have so been able to compete with the north, and if there is any shortage of demand, it is the north that has to bear the brunt of it, and the unemployment takes place there, and not in the south.

These employers in North America have transferred their methods of intensive working to the south. That is what you call efficiency, and what we call worsening conditions of labour. Just as you cannot agree with our definition of the word rationalisation, so also we cannot agree with your definition of efficiency. What you call efficiency is very misleading. We call it worsened conditions.—I understood Mr. Joshi was very anxious that we should follow the principle of Mr. Ford, and Mr. Ford believes in efficiency. If he believes in efficiency, does he believe in worsening conditions?

Yes. Are you aware also that in the south there have been more revolts than in the north?—I have not heard of it. All the strikes and unemployment I have heard of lately have taken place, according to my knowledge, in the north.

You are not aware of the Japanese conditions, and similarly you are not aware of the revolts that have taken place in America in the south?—Do you mean that the workers in the south have been terrorised, and those in the north have not been terrorised?

Not only terrorised, but they have revolted.

MR. STONES:—I would like to lead some evidence on that point, because I am very closely in touch with American conditions. I can assure you of this, that there have been more hours lost in the north this year than in the whole of the south.

MR. DANGE :—That is possible ; I do not contend that statement.

MR. STONES :—I have no evidence of any big strikes in the south.

MR. DANGE :—I did not use the word “ revolt ” in the sense of a loss of working hours. In an industrialised town, a revolt may take the form of a strike, a constitutional strike, but when capital moves to an unindustrialised area, and takes advantage of the cheaper labour there, the form of revolt is not a constitutional strike, but a violent revolution.

MR. STONES :—I have no evidence in my papers of any violent revolution in the southern States in the textile districts. I have read of it in the Anthracite coal mines, but not in the textile industry.

MR. DANGE :—You have not read of it in Japan ?—It is very difficult to get information from Japan, but it is easy to get it from America. We have our own offices in the States ; we are in touch with everything that is going on there. If there was any trouble, we would have known about it. Any decided trouble in the southern States would at once react on the cotton market, and it would be an international problem so far as textiles are concerned.

In this case, you have no information to prove whether the Japanese worker is accepting the conditions willingly, and that the unwillingness of our worker is due to some cussedness of spirit ?

MR. STONES :—I have no information to the contrary.

SIR VICTOR SASSOON :—I have no information.

MR. DANGE :—You said, Sir Victor, that due to the improved methods you are increasing the earnings of the workers. For example, if you were paying Rs. 20 to a worker, by improving the machinery and by increasing the number of his machines and displacing another worker you pay him Rs. 30, and you say the individual workers are getting more. Viewed, as a class, do the workers lose, and you as a class gain ?—(SIR VICTOR SASSOON): If I employ a clerk at so much per month, I am not thinking of a class.

Pushed to its extreme, does not this method mean this ; you said that the unemployed may be absorbed by some other method. But I want to go to the extreme. Say, there are 50 workers in the textile industry getting Rs. 20 each, and you now displace 25 of them and pay the remaining 25 Rs. 30 ; the total income of the 50 was Rs. 1,000, and the total income of the remaining 25 is Rs. 7,500. Individually these 25 men seem to have gained but the whole group of 50 workers have lost Rs. 250, while you have gained it as an individual ?—If the unlucky people had been prepared to give me



increased efficiency for the same wage, and thus lowered my cost of production, I might have been able to have increased my whole investment, gone in for double shifts, or taken another mill, and thus absorbed the whole lot of them.

What we are driving at is this. If from each field, by this rationalistic method, we displace a large number of workers from the industry, would there not be a standing army of the unemployed?—It is a variation of the old argument against machinery. You want to go back or keep to old methods.

It is not going back?—Surely, in the days of hand-looms and charkhas, we would be employing more people for a given production. It is the old problem of industrialisation. You say because a certain number of men will be displaced, therefore we must not put in improved machinery.

I do not say we must not put in improved machinery?—If it is going to displace labour?

I am only driving at the total effect of the thing. I do not say as yet that we should not have improved machinery. I do maintain that improvements will have to be put in?—The theory about improvement has generally been that although you might have a partial displacement of labour, by lowering your cost of production you so increase the demand that you can re-absorb the labour. That is the theory of efficiency, what you call worsening conditions.

You have got in those countries who have followed this trend of argument a standing army of unemployed, with whom they have not been able to deal. India is coming in the link?—I still repeat, if we were to take your argument to its logical conclusion, you would have to be against efficiency and against machinery, or anything that displaces labour.

Whatever I shall have to say on that point, I shall say later on. I may be allowed to put in a separate statement on rationalisation, which I cannot do to-day.—It does seem to me that you are rather putting up a coconut and you yourself knock it down the next moment. I have not said that I am in favour of rationalisation on the lines which you are dealing with.

MR. BAKHLE :—I had said in the beginning that I might be able to ask Mr. Stones a few questions on his own scheme, after we got some idea of it?—(Mr. Stones) : It is not my own scheme. It is the scheme of my technical staff, with Sir Victor Sassoon included.

You are their representative?—Yes; I am a representative of the millowners' also.

That is why I call it Mr. Stones's scheme. Before I ask any questions about the details of the scheme, I should like to say it is true that I have not been able to get sufficient information from Sir Victor Sassoon about

rationalisation as it is practised in European countries. But as we are not going to have a general discussion on this question any more, I hope to prove that the system adopted by the millowners is nothing short of the system of rationalisation that has been practised in Europe. I hand in a copy of the resolution passed by the World Economic Conference last year about rationalisation, and then we shall prove that Mr. Stones's method is not different from the method adopted in Europe.

THE CHAIRMAN :—Rationalisation in Europe sometimes means increasing efficiency of management.

MR. BAKHLE :—Therefore, it would facilitate our discussions a little later if I put in a resolution passed by the World Economic Conference held at Geneva. Sir Ness Wadia attended that conference as a delegate from India.

MR. DANGE :—Mr. Stones mentioned the equipment that is necessary before any mill can move on to these new experiments, and that brings in one of the reasons that led to the general strike. I shall ask one or two questions about it to-morrow.

The Committee adjourned till 11-15 a.m. on the 4th December 1928.

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## WORLD ECONOMIC CONFERENCE.

### *Resolution on Rationalisation.*

The (World Economic) Conference considers that one of the principal means of increasing output, improving conditions of labour, and reducing costs of production is to be found in the rational organisation of production and distribution.

The (World Economic) Conference considers that such rationalisation aims simultaneously :—

1. At securing\* the maximum efficiency of labour with the minimum of effort ;
2. At facilitating by a reduction in the variety of patterns (where such variety offers no obvious advantage), the design, manufacture, use, and replacement of standardised parts ;
3. At avoiding waste of raw materials and power ;
4. At simplifying the distribution of goods ;
5. At avoiding in distribution unnecessary transport, burdensome financial charges, and the useless interposition of middlemen.

Its judicious and constant application is calculated to secure :—

- (1) To the community greater stability and higher standard in the conditions of life ;
- (2) To the consumer lower prices and goods more carefully adapted to general requirements ;
- (3) To the various classes of producers higher and steadier remuneration to be equitably distributed among them.

It must be applied with the care which is necessary in order, while at the same time continuing the process of rationalisation, not to injure the legitimate interests of the workers ; and suitable measures should be provided for cases where during the first stage of its realisation it may result in loss of employment or more arduous work.

It requires, further, so far as regards the organisation of labour in the strict sense of the term, the co-operation of Employees, and the assistance of trade and industrial organisations and of scientific and technical experts.

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*Tuesday, 4th December 1928.*

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THE Committee met at the Town Hall, Bombay, at 11-15 a.m.

*Present :*

THE CHAIRMAN.

MR. KHAREGHAT.

MR. KAMAT.

THE CHAIRMAN :—Mr. Bakhle wanted to ask one or two questions.

MR. BAKHLE :—Mr. Stones, at the bottom of page 2 of your statement you refer to “less real work for the operative.” What do you mean by ‘real work’?

MR. STONES :—When I say ‘real work’ I mean the time during which the operative is employed in doing useful work in the mills. At present the maximum amount of work they put in is from 3 to 4 hours.

Do you think that you can keep a man engaged for full 10 hours?  
—I think in our scheme we do not keep any man fully employed at a stretch for the whole 10 hours.

What will be the average?—It varies from 4 to 8.

That is a great difference.—Some of them go out for a longer period. I still think that a weaver can work 10 hours.

MR. ASVALE :—Don't you think that the average wage is low when compared with the work he is expected to do?—The point is this. A side boy who earns Rs. 26 under the old system has to pay Rs. 10 for his boarding, Rs. 5 for rent and Rs. 5 for incidental charges and saves Rs. 6. Under the new scheme he gets Rs. 39 and there is an increased margin of saving.

Do they not absent themselves on more days on account of hard work?  
—The figures given here are complicated on account of extraneous things such as discharge of men. The five men in the blow-room never lost a day; on the cards we had two days lost in the whole card-room. In the frame department there is less absenteeism than in other mills. But the figures given here do not show the reason for absenteeism. Now, we have introduced the Japanese system of maintaining statistics and we are compiling them in our mills. The figures on absenteeism I have put in will be a matter of interest, though not a help to the inquiry.

Have you got a record of the absenteeism before the strike?—I shall place the whole muster for inspection. I have suggested that one deputy from the Joint Strike Committee, one of our own men and one from the Labour Office, if possible, may take it up. The difficulty is this. In the weaving section, as the weavers generally bring in their *budlis* we do not mark them absent.

MR. BAKHLE :—We discussed this point with Mr. Gennings before the Labour Office collected these statistics of absenteeism. They had given instruction to the 19 representative mills to keep a separate record of absenteeism even amongst weavers.

MR. STONES :—It was not unfortunately done.

MR. BAKHLE :—My further information is that except in the case of one mill the percentage of absenteeism as shown in the report of 1926, is the real picture of absenteeism in the weaving section. The other day the Committee decided to inquire of Mr. Gennings as to the procedure they followed. So, there is no use discussing it.

MR. STONES :—In any case I will not challenge the Labour Office figures, because I was away on leave when they collected the statistics. I am accepting them and am prepared to compare the figures of absenteeism in our own mills both before the scheme and after the scheme.

MR. BAKHLE :—I hope you will agree with me that your group cannot be called representative.

MR. STONES :—I agree that the 19 mills that have been taken are representative. But I do not see any reason why our group cannot be called representative. We have 12 mills spread over the various parts of Bombay representing various sections.

MR. BAKHLE :—Representative in this sense that it includes good, bad and best mills.

MR. STONES :—I am willing to accept them as representative.

SIR MANMOHANDAS RAMJI :—In each mill from 50 to 100 men come to the weaving shed offering to work as substitutes. Why should so many people come there to work as substitutes?

MR. ASAVALE :—Because they have no employment they come.

MR. KHAREGHAT :—When was this scheme introduced in the Manchester Mill?

MR. STONES :—In the year 1926. This system commenced at the very time these averages were taken out. The absenteeism fluctuates with the season. We thought that a comparison of the absentee figures both under the old system and the new system in our group could be taken. It is now for the Labour Office to decide.

MR. BAKHLE :—Mr. Stones stated that in 1926 this system was commenced in the Manchester Mill. I do not know whether the Manchester Mill was included in the census taken in 1926.

MR. STONES :—No.

MR. BAKHLE :—My point is about the representative character of the census taken in 1926. I am quite prepared to go into the figures of absenteeism in one sample mill of the Sassoon group under the old system and compare them with the figures in the Labour Office report. While doing so, I want to ask him whether do we or do we not challenge the Labour Office figures of 1926?

MR. STONES :—The Labour Office figures of 1926 will not apply to the new system. As far as Labour Office figures are concerned I am perfectly willing to accept them, so long as I am aware of the method they followed.

MR. BAKHLE :—Then on page 3 you say that the operatives are not doing work for more than three to four hours a day. Is it in the weaving shed?

MR. STONES :—In both the sections. The piece-workers put in a greater amount of work.

MR. BAKHLE :—Did you persuade them to do more work during the working period?

MR. STONES :—We have slowly done that. In certain cases even long before 1923 we discharged some of the superfluous men.

MR. BAKHLE :—Then this applies to the period before 1923?

MR. STONES :—Our point is that even then they did not by any means work to a point of exhaustion or anywhere near that.

MR. BAKHLE :—Even when you knew that some people were working 3 to 4 hours you engaged spare men?—No; we never adopted that system.

MR. ASVALE :—Since when did you stop these spare men?

MR. STONES :—We never had any. We have the system of *budlis* or double substitutes.

MR. BAKHLE :—Has this 30 per cent. increase you mention here in the course of your statement got anything to do with the finer counts that they have in Lancashire?

MR. STONES :—If you refer to the list, you will find that in all cases the percentage is approximately 30 per cent. and a little less on fine frames. The comparison made there is on coarse counts which we are normally running in Bombay. The other point I wish to refer to is the wage. In England the wage per roving frame of 100 spindles is 16s. 4d.; 3 to 3½ hanks 15s. 7d. So that, the wage in Lancashire decreases as the hank goes finer. You will find that in the standard list we do the same.

THE CHAIRMAN :—How many frames does a Lancashire worker mind ?—The standard is usually one slubber for one operative. But sometimes, if it is a short slubbing frame one woman attends to two frames. On page 110 of the Lancashire list, you will find the slubbing list. Coarse hank, above 100 spindles to be worked singly. Where a slubbing tenter works the slubbing frame singly, she does not have a back tenter. If it is above 100 spindles she works one slubbing frame, and there is one tenter or what we call here a doffer boy to a pair of slubbing frames. In the intermediates they usually work two frames.

How many spindles ?—Right from 80 in the list, it provides for 180 spindles per frame, and they provide for one tenter per pair. On the roving frames, it is almost universal for a roving tenter to mind 2 roving frames, with a back tenter or doffer for 4 frames, but in the case of finer counts they come down for 5 frames, which is pretty near what we have worked out in our list. Our list was prepared by men of practical experience here and technical men were consulted, and it synchronises with the Lancashire list.

MR. BAKHLE :—In the same paragraph, you say that in Japan and America the total increased wage to the worker has only been from 10 per cent. to 20 per cent. in spite of a much greater multiplication of the machines tended. Could you give us some figures ?—I can give you the figures for the States. Those I will put in. As regards Japan I am going on Mr. Sasakura's evidence. The Cunningham report about Japan says, "We have had a gradual reduction in the number of operatives employed during six months and an increase in the number of spindles, and yet the wage remains constant." We have Mr. Sasakura's evidence that the wage is Rs. 2-4-0 weighted down by 15 per cent., which is the average for 6 looms. In the Cunningham list and in the American list, the same wage is given for 2½ looms.

#### ORAL EVIDENCE OF MR. COTTAM,

*Deputy Superintendent, Spinning Section, E. D. Sassoon's Group of Mills.*

THE CHAIRMAN :—What experience have you had of the textile industry ?—I have been in it for 36 years. I first started in a mill in England at the age of 12 in the cotton room, feeding the bale breaker straight from the bale of cotton. Then I got into the blow-room and looked after blow-room machinery (3 machines). Then I went into the card room, and looked after a set of cards as a back jobber and front jobber, and then I got the position of assistant carder and looked after carding, drawing, slubbing and roving. After that I came out to India 21 years back. I was then a carder at the Gokak Mills in the Southern Mahratta Country. I was transferred from there to the mill at Hubli. I left that and joined the David Mills in Bombay as carder and spinner. Eventually, I got to be manager of the mill and then deputy superintendent of the group.

MR. STONES :—In the mixing room of the Manchester Mills, will you tell us what alteration you have made in the work of the workmen, regarding the lattice feeder, for example ?—We have put in a modern automatic lattice



feeder. We have one man for one lattice feeder, the reason being that it is on the exhaust principle which puts about 7,000 lbs. through each machine. That is to say, a single lattice of the new machine is equivalent to two of the old machines. The Manchester Mills have the latest design in blow-room practice. We feed twice the weight through the first machine and it splits up into two later, so that where the old type of machines have two lattices feeding two machines, we have one lattice feeding to one machine which later breaks up into two machines, so that we turn a bigger weight through this machine. The work of two lattices in other mills is done by one man here.

What is the system in the blow-room? How many men on intermediates or finishers?—Two.

Is he overworked?—No.

How long will it take for a lap to go through the machine?—40-yards lap,  $6\frac{1}{2}$  minutes.

The duties of the men are to move 2 laps in  $6\frac{1}{2}$  minutes?—Yes.

Do you stop any period of the day? Do the men go out for rest?—They go out systematically, and the assistant jobber attends to the machine of the man who is out.

Do you stop for cleaning?—Yes, and taking out the droppings.

These men take out the droppings from the machine?—Yes.

Do they remove the droppings to the willow-room?—They remove it to a room close to the blow-room.

And a coolie removes it afterwards?—Yes.

Do you think that 50 per cent. increase in wage for 2 machines is equitable?—Yes, it is reasonable.

You said you took care of 3 machines?—I did that in England.

Is that the common practice in England?—Yes; 3 finishers, or 3 intermediates; or one exhaust and two finishers.

*Cards.*—In introducing this system to the Committee yesterday, I pointed out the big difference between the English and our system. Will you please explain the English system, and where your system varies from the English system?—The English system is usually to split up into teams of 26, 28, or 30 cards, with a back jobber and a front jobber. They do all the work of lap carrying, stripping and grinding, cleaning the cards and oiling.

Do they fly-gather?—Yes.

In your system, what is the team?—The team in our system is a back jobber and front jobber for the 30 cards, and he gets the assistance of a lap carrier.

Does he have the assistance of a fly gatherer?—No. The lap carrier does the fly-gathering.

Have you any idea of the increase in wages given to the strippers and grinders?—They are increased from Rs. 16 plus 70 per cent. to Rs. 26 plus 70 per cent., that is about 66 per cent. increase in wage.

Do you find any heavy absenteeism under this system?—No. It is practically *nil*.

Are you putting less weight through these cards than formerly?—We put a little less weight through. We are putting about 150 lbs. to 155 lbs.

What would you say was the standard in Bombay?—Many mills put through much more than that; up to 175 lbs., probably more.

THE CHAIRMAN :—What is the reason for that?—To get more production through.

Why is it less?—Because of better quality. We get better quality yarn by turning less weight through the machine.

MR. STONES :—How many cards does a can minder attend to under this system?—It is 2 men for 30, that is 15 cards to each can minder.

How many cans does an English operative mind?—About 20.

I see that the old system is from 7 to 10 cards, that is one for a preparation. Do you think on account of this increase anywhere from double to 50 per cent. the can minder is overworked?—No.

Do your can minders carry the cans from cards to the back of the drawing frames?—Yes.

They do that work too?—Yes. The machine is quite close.

Drawing and speed frame department: you have altered the system on the drawing frame?—Yes.

What is the alteration?—Instead of having one man per head we have two men for 3 heads of drawings.

What is the system in England?—One woman to 3 heads.

Even on coarse counts?—Yes.

Do you put the system in work for counts 10s and below?—Below 10s, no; it is for 10s upwards.

Have you made any alteration in the slubbing tenters?—No.

Is there any alteration in the intermediate tenters?—No.

Any alteration in roving tenters?—Yes.

What have you done in the case of roving tenters?—One man to two rovings.

Have you given the man any increase in pay?—Yes; approximately 50 per cent.

THE CHAIRMAN :—Does it mean that he has more work to do?—On two rovings he has more work to do.

MR. STONES :—Has he twice as much work to do?—I should not think so.

How much work had he to do before on the single roving? Had he as much work as a slubbing tenter?—No, half the work.

So that, you think the English system is perfectly correct in allowing one operative to one slubber of over 100 spindles, but maintaining one operative to two frames on the roving frames?—Yes.

What weight of yarn will be passing through a slubbing frame in a day?—It will vary with the counts; but approximately 1,200 lbs. with slubbing of, say, 80 to 90 spindles.

That slubbing frame will feed, shall we say, 2 intermediates?—Yes.

How many roving frames will these two intermediates feed?—4.

That means 300 lbs. of cotton goes through each roving frame per day?—Yes. That is per preparation; 1 to 4 or 1 to 5 according to the fineness of the yarn.

In the ring department have you made any alterations in the numbers of tarwallas and doffer boys?—Slightly.

How do they compare with the standard list? There is a note in the book saying that tarwallas and doffer boys, numbers and rates of pay, as in the standard list.—We fix so many tarwallas per 1,000 spindles, and so many doffer boys.

In any case, if the standard scheme is adopted, you propose to follow the standard scheme entirely as far as the tarwallas and doffer boys are concerned?—Yes.

As regards begarries, sweepers, etc., there is no alteration?—There is no alteration.

The difference in the spinning department confines itself to the side-boy?—That is the chief difference.

What alteration have you made in the work of the side boy?—From one side to two sides; he looks after two sides.

Irrespective of counts?—From 10s upwards.

Do you make any alteration in the wage if there is a variation in the number of spindles?—Yes.

What is the approximate increase in wage on the new system as compared with the old?—Round about 50 per cent.

THE CHAIRMAN :—Can they manage two sides?—Yes, comfortably.

MR. STONES :—You think it is possible to manage more than two sides?—Yes, on 24s upwards.

That is the only difference, the rest of the scheme is the same.

MR. BAKHLE :—You will remember that about January or February you had a strike in one or two of your mills, when you introduced this new system?—Yes.

I had been to Mr. Reubens and to Mr. Stones to get some information as to the effect that may be entailed upon the workers on account of the introduction of this new system. I took one mill, so far as the spinning section was concerned, asked for the number of employees employed under the old system, the number of employees that may be employed under the new system, the old pay and the new pay, the number of workers that may be retrenched under the new system and the savings that might be effected both to the mill as well as the gain that may be obtained by the workers. I think you know perhaps that I prepared a statement on the basis of the figures that were supplied to me by your office. I showed that statement both to Mr. Stones and to Mr. Reubens. Unfortunately, as the strike fever went on, and I had to go to England, we could not proceed with that work. But it would be sufficient for us now if we discuss that statement in the Committee, so that we might be able to get some idea as to the effect of the introduction of the new system both on the workers as well as on the mill. Unfortunately, I have only two copies of the statement, and I shall have to give one copy to the Committee, so that it will facilitate our discussion if I sit by your side and take a copy for both of us.

Let us first take page 2. I have not given the name of the mill, and it is not necessary. In the blow-room, under the old system, you had 46 men with one man per machine; the average wage of the worker was Rs. 14-8-0 per worker; the wages came to Rs. 667 for the 46 men. Under the new

system you are going to engage 28 men on the basis of one man one machine, and you are going to give him the same wage, Rs. 14-8-0. The total wage of 28 men would be Rs. 406-8-0. You are going to engage 9 men on the basis of one man to two machines, and you have raised the wages for these 9 men from Rs. 14-8-0 to Rs. 21; that means that each of these 9 men would get Rs. 6-8-0 more; the total wage would be Rs. 189; so the total wage of these people working on the new system would come to Rs. 595 instead of Rs. 667 under the old system. That means that the mill was paying formerly for the blow-room department Rs. 667, it would now pay Rs. 595, and so will gain Rs. 72. The 9 workers with an increased wage of Rs. 6-8-0 per man would gain Rs. 58-8-0. So the total gain would be Rs. 130-8-0 of which 55 per cent. goes to the mill and 45 per cent. goes to the workers. But this 45 per cent. goes to the workers who will remain engaged under the new system; that means 37, not 46, because you will retrench 9 people. I have put down that result on page 1: blow-room, number of men to be retrenched 9 out of 46; percentage of gain so far as wages are concerned to the mill 55 per cent., and to the worker 45 per cent.

On the next page, I deal with the card-room. Under the old system, you were engaging 12 strippers for Rs. 15 each, with a total wage of Rs. 180; 7 grinders with a wage of Rs. 15 each, total Rs. 105; 4 flap gatherers with Rs. 13-8-0 each, total Rs. 54; 5 lap carriers on Rs. 13-8-0 each, total Rs. 67-8-0; 12 can minders at Rs. 12-8-0 each, total Rs. 150. In the card-room under the old system you were paying Rs. 556-8-0. Under the new system you have changed designations of workers, and you want to engage front jobbers and retrench 8 out of 12 strippers; you want to increase the wage of 4 front jobbers from Rs. 15 to Rs. 26. That means these 4 front jobbers that may be retained under the new system will get Rs. 11 each more. Back jobbers, 3 to be retrenched and 8 to be retained, and the wage to be increased to Rs. 26; so each of the 4 will get Rs. 11 each. Lap carriers, 4 to be retained 3 to be retrenched, with a wage of Rs. 16, an increase of Rs. 2-8-0 per man. Can minders, you want to engage the whole with an increase of Rs. 1-8-0 per man, that is Rs. 14. Under the new system, you will be paying front jobbers Rs. 104, back jobbers Rs. 104, lap carriers Rs. 96, can minders Rs. 168. So the total comes to Rs. 472; formerly you were paying Rs. 556-8-0. You will be gaining Rs. 84-8-0. Such of the workers as will be retained will get more wage; they will get Rs. 121 more, so the total gain would be Rs. 205-8-0. The percentage of gain to the mill would be 42·5, and to those workers who would be retained the percentage of gain would be 57·5. These figures do not include the 70 per cent. allowance. In the card-room, 14 men will be retrenched out of 40. The wage gain to the mill would be 42·5 per cent. and to the workers who would be retained 57·5 per cent.

On the next page, I come to drawing frames. Under the old system you had one man to one head, or 3 men for each machine. For 42 men the total wage would come to 558 pies. Under the new system you propose 2 men for 3 heads and 2 men for each machine. That will retain 28 people and retrench 14. Instead of 14 pies per hank it would be 19 pies per hank or 386 pies per machine. The 28 people who would be retained will gain 5 pies each per hank. The mill will gain 56 pies; 28 workers in all will gain 140 pies; the total gain would be 196 pies, of which 28·5 per cent. will

go to the mill, and 28 of the people who will be retained under the new system will gain 71.5 per cent. I have put down that result on the first page; 14 people out of 42 will be retrenched; the mill will gain 28.5 per cent., and the workers 71.5 per cent.

In the ring frames, under the old system you had, in the case of side boys, one man to one frame. There were 216 people with a wage of Rs. 15-8-0 each, total Rs. 3,348. There were 62 tarwallas with a wage of Rs. 15-8-0 each, total Rs. 961. There were 108 doffer boys on Rs. 11-8-0 each, total Rs. 1,242. The total wage in the ring frames under the old system came to Rs. 5,551. Under the new system, you have 1 man for 2 frames; you will retain 108 side boys and retrench 108 side boys; such of them as will be retained will get Rs. 6-8-0 more; that means Rs. 22. In the case of tarwallas they will retain 42 and retrench 20; the wage will be increased by Rs. 1-8-0; they will retain 76 doffer boys and retrench 32, and they will give an increase in wage of Re. 1 to 76 people. The total wage of the side boys (108) would come to Rs. 2,376; that of the 42 tarwallas to Rs. 714, and that of the 76 doffer boys to Rs. 950. The total would be Rs. 4,040. Deducting that from Rs. 5,551, the mill will gain Rs. 1,511; the 226 workers that may be retained under the new system will gain Rs. 841 more. The total gain would be Rs. 2,352, of which 64 per cent. will go to the mill and 36 per cent. will go only to those people whose services will be retained under the new system. I have put down that result on the first page; out of 386 160 will be retrenched.

THE CHAIRMAN :—In the case of tarwallas and doffer boys the reduction is under the standardisation scheme, not under rationalisation.

MR. BAKHLE :—There is that reduction.

THE CHAIRMAN :—But there is that distinction.

MR. BAKHLE :—In the roving department, under the old system it was one man to one machine and there were 52 people, with a pay of Rs. 32 each. The total wage bill was Rs. 1,664. Under the new system they want to give one man for two machines; they will retain 26 men and retrench 26; their wage has been increased from Rs. 32 to Rs. 47-8-0; each worker who will be able to continue will get Rs. 15-8-0 more. The total wage would be Rs. 1,235 as against Rs. 1,664 under the old system. The mill will gain Rs. 429 and the 26 workers will gain Rs. 403. The total gain will be Rs. 832; the mill will gain 51.6 per cent., and the workers 48.4 per cent. The total reduction that may take place in the spinning section would be 223 out of 566. Now, I have pointed out already that the worker will gain on an average 51.7 per cent. But this gain will go naturally to 343 men whose services will be retained under the new system, but at the same time 223 men will lose their jobs. In the blow-room when they retrench 9 people, the 9 people will lose Rs. 130-8-0; in the card-room Rs. 128-0-0, in the ring department Rs. 764, in roving Rs. 403; that is to say, the 223 people that will be retrenched will lose monthly Rs. 1,426. In addition to that, in the drawing department they will lose 70 pies per hank for 14 men. I have not been able to calculate there the wage per month, because it is difficult for me to do so. As regards

the average percentage of gain to the mill, I have pointed out that it will come to 48.3. The saving to the millowners will be, blow-room Rs. 72, card Rs. 84, ring Rs. 1,511, and roving Rs. 429. The total saving on the number of people that may be retained under the new system will be Rs. 2,096; Rs. 1,426 will be the net saving to the mill on account of the retrenchment of 223 people. That is to say, if the new system is adopted, only 343 people will gain an advantage to the extent of 51.7 per cent., but 223 people will be retrenched, and will lose wages to the extent of Rs. 1,426, while the mill will get an advantage of 48.3 per cent. under the new system, and over and above that they will be able to save Rs. 3,522, and also under drawing 56 pies on 343 people whose services will be retained and 70 pies on the services of the 223 people whose services will be dispensed with. I want to know from you, Mr. Cottam, as to whether this statement gives us an accurate idea of the effect that the new system is going to have?—I think so.

**MR. KAMAT** :—Whatever is the saving to the mill, that has to be apportioned between the mill and the workers. The percentage has to be calculated on the actual net saving. Have you done that?

**MR. BAKHLE** :—Now, take the ring frame. The wage bill under the old system comes to Rs. 5,551. The wage bill under the new system comes to Rs. 4,040. The difference between the two is the net saving to the mill. In addition to that such of the people whose services will be retained will gain also under the new system. I have put down that gain in another column. Rs. 1,511 does not include the amount of extra wage that the men whose services will be retained in the new system will get as a result of the increased wages. Comparing the gain to the mill and gain to the worker, Rs. 1,511 would be the gain to the mill and such workers as will remain under the new scheme will get Rs. 841. I have taken both the gains together and calculated the percentage. If this method is wrong I am prepared to adopt any other method.

**MR. KAMAT** :—When you say 64 per cent., is it on the total loss or total gain to the mills?

**MR. BAKHLE** :—I have not taken the percentage on the wage bill. I have taken the difference between the old wage bill and the new wage bill and that difference will be the net saving to the mill. I have taken the difference between the old wages and new wages for the operatives and that will be the gain or loss to the worker. I have added up these two differences and found out the net gain that will accrue both to the mill as well as to the workers. The percentage is based on the difference and not upon the wage bill. For example, take the blow-room. The wages under the old system were Rs. 667. Under the new system it comes to Rs. 595.

**THE CHAIRMAN** :—In your figures in the last column you give Rs. 130-8-0.

**MR. BAKHLE** :—That is gain to the workers by multiplying the figure in column 3.

THE CHAIRMAN :—The millowners have given a part of the total saving to the workers in the shape of increased wages.

MR. BAKHLE :—They have.

THE CHAIRMAN :—Why did you add Rs. 1,426 ?

MR. BAKHLE :—I have taken the old system as it existed and I have calculated the total wage bill under the old system and then under the new system. Under the new system the mill will require to pay their operatives in these 4 or 5 departments an amount which would be less by Rs. 3,522 than the amount they were paying before under the old system.

THE CHAIRMAN :—They have not raised the wages at all.

MR. BAKHLE :—Then, this Rs. 1,426 will be the saving and we shall have to calculate the extra wage that will be given to the people who may remain under the new system. The difference between that is the saving to the mill.

MR. STONES :—In 1923, the total wage was Rs. 3,30,830. Our present wage bill comes to Rs. 2,70,000. We save Rs. 70,000. We use 6,000 candies of cotton on the plants working under this system. We are paying Rs. 20 more per candy which comes to Rs. 1,20,000. We lose Rs. 50,000 more on the quality of cotton which we hope to recoup by increased production and if possible by better price for our finished product.

MR. KHAREGHAT :—To which period do these figures relate to ?

MR. BAKHLE :—This was taken about January 1928. This information was supplied to us privately.

MR. STONES :—I will give the actual position of the mill so far as this is concerned. In the Meyer Sassoon Mill in 1923 there were 22.16 men per 1,000 spindles, the wage bill coming to Rs. 639.64. The average wage is Rs. 28.85. According to the Millowners' standard, the number of men will be 18.62 per 1,000 spindles and the wage bill will come to Rs. 554.27, the average wage being Rs. 29.75. We are prepared to accept those figures and we will check them. They are reasonably correct.

MR. KHAREGHAT :—We want to have the exact figures.

MR. STONES :—This is for a particular mill. I propose to hand over to the Committee a statement showing the average wages and the number of hands under the old system, the Millowners' system and the new system for all the mills under our control. At present the saving of Rs. 70,000 is made in this way : Rs. 40,000 under the Millowners' standard and Rs. 30,000 under the rational scheme. I will submit a statement which will show the variation in the actual percentages.



MR. BAKHLE :—In the ring department workers will be greatly affected by the new system. Out of the 64 per cent. of gain the workers will get only 36 per cent.

MR. STONES :—We maintain that we are spending money on better cotton and that the work on two sides is less than the work on one side previously.

MR. BAKHLE :—It is for the Committee to decide. On the score of cotton you will gain.

MR. STONES :—We have established a reputation for cloth. We had not a single bale in stock during the strike.

MR. ASVALE :—Mr. Stones has already admitted that out of the saving of 64 per cent. only 34 per cent. will be given to the poor workers.

SIR VICTOR :—I think the savings on wages is not the net saving in the cost of production.

MR. BAKHLE :—We considered this scheme purely from the workers' point of view. I am not concerned with the fact whether they spend on cotton or machinery, because I have no idea about it. My own interest lies in the fact as to how many people will be affected in the retrenchment, and whether the workers that will remain will get a proportionate increase in wages. I am looking at it from that point of view. Mr. Stones has admitted that the statement I have prepared is substantially correct. I think it would be much better if a statement on similar lines is prepared for other mills so that we may be able to get some idea as to the people that may be retrenched under the scheme.

MR. STONES :—Every particular is here. The other people are the Finlays. The Kohinoor is partially on this scheme. We can leave it. With regard to other mills it is optional.

MR. KAMAT :—Are you prepared, Mr. Stones, to express an opinion as to what would be the equitable allocation to labour out of the savings which you will effect on the wages?

MR. STONES :—Considering the state of the industry, I consider that labour would be fortunate in retaining the same wages they get to-day for more work. On the other hand, there are certain sections which would get an increase of 40 per cent. in wages. But certainly no case has been made out to justify an increase of 50 per cent. everywhere.

On the cards, we are now getting a man of a different type. We are creating a new type of man more after the English style, by changing the nature of his duties. Instead of the man of the coolie type whom we had been having heretofore, we are having a little more advanced man. Therefore we give him 60 per cent. to 70 per cent. more. That, I am prepared to admit, is reasonable. On the other hand, I do not see that the side boy ought to have

any advance at all. He is doing, if anything, less work on two sides than he formerly did on one side, although we have given him 50 per cent. advance. The roving frame tenter on Rs. 32 could certainly not move higher than the slubbing frame man on Rs. 38, taking the English list. We have moved him from Rs. 32 up to Rs. 50, whereas the man on the slubbing frame, who does as much work as the roving tenter, is left on the Rs. 38 basis.

SIR VICTOR SASSOON :—There is a basic difference of opinion between us and Mr. Bakhle. He says he is not concerned with how much money we spend on improved machinery. He is concerned with how much we are saving in the wages paid to labour, and how many people are dispensed with. I point out that if I set up automatic machinery, I should be using 4 men instead of 15. These 4 men would not have more work to do than any one of the 15 men to-day, because the machine would be doing the work. To say that by putting up improved machinery we should be paying less to labour, although we may be paying individually more than we did before, is no sufficient argument for not putting in that machine. They say I have to consider the question of what would happen to the displaced men, and I say I cannot be bothered with it. They may go to places where they can find employment. The other side say, if it is not found possible for them to go up-country, I have to pay my 4 men a sum which is commensurate with the hardship of the 11 men who will be dismissed. That is the basic difference of opinion between us as to putting in efficiency machinery.

THE CHAIRMAN :—Is there not this point to be taken into consideration also, Sir Victor Sassoon, that the fear of unemployment does lead to strikes? It has happened in Bombay, it has happened in other countries too. Of course, we can go back even to the days when machinery was substituted for the hand-loom. The basic motive for strikes in those cases was the fear of individual unemployment, and it is in the interests of millowners or any employers to try and prevent strikes. Apart from any humanitarian considerations, it may, for instance, be in their interest to start a scheme by which they could possibly arrange for displaced men having preferential claims for employment in other mills, or possibly getting some monetary payments, as is done in Japan, to cover them for a month or two when they are looking for fresh work.

SIR VICTOR SASSOON :—That is a sound point. But the point which I wish to emphasise is that no association could possibly prevent an individual from introducing machinery which is going to lower his cost of production. It would mean that that particular mill would go out of the association. You cannot stop a mill from lowering its cost of production to enable it to compete better. No committee or association could prevent increasing the efficiency of an industry.

THE CHAIRMAN :—I do not mean that. When you said that you should not be bothered at all with considering what would happen to the 11 displaced men, there may be the other consideration which I have just placed before you.

SIR VICTOR SASSOON :—You will remember that I pointed out yesterday that if labour were putting up their demands too high, they would hasten the day when automatic machines will be installed, because they would be making it worth while for the millowners to put in automatic machinery. If I choose to set up an automatic mill, I can manage to a large extent by men of the mechanic class, and not by men of the mill workers class at all. I am not using them ; I am using a new mechanic class. I do not want to do it for the reason you, sir, have pointed out. In any case, I do not think that in practice the industry would put in labour-saving devices on a very large scale in a very short time, if only labour were to be reasonable, that is to say, allow the mills to produce at very little higher cost than under the new method. If they did that, it would be an incentive for the millowners not to scrap old machinery and put in new machinery, because the capital item is one which will have to be considered. We could not possibly have new machinery if the cost of production will go up instead of going down. There is this point also, namely, the possibility of the millowners finding it advantageous to transfer part of their machinery out of Bombay. That is being considered by a number of millowners, and there are millowners in our Association who have mills up-country. I am not talking of Ahmedabad, but I am talking of other districts ; they have found that they can make a reasonable profit with very much less effort than they are expected to put forth in making a loss in Bombay. That is what I should like to emphasise.

MR. KAMAT :—Do you mean to say that there will be no labour troubles in the new centres where you might locate your mills ?

SIR VICTOR SASSOON :—Where you have got a conglomeration of factories, there will be labour trouble. Where you have one factory in one district and another 50 miles away, the question is not how much is earned in Bombay, but how much the worker gets as compared with his own relations in an agricultural district. In my view, the development of the mill industry will lie in having small mills in agricultural centres. The wages we would be paying there would be very high as compared with the wages ruling in the district, but they will be a great deal lower than what we pay in Bombay. Those people are only too anxious that we should go and open up mills there. The workers there live with their families, and that would give part of the families the opportunity of going into the mill and earning. They would be millionaires compared to some of the others in the district, but the wages would be lower than in Bombay. That is why we in Bombay have to go on with increased efficiency.

MR. BAKHLE :—To come back to this statement, Mr. Cottam, it is clear that between 40 per cent. to 45 per cent. of the workers in this particular mill will be retrenched, 223 out of 546 ?—(MR. COTTAM) : Yes.

Now, if this process is carried out in some other mills, there may be greater displacement of labour. Do you think that in the immediate or near future you will be able to absorb this large number of people that may be retrenched in the industry ? The point is that you are adopting this new system in order to reduce the cost of production and to compete successfully in the market. Supposing your new system is given a trial and you succeed

to some extent in reducing the cost of production and in selling your cloth in the market. Under the new system you will retrench a certain number of people. But as soon as the cost of production goes down, you sell well in the market, and there will be a greater demand for the cloth. Then perhaps you will be able either to restart your spindles and looms or to add to your present spindles and looms?—Yes.

I want to know from you whether it would be possible on account of the factors that I have just stated, in the near future, to absorb these people who will be displaced in the cotton industry?—It would not be possible in the near future, unless they went on double shifts, or something like that; it would take time.

How much time?—I could not tell you the time.

SIR VICTOR SASSOON :—He is not in a position to answer it.

MR. BAKHLE :—He is in the witness-box, and if he is unable to answer it, let him say so.—(MR. COTTAM) : My opinion is that most of the people would get back to their villages and work there on the land.

How long have you been in Bombay?—Sixteen years.

You know that the Bombay labour is generally drawn from the agricultural districts?—Yes.

And, as has been admitted, the conditions in the agricultural districts are worse than the conditions to be found in the textile industry in Bombay?

THE CHAIRMAN :—When you say " conditions," it is a very wide word.

MR. BAKHLE :—I am referring to the wages. You think, Mr. Cottam, that because the workers in the agricultural districts are not better off they come to Bombay and take to industrial factories, and we are getting a sufficient number of people from the agricultural districts to the cotton factories in Bombay? Now, do you think that those people who will be retrenched under the new scheme will be able to get employment in the agricultural districts, to live there and get some wages there?—I think that a good portion of them will leave Bombay and get absorbed in other jobs.

Where? In Bombay?—Both in Bombay and out of Bombay. In a period of time, I think you would scarcely notice the retrenchment.

You know that even to-day in Bombay there is some unemployment in the textile industry?—Probably a little.

There are other industries in Bombay?—Yes.

And yet there is unemployment in the cotton industry. It may be due to one or more causes. One is perhaps that those who are unemployed may not know where to go to get a job, or there may not be any vacancies

in the other trades. Taking the first cause first, if the workers do not know where to go in order to secure a job, don't you think it is necessary that some agency should be started through which employment can be secured for the unemployed people?—I am not prepared to answer that question.

THE CHAIRMAN :—“ Necessary ” is a strong word. It may be desirable, but to say it is necessary is another thing. I know of no country in the world except England which has at the present moment established an unemployment agency.

MR. BAKHLE :—Is it desirable to have an agency like that?—I do not think so. As a matter of fact, the workers would try their very best to get efficient and try to keep their jobs.

But you do not allow him to keep his job, although he is efficient. Supposing the workers are more efficient, that would not help them. You might say that, for example, in England the workers are efficient to a certain extent. But even there when you apply new methods of organisation of the industry there is bound to be some retrenchment?—Yes.

That is possible even here. Even though the worker is efficient, the circumstances will be such that he may not be able to retain his job. Under these conditions, he will either require to find a job elsewhere, or to starve.

THE CHAIRMAN :—That is a point which may be brought in as an argument.

MR. KHAREGHAT :—There are really two questions involved. The first question is whether what the Sassoon group, the Kohinoor group or the Finlay group have done is reasonable. The second question would be whether the others would be justified in adopting it. So far as the witness is concerned, some men have been displaced. Do you want the old state of things to be brought back, namely, rearranging the machinery in the old style and engaging more hands. That is one of the practical questions which will have to be decided by us.

MR. BAKHLE :—How are we to decide whether the scheme adopted by them is reasonable or unreasonable, unless we know the results of that scheme?

THE CHAIRMAN :—The results have taken place.

MR. KHAREGHAT :—The men who had to be displaced have been displaced.

MR. BAKHLE :—It is exactly in that light that I am putting questions to the witness.

MR. KAMAT :—It is open to you to point out, for instance, supposing 50,000 mill workers are displaced, that in the Port Trust, the Docks, the P.W.D. and the Railway workshops, there is such overcrowding that there is no chance of so many men being absorbed there.

MR. ASAVALE :—Mr. Cottam, is it not a fact that the strike fever began since October 1927, owing to the introduction of this new system, that is 2 sides and 3 looms?—Of course, we introduced the system long before that in the Manchester Mill. There was no strike then, and they worked willingly.

Did not the present strike fever begin from August 1927, when you introduced the 3-loom system in the Apollo mills?—Yes.

Do you know that the present workers on this system are quite dissatisfied with it?—In the spinning department, I do not know that they are really dissatisfied in our group of Mills. I do not think there is one that is really dissatisfied.

As regards the work given to the roving tenter in your mill, you have stated that they are looking after one roving frame at present?—It is one man to two rovings at present throughout the group, except on coarse counts below 10s.

Do you know how many roving frames one man is looking after in the mills outside your group?—Usually one; in many cases 2, on the double *budli* system, and that kind of thing.

Don't you think this is the real cause of the discontent among the workers throughout the mill?—I do not think it is the real cause.

Was it not the fear that other millowners would introduce the system?—I do not think it is the real cause. I think they joined the strike because they jolly well had to. The mills stopped because they made them stop. I have no knowledge that it was the fear that the other mills would introduce the system.

Do you not think that the work given to workers of the 2 sides and 3 looms is harder?—I do not think so. We have so improved the mixing that, as a matter of fact, the work is easier.

You said yourself that the people are dissatisfied?—No; I did not admit that they are dissatisfied. They are not dissatisfied in our group; I think they are satisfied.

If this system goes on, do you think the workers will work willingly?—If the trade settles down, I think the people themselves will want the system.

As Deputy Superintendent, you must have better knowledge of your own mill, whether the workers are willingly working?—They are willingly working.

Do you not know that they did not resume their work after the present strike, when a settlement was arrived at?—Yes.

Have you inquired as to the cause of it?—I do not know the cause of that.

Did you not inquire of the jobbers and managers as to why the people did not rejoin?—We inquired, and the rumour was that it was on account of the system.

Did you not read in the papers that I advised the people to go to work pending the report of this Committee?—I have read that in the papers.

Do you not think that they are not willing to work on this system unless they get more assistance?—I think they are willing to work on the system. As a matter of fact, they are working.

It is not necessary to give more assistance?—I do not think they are asking for more men. I have not known of an actual case yet.

Suppose your workers are out of the mills, and they strike. Is that not giving trouble to the other mill workers, and thus stopping the industry?—I do not know that.

You know this much, that owing to the introduction of the new system the workers came out, and they were the cause of creating trouble amongst other mills which are working on the old system?—What period do you mean?

August 1927, and the last time also. They were grumbling till March 1928; that was the reason.

THE CHAIRMAN:—What is your view on that point?—I am not prepared to give an opinion on that point.

MR. ASVALE:—You know it very well as deputy superintendent, especially in the spinning department and especially in the David Mill, it was the cause of much bother, and in 1927 August to October it was I who called a meeting of the workers and advised them to work for some time until some settlement was made with the agents. Is that correct?

MR. STONES:—October 1927 is incorrect. The correct facts of the strike on the 2-sides and 3-ooms system are that the Manchester Mill was running on this system. In July 1927 we put up a notice that the Apollo Mills would go wholly on this system in the weaving shed. The weavers struck work in August and brought out the weavers of the Manchester Mills. At the end of August these workers resumed on the same conditions that they had come out on strike. In December we put up a notice that all mills would go on to this system from the 1st of February, that is 2 sides in the spinning section. There was a strike commencing with the Jacob Mills, then the Meyer Mills, later the David Mills in the spinning section, then in all the

sections, and the workpeople were brought out. That was when meetings were held, to which Mr. Asavale refers. In any case, commencing towards the end of January and ending on 7th February the workers resumed work on the same terms that they came out. With regard to the strike on April 15, you will notice from the dates that some of our mills worked for a long period after the other mills in the vicinity had come out on strike. There were actually fights at the Edward Sassoon Mills and the Meyer Sassoon Mills, the men there resisting the efforts of the strikers of the other mills to bring them out. Whether that was due to the fact that our workers were piqued because the other mills did not strike when they were out, or whether it was that they had enough of strikes and did not want to strike again, or whether it was that they had their increased pay and therefore felt that there might be something in the system, I do not know. It may have been any one of the three reasons, or it may have been all three. Definite resistance and fights occurred, which you can verify from the police records.

MR. ASAVALA :—Is it not a fact that during the last general strike in April, some of these mill workers resisted only because they remained without work for six months before?—I do not know.

They were without work for some months, and that was the cause of their offering resistance for some time. They had no money to maintain themselves?—I was out of India at the time, and I am not conversant with what happened then.

• Do you think that it will tell on the health of the workers?—No. I think his health will be better.

How long do they work during the day now? Do they take so much rest as they used to take before the introduction of the system?—If a man is on the double side, obviously he does not take as much rest as before. Before that, it depended on the class of work.

MR. WATTS :—In your experience, have you ever had people working on 2 rovings in Bombay?—Occasionally.

Have there been people who have volunteered to work on two rovings?—I cannot say. But whenever there has been a shortage of labour, they have done it quite willingly.

MR. WATTS :—The reason why I ask this question is that in the Currimbhoy Mills I have had workpeople begging of us to allow them to work two rovings when it is over 4 hanks. In fact at the Currimbhoy Mills the men did not like it because I would not allow them to work on two rovings.

THE CHAIRMAN :—That perhaps is a fact which can be asked on the other side, and taken into consideration. We can leave that over.



MR. ASAVALE :—You have stated that they look after two rovings. Is it not that they do so when a man goes out to answer calls of nature ? It is not throughout the whole day ?—They have done it the whole day. When they ran short of labour, they had the double *budli* system, or something like that.

THE CHAIRMAN :—Have you any difficulty in getting men to work at your machines ?—No difficulty.

MR. KAMAT :—Can you furnish us some indication as to how far the men readily have taken to the new system ? If you have the muster-roll for the last three months, you will be able to say in any section you like that the same men have been attending regularly on every working day without absenting themselves.—I can speak so far as the Manchester Mill is concerned. In the blow-room there were no absentees. In the card-room two or three days loss due to sickness.

If the same men have been present throughout the month on each and every day looking after the additional work you can from the figures of their absence in the mill show whether they like this system. After all, the figures compiled by the Labour Office are not conclusive on this point. If you can give the figures for the last three or four months that they have attended work without absenting themselves, that is something.

MR. STONES :—We will take a note of this. Even from the initiation of the scheme we have got a number of men working without absenting themselves. As a matter of fact, the strike in the Manchester Mill is not due to the new system. In that mill we never employed doffer boys and the roving boys wanted to have doffer boys to help them. Apart from that, their present claim is that the old men must be given their places back. That is the absurdity of the position.

Do you think, Mr. Cottam, that a man has more work to do on two sides now than he did formerly on one ?—I do not think he does more work.

What is it due to ?—Less breakages.

THE CHAIRMAN :—If your mill uses inferior quality of cotton, it cannot be done properly ?—It will be a very difficult proposition.

THE CHAIRMAN :—Thank you.

MR. BAKHLE :—As regards the suggestion made by Mr. Kamat I want to know his opinion. I thought we were generally discussing the general question of rationalisation that was being introduced in the Sassoon group. We tried to examine Sir Victor and we got some replies. Now, we have got technical men for examination. If we put them general questions on this

new system we are told that they being technical people are not in a position to give replies. Mr. Kamat said we might call in people from other trades who would be in a position to give us an opinion as to whether those industries could absorb these people who might be retrenched from the textile industry. I want to know whether it is possible.

Then, if we are going to examine the technical people with reference to the new system that is prepared by the Sassoons, we may not be able to ask them general questions.

THE CHAIRMAN :—Sometimes they are not in a position to give replies on questions of organisation, using that word in a very wide sense.

MR. STONES :—As to whether the retrenched people will be absorbed, there is no reason why we cannot go on double shift.

THE CHAIRMAN :—Mr. Kamat withdraws the suggestion that we should take the opinion of people from other trades as to whether they could absorb the unskilled people who will be discharged from the textile industry.

MR. BAKHLE :—There would be no general discussion again on the question of rationalisation.

THE CHAIRMAN :—We have got an open mind. We have got this fact, that they are working their mills on these lines. Apart from that, we have to give an opinion about it. The system has been put into practice on general grounds.

MR. BAKHLE :—We are more concerned with the effects of the scheme.

MR. KHAREGHAT :—There are two objections to this scheme : That it entails hard work on the labourers. On this you can examine witnesses as fully as you can. The next objection is that it creates unemployment. On this also you can examine those gentlemen.

MR. BAKHLE :—On this question of unemployment we examined Sir Victor and we did not examine any other witness.

MR. STONES :—We admit that unemployment is the result of rationalisation. Our point is that we can absorb them if the cost of production is reduced by working double shift, or by extending our activities in the same mill or in the mills that we may purchase.

THE CHAIRMAN :—You have put in a written statement on this question.

MR. BAKHLE :—In our own written statement we have referred to the question of unemployment. When we put questions as to the remedy to be adopted for unemployment we did not get any reply because they are not in a position to give a reply. Even Sir Victor gave two or three hypothetical remedies. Naturally we do not know where we stand.

THE CHAIRMAN :—We are not commissioned to consider the general labour question and to make recommendation on unemployment and remedies for it. We are perfectly willing to go into factors in this system bearing on unemployment. To go into the question of what remedies will be proper is going too far.

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ORAL EVIDENCE OF Mr. BABAJI SADASHIV PEDNEKAR.

THE CHAIRMAN :—What are you ?—I am the manager of the Apollo Mills and I have been serving in this capacity since 1909.

MR. STONES :—Give the whole history of your service.—I joined the Jacob Sassoon Mill about the year 1893 as a wrapping clerk. After two years of service one of our spinning masters got ill. During that time I was asked to look after the spinning department only for the time being as an overseer. That work I did to the best of my abilities. When the man came back he appointed me to the post of an assistant to him. Afterwards I worked there for about 14 years from 1893 to 1907. All that time I was assistant to the spinning master. I approached the management for a higher post. They would not give me one because they were not giving high posts to Indians at that time. Ultimately I left them and got a job in Greaves Cotton & Co. as spinning master in 1908 May. They watched my work. Afterwards when Mr. McGregor, the manager of the Apollo Mill, went on leave I was appointed as acting manager of the Apollo Mill for four months. When Mr. McGregor was appointed manager of the Imperial Mill, I was made permanent as manager of the Apollo Mill in 1913.

MR. STONES :—Another agent took over the mill from Messrs. Greaves Cotton and we took it over later on. Mr. Babaji was managing it when we took it over. Mr. Babaji, please give the Committee your experience of the new system—3 looms and two sides.—In the past men used to mind one side or two sides. In my mill generally after pay-day 30 or 40 per cent. of the men used to absent themselves. During that time instead of stopping the machines my jobber used to give two sides to each man. So, my men have been accustomed since a long time to work two sides.

MR. STONES :—What counts were you spinning ?—In the Jacob Mill there were 14 frames to a jobber and 7 men were working permanently on two sides in 1893.

MR. STONES :—On what counts in the Apollo Mill ?—20s.

Did you ever work two sides on 10s ?—We were working 20s, 21s and 16s on double sides.

Have you received any complaints from men that they cannot work on two sides ?—The jobber used to give one side only to men. The men complained to me that the jobber did not give two sides. Then I told the jobber to give two sides to such men who were able to look after two sides. Since that time the custom has been going on. If they do not get two sides they would not get 8 annas extra without percentages.

In the blow-room do you find that the workpeople are able to look after two scutchers?—They have been doing it since we introduced this system.

MR. KHAREGHAT :—When was that?—In July or August of 1927.

MR. STONES :—Are these men over-worked?—No.

On the roving frame how many men?—For 20s and 21s one man is looking after two rovings.

Are these men able to look after two roving frames?—They are doing so. Formerly when our men were absent we used to give them extra machine for the time being.

They looked after the frame throughout the day?—Yes.

MR. ASVALE :—You stated that you had been working on two sides since you had been appointed as spinning master?—Not all the frames but a majority of them, when the men were short.

You have stated that the counts you are making are 20s, 21s, and 24s. What are the present counts?—20s, 21s and 24s. Very few 10s, 8s and 6s. These are one side.

How many spindles are there for two sides?—320 spindles per frame. Per side 160.

Do you know how many spindles have been allotted to each man under the new scheme?—320 for each man on 20s, 21s and 24s.

You have stated that 30 to 40 per cent. of the people used to absent themselves after the pay-day.—It was in olden times.

What is the percentage now?—

MR. STONES :—Mr. Babaji has made a statement that it is for olden times.

MR. ASVALE :—Now, what is the absenteeism?—After pay-day, for one or two days it is 10 to 12 per cent. in my mills.

Sometimes they have to go and see their relations after pay-day and send with them sweets to the children and that is why they are remaining absent?—That may be so, or they may have their own other reasons. I do not know all their reasons. But it must be remembered that generally our payments are made before a stop day. If they want to do anything they may do it on a Sunday.

Generally they are not absent before pay-day?—Why not? A man may be sick; he may have a headache, or some other minor complaint, and remain absent on that account.

In August 1927, what was the reason for the strike in your own mill?—It was not the whole mill.

Which department came out first?—I cannot say. What the men do is that when they go out they go to the water closet, where they hold a meeting. People from all departments meet there; they are mixed up.

Do you mean to say the whole mill came out suddenly?—They are in mixed up lots.

You mean some people from each department go out first and then the others follow?—Yes, that is the system.

It is not a fact that the weavers came out first?—I cannot say that the weavers particularly came out first.

Being the manager of the mill you must know which department struck first. You live in the compound.—I cannot say positively.

Did you inquire of your jobbers or anybody else as to why the people came out?—We inquired, but somebody said one thing and others said other things. Somebody said that because the Manchester Mill workers were out, therefore they should go out, and so on. Our mill workers came out after some other mill workers took the lead. Last time, they were told that they would not be allowed to work, and so our mill stopped.

Had the weavers in the weaving department any complaint as regards the 3-loom system?

MR. STONES :—Is Mr. Asavale talking about 1927 August, or the last strike?

MR. ASVALE :—August 1927.—First of all we put 126 looms on that system for a trial.

In what month of 1927 were they given that work?—July.

Next month they struck work, because they were not paid according to their actual work. Was that not the cause?—I cannot say whether that was the real cause.

What was the real cause? As manager you should know it well.—As far as that system was put into practice for trial, it was working satisfactorily.

How can you say it was satisfactory when the men came out? If it was satisfactory, would they have come out?—They did not come out when the trial was going on. They worked for one month.

I do admit they worked for a month, but no sooner they received their pay they saw that they were not paid sufficiently well and they grumbled.

MR. KHAREGHAT :—Did they come out immediately after getting their pay?—Since 1st August. We explained to the workers that on the 3-loom system they would get Rs. 60 instead of Rs. 45 to Rs. 48 on the 2-loom system, and they would not get Rs. 72 on the 3-loom system as they did not produce that much work. On the top of that we had given them every facility, universal pirns and helpers to make their work easier. Things were going on in those circumstances. Afterwards some of the labour leaders got into touch with them, held meetings, and the idea was created in the minds of the workers that they should not allow a part of their earnings on the third loom to go to the mill, that they should get Rs. 72 on the 3-loom system. Mr. Mayekar and others held meetings, and gradually the workers got this idea, and that led to the strike.

MR. ASVALE :—Is it not a fact that they came to you first of all and complained about the work?—They did not complain. They were saying something to the head jobbers and jobbers.

That this is not a sufficient wage?—Yes.

Don't you think, when they could not get their grievances redressed by approaching the management or the jobbers, they had to go to the labour leaders?—They should have represented their grievances in a proper way to the management; they did not do it. If they had brought the complaints to notice in a legitimate way, they would have been attended to. They never sought any explanations from us; they suddenly went on strike like that. We did not get the chance to do anything.

Is it not a fact that the workers themselves, the weavers or the spinners, cannot approach the manager or the agents or the superintendents directly?—They have to approach the mill manager at least.

Is it not a fact that they dare not approach the manager?—Why should they not approach him? Our system is that the head jobbers and jobbers can place the grievances before the manager.

Did the weavers complain to the jobbers or head jobbers?—Yes.

Was it not the duty of the jobbers to inform you as to what the grievances were, and was it not your duty to tell them to satisfy the workers as to their grievances and stop them from striking?—You have some experience of it. Once you had been to the mill. You know the nature of these illiterate men. Will they listen to reasoning? They will not. The first thing they want to do is to go out. They do not listen to anybody, really speaking; one man takes the lead and others follow. Under these circumstances, nobody in the mill has the chance of advising them.

Even after the strike, was there no complaint made to you by the labour leaders, by Mr. Mayekar and others? Did they not approach you with their complaints?—Last time?

Yes?—No.

In 1927, the first time when you introduced the system, just after one month when they struck work, did these leaders come to you or not?—With the grievances of the men?

Yes?—Personally I do not remember that.

You must have read of it in the papers?—Only you came to the mill once with Mr. Mayekar. Otherwise, I practically did not know Mr. Nimbkar and the others. But these men also came, and we had a discussion; Mr. Stones was there. That was the beginning.

In August 1927 when this system was introduced; I say about that time?—That time I think they came and we had a discussion, if I remember rightly.

You have not replied to that satisfactorily?—That discussion was explained to the labour leaders, because the workers themselves did not come. The jobbers also did not come. They went out and held a meeting somewhere, and next day they struck. We had a discussion in the Jacob Mill along with the labour leaders, but before that we had no chance; the men did not come to us and represent their case.

How long did that strike last?—About a month and three weeks.

You do not remember?—The first strike was not for more than a month and a half.

Again they struck work on account of the Manchester Mill workers coming out, for the same reason in the month of November or December perhaps, or January; is it not?—Our mill went on strike on the 7th of January.

Then they resumed work because they were given to understand that some limits would be given to them, not all.

MR. STONES :—No.

MR. ASVALE :—Are all the looms working now?—All except 28.

Are they smaller or bigger ones?—Can they be worked on the 3-loom system?—They are all working 3 looms now.

MR. KHAREGHAT :—How many looms?—896; out of that 858 are working to-day. The extra one loom is not capable of being worked, because it is not conveniently situated.

Three looms are worked by one man?—Yes.

All throughout?—Yes.

MR. ASAVALE :—Have you not reduced the men who were assisting the men who are at present working 3 looms? You are not giving them so much assistance as you were giving when they were working on 2 looms?—We are giving them the assistance. The arrangement was to give them helpers, to give them extra begaries, to carry out their stuff. We are giving them that assistance, and on the top of that we give them universal pirns.

Are the 3 looms manageable at present, because they are not in one line? They are at a longer distance, and the man has to travel a longer distance?—(Witness indicated by diagram the position of the looms.) Six looms are split up between two men.

It is not harder for the man in the Manchester to work on 4 looms?—That I cannot say.

MR. STONES :—That is the argument for 4 looms, not 3. Mr. Asavale asks you, Mr. Babaji, your opinion about 6 looms and 2 men?—Mr. Asavale himself with Mr. Mayekar had been to our mills once, they went through all the departments, and when they came out I asked their opinion and they said there is no strain on the workers.

MR. ASAVALE :—No, no. That is why I am asking you now. I would not have asked you otherwise.—We asked for your opinion, and you gave it.

We have to fight for the people who are grumbling?—Therefore I asked you to come along to the mill and form your opinion.

You know that generally there is discontent among the weavers as well as the spinners in your mill on account of the introduction of this rational system?—I think we also grumble, and everybody grumbles. Man's nature is to grumble; the more we get, the more we want. You cannot say they are grumbling for this.

It may be for anything; they are grumbling, and there is discontent. You have been a worker yourself?—I have worked as a tarwalla and a piecer, not as a weaver.

Is not the present work allotted to one man more than enough to keep up his health?—No. In my time I was working 13 hours and 14 hours.

There is a difference of work?—This is automatic work; it is not like the work of carrying loads of 4 maunds on the head.

You say 'Yes' or 'No.'—There is no strain at all. Men would like to work two sides in the spinning section.



In your 40 years of service, can you mention any worker whom you have known for a long time who has worked under the new system and lived for long?—That is very difficult.

Can you generally say how long they live?—Of course experts can tell. I am now 51 years old and you see what I am.

As a worker? That is an exceptional case. If you insist upon this system without giving the workers sufficient assistance, would it not affect their health?—Whatever assistance they get now is sufficient. They can work 10 hours at their machine without wasting their time in loitering.

Have you any knowledge of the setting up of the machinery in other mills?—I do not bother much about other mills.

Do you think that this system can be used in the interest of the workers both from the point of view of earnings and health?—So long as they are put on 20s and 21s it would not spoil their health. So long as they are on plain looms they can mind four looms with the assistance that is given at present.

Do you think that the present wage given to the workers is a living wage in a city like Bombay?—In this city the middle class people who are clerks earn Rs. 60 and are able to live. Like the middle class people these workers do not spend money on education and other things. Really speaking, these wages are not below the living wage.

Unless they get more how can they spend more?—Even now they can spend more. If you come to that locality I will show you how they spend money. Their money finds a treasury in the liquor shop.

I have lived there for 20 years. I have been educating them. They do not spend for unnecessary things.

*(After Lunch.)*

MR. BAKHLE:—Do you know the objections raised by the Joint Strike Committee against the introduction of the 3-loom system and 2-frame system?—Yes; they have raised objections.

What is the first objection they have raised?—They were saying that this system will bring more strain on them.

That is to say, it is physically impossible for the worker to work on 3 looms and 2 frames?—Yes.

Do you think that that objection is not valid?—Yes.

Why?—Because we have got that system going on. We have actual experience how things are happening. We have come to the conclusion that there is not much strain.

But there is some strain.—Some strain there is naturally.

Can you measure that strain?—First of all instead of his attention being confined to two he will have to bestow his attention on a third loom also.

That means that he will have to look into so many threads?—He can do it without much difficulty.

How?—Because he is given all the facilities. He is given the assistance of a boy. As far as the strain is concerned he will not have much. But attention of course he must pay.

He will have to pay more attention.—Not to work more.

He works 10 hours a day.—He actually does not work so much there.

How much does he work?—Weavers when they go out stay away for  $1\frac{1}{2}$  hours or  $1\frac{1}{4}$  hours. Some weavers take their food in the shed itself.

Sometimes they take their food in the working period?—Some.

When they take food during working period do they stop the looms?—No; the looms will be working. The helper is there. The jobber also would go there.

So looms are kept working and the production does not suffer?—It may suffer a little.

Would you be able to prove to the satisfaction of the Committee if they go to your mills that the extra strain that may be put upon the worker on 3 looms would not be much as compared with the strain on the worker on 2 looms, because of the facilities given to the worker on 3 looms?—The fact of the matter is this. In the case of 2-loom weavers we give him 600 to 700 yards yarn on the weft when they will have to change the bobbin in the shuttle. In the case of 3-loom weavers we give them the extra facility of Universal pirn which keeps on 40 or 50 per cent. longer without change. That is one thing that gives them less work as far as the work point of view is concerned.

As regards raw material I think you have made improvement so far, as the 3-loom weaver is concerned?—We have.

In order to save him from piecing more breakages?—This is the first item. We have got the best cotton.

Are you using better cotton for the 3-loom workers?—Yes.

Is it better than the cotton you were using for 2 looms?—Then we were not so particular; when we introduced this new system we were particular on this point.

Have you got any workers in your mill at present who work 2 looms?  
—No. That means that those who were working 2 looms are working 3 looms now. All are 3-loom workers; some of them might be old hands, some might be new.

When you introduced this system, you introduced it gradually?  
—We introduced it first for 126 looms.

There were some people who were working 3 and some who were working 2 looms?—Yes.

When you were supplying the raw material, were you making a distinction between the raw material supplied to the 2-loom weaver and the material supplied to the 3-loom weaver, that is better quality of material for the 3-loom weaver and inferior quality for the 2-loom weaver? Was it a fact?—It is a fact.

You were giving inferior material to the 2-loom weaver, as compared with the material given to the 3-loom weaver?—It was less length. The 3-loom weaver was given facility in the shape of having 50 per cent. longer length; the yarn it gives is better yarn.

When you did the experiment, you were doing it?—We did not do it at that time. We only gave universal pirn to facilitate that. The yarn was all alike. For trial purposes it was all alike, for the first month, when we tried it. They used the same yarn, but for the 3-loom weaver we made an improvement on the pirns; we gave him Universal pirns instead of ordinary pirns. Secondly, we gave them these helpers.

That is to say, you were giving the same yarn to the 2-loom weaver as well as to the 3-loom weaver?—Yes.

So far as the question of breakages was concerned, there was not much difference?—There was little difference.

The 3-loom weaver may have the same breakages from the same yarn as the 2-loom weaver would have from the same yarn, because there was no difference in the yarn?—As far as the yarn was concerned, there was not much difference.

In that respect, the 3-loom weaver was not getting any advantage over the 2-loom work, so far as breakages were concerned?—No.

They were practically on the same level?—Yes, as far as yarn was concerned.

Did you give any assistance to the 3-loom weaver?—We gave him helpers.

Extra weavers?—Yes; for 10 or 11 men one helper was given.

Coming back to the breakages, don't you think that when the breakages are common because of the common yarn used on the two systems, the 3-loom worker will have more breakages because he has got one extra loom to look after than the 2-loom weaver?—No. Only the man who has got a little more intelligence is given that job first.

It is not a question of intelligence.—It is.

It is a question of yarn?—Of yarn as well as of intelligence.

Do you mean to say the intelligence of the man will help him?—If the man is intelligent, he can see beforehand what is going to happen; he has to go to the back of the loom; if he is watchful, he cures the defects beforehand. Other people who are not intelligent will not be able to do it.

He has to take that much precaution; if he is intelligent, he has to take that much precaution?—Yes.

That is to say, he has to undergo that much extra labour, which is not necessary in the case of the 2-loom weaver?—Because, if he does not do it, he will get more breakages still.

The point is that if the weaver is intelligent, he will so manage his 3 looms as to avoid more breakages?—Yes.

Do you not think, in taking that kind of precaution, in order to reduce breakages to the minimum, he does undergo some extra labour?—He is watchful.

That means he has to put in some extra strain?—Certainly; but it is not bodily strain. Watchfulness is not a strain in my opinion.

You are watching our proceedings carefully, and you have listened to my questions and then answered them. Do you not think it is a kind of strain?—It is a kind of strain, to some extent.

There is mental strain and there is physical strain in some other directions. That kind of physical strain a 3-loom weaver has to undergo in order to reduce breakages?—Yes.

MR. KHAREGHAT:—He talked of mental strain and not physical strain.

MR. BAKHLE:—Mental strain will lead to physical strain also?—Not much. He does not have to carry any load on his head, which would be physical strain. He has to be watchful and more attentive.

You said just now that the intelligent weaver has to go to the back of the loom?—Certainly; every weaver has to do it.

But the 3-loom weaver has got to be more particular?—He has to attend to 3 looms, so he must be a little more alert.

He will get some physical labour also?—He has to walk from one loom to the other.

He will have to undergo some physical labour in order to go to the back of the loom and look after threads and so on?—Yes, but he earns more wages at the same time.

You are giving him something extra, but there is that physical strain, somewhat more physical labour; and you stated just now that he has got to be more watchful?—Yes.

That means mental labour?—Yes.

You have got both?—The ordinary weaver also has to do the same. The 3-loom weaver has got a little more of it.

Therefore, what we say is that physically it is not possible for a man to mind 3 looms. You have admitted just now that the 3-loom weaver has got some more physical as well as mental work. If he goes on doing like that 10 hours' a day, 26 days in a month, 12 months in a year, don't you think that there will be some deterioration in the health of the weaver?—So far as only 10 hours work has to be put in in the mill, there will not be any effect on the health of the man.

No?—No.

No effect?—No.

Could you prove it?—There are so many other questions and entanglements.

What are the questions?—First of all, to find out the physical strain or any other strain is not in our line. A man appears for the barrister's examination; he has to study, and there is some strain; he has to be more intelligent. So, you cannot make a comparison in that way. The same is the case here. He has to be more watchful; he has a little more strain, and he gets more money. Only those who are well up in the job accept the work. It all depends on the man, and there will be more or less strain according to the man working. As far as the practical side is concerned, we find that they are working it, and they have worked it for so many months. For instance, some people working on 3 looms are getting Rs. 60 and Rs. 62, while others working on 3 looms are getting Rs. 58 or Rs. 57. That is due to more or less intelligence to some extent. You cannot make a proper distinction in these things.

Leave aside the question of wages for a moment; let us concentrate for a minute on the physical and mental strain. It is not in your line, you say, to consider whether this continuous mental as well as physical strain would or would not result in the deterioration of the health of the weaver.

THE CHAIRMAN :—It is hardly fair to say that. He said it was not in his line to measure this.—I cannot measure it. You may be able to do a certain job in a certain time, but another man may not be able to do it.

MR. BAKHLE :—Do you not think it is a point worth considering by some other competent authority?—It is a very difficult problem.

It may be a difficult problem, but there may be some other experts in that line?—They can speak on that; as far as my knowledge goes I have answered.

I want your opinion whether this question should be considered or not?—The Committee is here; they want to go into every detail and every point, and they can consider it.

I want your opinion whether it should be considered or not?—You are at liberty to consider it.

What is your opinion?—If I say yes or no, you can go against it; it is your pleasure.

That is for the Committee to decide?—It should be considered; you can consider it.

The second objection raised by the Joint Strike Committee is that the fullest economic benefit is not given to the workers in respect of wages?—Each and every one of the workers in our mill knows our system.

What is the average wage of a 2-loom weaver?—Rs. 42 to Rs. 47.

What is the average wage of a 3-loom weaver?—Rs. 60, Rs. 58, Rs. 64, Rs. 63 and so on; the average will be Rs. 62.

That means the 3-loom weaver will get Rs. 15 more?—Yes.

How much will the mill save?—As far as we have seen, the mill cannot earn on the same basis as it was doing on the 2 looms. The man will do 2 or 3 hours' less work. So, about Rs. 9 to Rs. 10 might be the saving for the mill.

For extra loom?—Not for extra looms. I am talking of 3 looms. On 2 looms the wage is Rs. 48; on 3 looms it is Rs. 60; the extra Rs. 12 is on the 3 looms; therefore for one loom it comes to Rs. 3 to Rs. 4.

Suppose there are 6 looms in your mill, and the wages on those 6 looms would be, on the basis of Rs. 45 for a 2-loom weaver, about Rs. 135; on 3-loom basis it will be Rs. 120. There will be a saving of Rs. 15 to the mill on 6 looms; that means Rs. 7-8-0 on 3 looms or Rs. 2-8-0 per loom?—Yes.

The third objection raised against your method is that it will result in unemployment. You will have to displace a few workers?—Naturally.

What do you propose to do with them? What do you expect these people should do?—It should be considered in this way: we want to keep the industry going, the men want to earn their livelihood; therefore between the two they have to come to some sort of settlement. Those who are spare men or who are out of employment will be provided for, say, by working double shifts, or extra hours, or by the installation of new machines; if the industry prospers, it may be possible to accommodate them in one way or other.

Do you not think that they should be provided in one way or the other?—They will be provided in this way.

By whom?—By the millowners, perhaps.

Perhaps you may not know the recommendation of the Tariff Board. They say therein that, in order to increase the efficiency of the worker it is necessary to increase the efficiency of the jobber, and that all efforts to improve efficiency will be greatly hampered if there is no corresponding improvement in the standard of efficiency of the jobber who overlooks them. Could you tell me whether your mill has made any effort in the direction of improving the efficiency of the jobber?—Increasing his efficiency means, that where the jobber was minding 48 looms before, he is now managing 54 looms, or something like that. Unless he is efficient, he cannot manage them. But they are doing it in our mills.

Do you think that simply by giving him extra looms to mind, his efficiency automatically increases?—The main point is that if the weaver is intelligent and watchful, in one way or other he helps the jobber, and a combination of both brings the efficiency up.

Efficiency of what?—Of the working. It is a combination of jobbers as well as weavers that will do it.

The Tariff Board further said that the remedy therefore lies in the provision of better facilities for technical education. They definitely hint at some provision being made for the technical education of the jobbers. It is no use simply giving them more looms to look after and then to say that by looking after more looms his efficiency is increased. What they hint at is that some provision should be made in the direction of giving some technical education to the jobbers, in order that all efforts to improve the efficiency of the workers should become successful. Has your mill made any effort in that direction? Have they given any facilities to your jobbers to receive some technical training, somewhere, either in the mills, or outside?—As far as I am concerned, this is not done.

MR. ASVALE :—The same sort of cloth is produced at present in your mills as was produced in 1925?—As far as cloth is concerned, it is plain cloth; it may be 2 inches more or 2 inches less, according to the merchants' demands, but practically it is the same cloth.

Did you make any change in rates between 1925 and the time the new system was introduced?—No, we have not made any changes.

The same rate per pound for such and such quality?—Yes. Up to now we have not made any changes ; it is the same rate.

Do you not think that the rates at present taken into calculation, that is the rates that were paid to the workers on 2 looms, are lower than the rate that is paid in other mills?—I do not think they are lower than the rates in other mills.

Have you ever inquired about it?—As far as our looms are concerned, for 44" and 40" looms, they are not lower.

How much do you pay per pound?—Different sorts different rates. I cannot give the figures now. We are on plain cloth.

If good cotton is used in the mill and better yarn is provided for to the worker working on 2 looms, will he not produce more cloth?—Naturally he will produce the best cloth without fault. Of course, cloth producing also depends on the sorts and different speeds. If one horse can run a mile in 5 minutes, it does not mean that another horse must do the same. When there is good stuff, naturally it is bound to give good results. You can compare the working capacity of the horse with the strain on the cotton. That is what I mean to say.

When you gave 2 looms to a worker, any worker used to work them. But is it not a fact that only strong people will be required to work on 3 looms or 4 looms?—Mere strength is no good ; intelligence must be there. Only a strong man without the head is no good.

The worker himself, who knows the work thoroughly, says that unless he is strong he cannot cope with 3 or 4 looms?—It is not like carrying a great weight on the body. It is an automatic loom. There is practically no physical strain in the working of the automatic loom. Merely a strong man will not help you ; a man with average health, with the necessary intelligence is enough.

MR. BAKHLE :—Is it a fact that after your mill went on strike, when you introduced this system, you had to dismiss your old head jobber and to engage a new man, in order to engage new men?—This happened because his own *jatwallas* and friends would not allow him to work, because he was agreeable to the 3-loom system. He had to run away for his life. He was driven out of the country by his own *jatwallas*. That much I know.

Have you got the same people now working on 3 looms who were formerly working on 2 looms?—Not all. A few of them are new men.

MR. STONES :—Can you see any difference in the health of the operatives since you changed from 2 to 3 looms?—No. In my opinion, they have not become weaker by working 3 looms and 2 sides.



You said there was a certain amount of extra physical work, on account of the weaver having to walk round 3 instead of 2 looms. But is it not a fact that the 3-loom weaver has not to carry the weft to the loom, and he has not to take his cloth to the warehouse, and you have saved him that physical effort?—Yes. He is also given a helper.

MR. ASVALE :—For how many months continuously have the workers on 3 looms been working?—We started in January; we stopped on the 22nd of April; that means 4 months continuously.

You have not tried this system for a year?—First we started in July; then we worked it for a month, and then we stopped.

You cannot say whether the health of the workers has deteriorated or not when they have worked only for 4 months? You must have worked for at least a year?—Four months is sufficient to notice it.

MR. KAMAT :—From your observations, have you seen any signs of fatigue on the men who work the 3 looms as compared with the men on 2 looms?—I did not see any difference between them. I have more contact with the spinning section, and by watching that particular section I can say there is not much difference there.

Have you observed that the 3-loom workers feel the need for a stimulant or drink at the end of the day much more than the other people?—I am totally ignorant of that. I cannot say.

On the other hand you are a man risen from the ranks, and knowing the habits of the workers. Do you also observe that a 3-loom man has the energy left in him at the end of the day, say to go and attend a cinema for two hours?—They do not generally go for such recreations but on holidays naturally they may go.

You made a striking observation that the 3-loom weavers do not attend cinemas, while the two-loom people have energy left in them to attend cinemas?—I have not observed that.

MR. STONES :—Mr. Meyer Reuben is my assistant superintendent in charge of the weaving section of all our mills. He is the next witness. He was taken on at Rs. 15 per month from the local technical school and he has risen to the position of assistant superintendent.

#### ORAL EVIDENCE OF MR. MEYER REUBENS.

MR. STONES :—Will you tell me what you have done in the mills where you have 3 or 4 looms to relieve the work of the weaver?—First, I have introduced winding machines in order to facilitate better working in weaving. On the warps I have introduced sizing circulator whereby the size remains uniform with greater density. We put costly ingredients to make the yarn stronger to ensure less breakages. In testing it is 20 per cent. stronger.

Have you increased the length of the yarn on weavers' beams?—Formerly we had 16-inch flanges. That means we had 12 cuts on a beam. Now, we put 18. The beam will last longer and there will be less delay for the weavers.

With regard to the weft?—Formerly we were giving 540 yards on weft pirn and now we give them universal pirn having 1,500 yards.

I take it that by having 1,500 yards the shuttle is changed once whereas for the same length the shuttle was changed thrice formerly?—Yes.

Have you given the weaver any assistance on the loom?—We have given them a spare jobber to keep the looms running and a spare man for each section to bring weft to the looms and take back empty pirns.

Does the weaver pay for these extra men?—No. The firm pays it.

MR. ASVALE :—After doing so much to relieve the work of the weavers, is there any discontentment still among them?—No.

Why did they go out in the Manchester Mill?—Due to intimidation from outside.

In 1927?—That is due to the faction that has been in existence from the very beginning between the old men and those who had come from other mills and who took to the scheme.

You say that the circulating size system gives greater density?—Yes; it keeps uniform strength.

What do you mean by saying that in the weft there is one change of shuttle per 1,500 yards while it had to be changed three times for the same length?—This is rewound by a special process for which we have to pay more. We give a bigger size shuttle and 7-inch pirns to facilitate the weaver in shuttling.

Don't you think that the people complain even now that sufficient spare people are not given? Have they ever complained to you?—That complaint has never been brought to me.

Are the looms in the Meyer Sassoon Mills narrow?—They are all 40-inch looms.

MR. BAKHLE :—When you introduced this system, did you take steps to impress upon the workers the advantages of this system?—Yes.

Did you explain the system to the jobbers and head jobbers?—I have talks with the weavers and never make use of any intermediary. I can talk Marathi.

Were they satisfied with your explanation?—To a certain extent. I explained that in order to meet outside competition we have to reduce the cost of production, that we will have to work hard and get efficiency. They understood it.

When you did this there was no strike?—Even during the strike.

You said that by putting on more warp on the beams which are used by 3-loom weavers you reduced the work of the jobber so far as get up is concerned. Does it not reduce your work in the drawing department? It gives you a saving also?—Yes. It is also an advantage to the weaver.

To the mill also?—For drawing-in,

MR. KHAREGHAT :—What is the advantage to the weaver in the longer warp?—The beams will run longer and there will be less delay in gaiting up.

MR. BAKHLE :—I should like to ask you once again about technical education. We were told by a witness from your firm that it was not provided.

MR. STONES :—As far as that is concerned no provision was made for the training of the jobber.

MR. REUBENS :—We have got apprentices in the technical school who we hope will make jobbers and head jobbers in future.

At present you have got some jobbers and head jobbers who have received no education?—Only for the last three years we have been sending apprentices.

Have you given any facility to the weaver also in technical education? In Lancashire there are some factories where some machinery is set apart for the weavers to learn more complicated work so that they might be able to pick up that work and earn more. Have you got anything like that?—We have a section in the Jacob Sassoon Mill.

MR. STONES :—We had an idea of putting up a night school but the strike upset the whole thing.

THE CHAIRMAN :—Thank you.

## ORAL EVIDENCE OF MR. WILLIAM TAYLOR,

*Manager of Gold Mohur Mills.*

THE CHAIRMAN :—What is your experience in the industry?—20 years.

In what position?—Departmental head and now 6 years manager.

In England?—10 years and 10 years in India in the Bombay Mills with this firm.

What is your special line?—Spinning.

MR. STONES :—This is the only mill which introduced the system of four looms and three looms while the other mills were on two looms. The main point we want to examine Mr. Taylor is in connection with spinning. The efficiency system in the Finlay group is a little different from that of the Sassoon group. I would just like to bring out the difference. In the blow-room it is the same. In the card room the new system has been introduced. In the statement before you, sir, what is marked A is Sassoon group and that which is marked B is Finlay. The Finlay Mills adopt the team system in the card-room. There is some variation in the Sassoon group. If you compare A with B you will notice it. The front and back jobbers are left with their own designation. You will see that the total wages of the strippers and grinders are the same but there is difference in the allocation of the amount. They have one lap gatherer per team and one card tenter per team. The whole team work together. Will you please explain your system, Mr. Taylor?—The grinders at present grind their cards and look after the cards in general. The strippers strip the cards and at present we have got a vacuum card stripper.

MR. STONES :—How many times would you strip?—Five. The lap carrier carries the lap from the blow-room and places them on the cards. The fly gatherers gather the fly from underneath the card and take it to the willow-room. The card tenters and the people who look after the cards take the full cans away and bring the empty cans again. In the drawing-in department we had three men to one frame. At present we have two to one frame. That is a reduction of one man per frame. In the slubbing there is no change at all and in the intermediate there is no change at all. In the rovings we put one man on two frames.

Do you find that the man is over-worked?—No.

MR. KHAREGHAT :—How many spindles are there?—Roughly about 160.

MR. STONES :—You have no tarwallas or doffer boys?—No.

All your workers in the spinning department are siders and helpers?  
—Yes.

They take the place of tarwallas and doffer boys and they are paid Rs. 16 plus 70 per cent?—Yes.

These men are trained to take the place of side boys?—Yes.

THE CHAIRMAN :—The side boys mind two sides?—Yes. Each side has roughly 170 spindles.

MR. STONES :—The only difference is the allocation of routine work on the cards. We have doffers and tarwall as which they have not.

MR. ASAVALE :—You said that there is a little difference between your scheme and that of the Sassoons?—Yes.

When did you prepare your scheme?—We started preparing this scheme in the beginning of 1926.

Were you consulted when this scheme was drafted by the Sassoons?—If I mistake not the Finlay group is the first to start this system in Bombay.

Did they ask you?—No.

MR. STONES :—As a matter of fact, we did not consult anybody in this respect. It is only after working this system for a few months we came to know of the system in the Finlay group and we discussed it with them afterwards.

MR. ASAVALE :—As you are at present giving two sides do you use the same quality of cotton which has been used by the Sassoons?—I do not know what cotton they use—Sassoon or any other mill.

You do not know what quality of cotton other mills are using?—I do not know what the other mills are doing.

Will you say whether before allotting two sides to the workers you used the same quality of cotton as you are using now?—If you mean to ask me whether we are using the same quality of cotton now as we did previous to the change, my answer is, no. We are using slightly better quality of cotton now.

Per *khandi* how much amount are you spending more?—That is difficult to answer, because the fluctuation in the price of cotton just now is very great.

Is it 5 per cent., 10 per cent., or Rs. 2 or Rs. 5 more?—I should say about 5 to 10 per cent. more.

You have said that the people are not overworked even if 2 machines are given in spinning; how do you say that they are not overworked?—I do not think they are overworked.

You have said in reply to Mr. Stones that the people are not overworked. How do you know whether they are overworked or not?—Why I think they are not overworked is because we have never found any difficulty in getting labour for the new system. As a matter of fact, we have had more people asking to be employed on the new system than what we had on the old one.

Do you mean to say you are changing the men frequently in your mill; that the same people are not working continuously?—The same people are working.

I ask that because you say you get more people for work on the new system?—I have more applications for work on the new system than I had on the old.

Do you know how much unemployment there is amongst the mill workers?—I do not know.

Have you read the Labour Gazette?—No.

How many persons in your spinning have you reduced after introducing this new system?—Roughly, about 30 per cent. in the spinning department.

By reducing the number of men by 30 per cent., how much have you saved?—About 10 per cent. on the total wage for the spinning department.

Taking your scheme into consideration and the standardisation scheme, what would be the increased saving in your mill? How much per cent?—That I do not quite follow.

If the standardisation scheme is applied, and this new system is also applied side by side, how much saving will there be?

MR. STONES :—I have promised to get the particulars from the Finlay's as to the cost on the old system, what it would be on the millowners' standardisation, and what it is under the new system.

MR. ASVALE :—Do you not think that when you reduce the number by 30 per cent. there must be harder work for the remaining people?

THE CHAIRMAN :—I think we have had enough of that.

MR. KHAREGHAT :—Did you increase the wages of any of your operatives when you adopted the new system?—Yes.

MR. STONES :—There is an appreciable increase. It is pretty well in the same proportion as we pay. Although we do not work together, we come so close together regarding the scale of wages.

(The witness withdrew.)

The Committee adjourned 'till 11-15 A.M. on the 6th December 1928.

ENGLISH LIST OF ADVANCES WHEN WORKING PAIR ROVINGS OVER SINGLE  
ROVINGS  $3\frac{1}{2}$  HANK TO 3 HANK.

<i>Spindles.</i>	<i>Single.</i> S. D.	<i>Pair.</i> S. D.	<i>%</i> <i>Increase.</i>
100	11-11	15-7	30·69
102	11-11	15-7	30·69
104	12-0	15-8	30·55
106	12-0	15-8	30·55
108	12-1	15-9	30·34
110	12-1	15-10	31·03
112	12-2	15-10	30·13
114	12-2	15-11	30·82
116	12-3	16-0	30·61
118	12-3	16-0	30·61
120	12-4	16-1	30·40
122	12-4	16-1	30·40
124	12-5	16-2	30·20
126	12-5	16-3	30·87
128	12-6	16-3	30·00
130	12-6	16-4	30·66
132	12-7	16-5	31·12
134	12-7	16-5	31·12
136	12-8	16-6	30·26
138	12-8	16-7	30·92
140	12-8	16-7	30·92
142	12-9	16-8	30·71
144	12-9	16-8	30·71
146	12-10	16-9	30·51
148	12-10	16-10	31·17
150	12-11	16-10	30·32
152	12-11	16-11	30·96
154	13-0	17-0	30·77
156	13-0	17-0	30·77
158	13-1	17-1	30·57
160	13-1	17-1	30·57
162	13-2	17-2	30·37
164	13-2	17-3	31·01
166	13-3	17-3	30·18
168	13-3	17-4	30·81
170	13-4	17-5	30·62
172	13-4	17-5	30·62
174	13-5	17-6	30·43
176	13-5	17-6	30·43
178	13-6	17-7	30·20
180	13-6	17-8	30·86
182	13-7	17-8	30·06

<i>Spindles.</i>	<i>Single.</i> S. D	<i>Pair.</i> S. D.	<i>%</i> <i>Increase.</i>
184	13-7	17-9	30·67
186	13-8	17-10	30·48
188	13-8	17-10	30·48
190	13-9	18-1	31·51
192	13-10	18-3	31·92
194	13-11	18-5	32·33
196	14-0	18-7	32·73
198	14-0	18-10	34·52
200	14-1	19-0	34·91



THE MANCHESTER MILL.

Occupation.	Old Wages.		New Wages.		Increased percentage.
	Rs.	As.	Rs.	As.	
Hopper Feeders .. .. .	21	4	30	9	42.85
Scutchers .. .. .	23	12	35	11	47.82
Strippers .. .. .	25	8	44	3	72.00
Grinders .. .. .					
Back and Front Jobbers .. .. .					
Lap Carriers .. .. .	22	1	27	3	22.72
Can Boys .. .. .	17	0	23	12	35.29
Drawing Frame .. .. .	27	6	37	2	33.33
Roving .. .. .	30	13	50	0	63.33
Ring Warp .. .. .	26	5	38	7	46.15
Ring Weft .. .. .	26	5	39	15	50.00
Total .....	220	6	326	14	48.21

*A Consolidated Statement of Gains and Losses to the Mill and the Workers.*

Department.	No. of men retrenched.	Percentage of Gains or Losses to	
		The Mill.	The Workers.
1. Blow Room .. .. .	9 out of 46	55.	45.
2. Card Room .. .. .	14 " " 40	42.5	57.5
3. Drawing Frame .. .. .	14 " " 42	28.5	71.5
4. Ring Frame .. .. .	160 " " 386	64.	36.
5. Roving .. .. .	26 " " 52	51.6	48.4

Total.	Average Percentage.	Average Percentage.
223 out of 566	48.3	51.7 to 343 men.

Saving to Millowners :—

Loss to 223 men :—

	Rs. a. p.		Rs. a. p.
Blow ..	72 0 0	Blow ..	130 8 0
Card ..	84 0 0	Card ..	128 0 0
Ring ..	1,511 0 0	Ring ..	764 0 0
Roving ..	429 0 0	Roving ..	403 0 0

Drawing—56 pies on 343.	2,096 0 0 on 343 men.		1,426 0 0
Drawing—70 pies on 223.	1,426 0 0 on retrench-	Drawing—70 pies per hank	
	ed men	for 14 men.	
	3,522 0 0		

Confidential.

MILL No. 1.

A Comparative Statement of Gains or Losses to the Mill and the Workers under the New System.

BLOW ROOM.

System.	No. of Men.	No. of Men Retrenched.	Pay per Worker.	Gain or Loss per Worker.	Total Wages.	Gain or Loss to Mill.	Gain or Loss to Workers.	Total Gain or Loss.	Percentage Gain or Loss	
									To Mill.	To Workers.
<i>Old System.</i>			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		
One man one machine ..	46	..	14 8 0	....	667 0 0	....	....	....	....	....
<i>New System.</i>										
One man one machine ..	28	....	14 8 0	....	406 8 0	....	....	....	....	....
One man two machines ..	9	....	21 0 0	6 8 0	189 0 0	....	....	....	....	....
	37	9	....	....	595 0 0	+72 0 0	+58 8 0	+130 8 0	+55	+45

Confidential.

MILL No. 1.

*A Comparative Statement of Gains or Losses to the Mill and the Workers under the New System.*

CARD ROOM.

System.	No. of Men.	No. of Men Re-trenched.	Pay per Worker.	Gain or Loss per Worker.	Total Wages.	Gain or Loss to Mill.	Gain or Loss to Workers.	Total Gain or Loss.	Percentage of Gain or Loss.	
									To Mill.	To Workers.
<i>Old System.</i>										
Strippers .. ..	12	....	Rs. a. p. 15 0 0	Rs. a. p. ....	Rs. a. p. 180 0 0	Rs. a. p. ....	Rs. a. p. ....	Rs. a. p. ....	....	....
Grinders .. ..	7	....	15 0 0	....	105 0 0	....	....	....	....	....
Fly Gatherers ..	*4	....	13 8 0	....	*54 0 0	....	....	....	....	....
Lap Carriers ..	*5	....	13 8 0	....	*67 8 0	....	....	....	....	....
Can Minders ..	12	....	12 8 0	....	150 0 0	....	....	....	....	....
	40	....	....	....	556 8 0	....	....	....	....	....
<i>New System.</i>										
Front Jobbers ..	4	8	26 0 0	+11 0 0	104 0 0	+76 0 0	+44 0 0	....	....	....
Back Jobbers ..	4	3	26 0 0	+11 0 0	104 0 0	+1 0 0	+44 0 0	....	....	....
Lap Carriers ..	*6	3	16 0 0	+2 8 0	*96 0 0	+25 8 0	+15 0 0	....	....	....
Can Minders ..	12	....	14 0 0	+1 8 0	168 0 0	-18 0 0	+18 0 0	....	....	....
	26	14	....	....	472 0 0	+84 8 0	+121 0 0	+205 8 0	+42.5	+57.5

Confidential.

MILL No. 1.

*A Comparative Statement of Gains or Losses to the Mill and the Workers under the New System.*

DRAWING FRAMES (14 Machines).

System.	No. of Men.	No. of Men Retrenched.	Pay per Worker.	Gain or Loss per Worker.	Total Wages.	Gain or Loss to Mill.	Gain or Loss to Workers.	Total Gain.	Percentage of Gain or Loss	
									To Mill.	To Workers.
<i>Old System.</i>										
One man, one head or three men for each machine.	42	....	14 pies per hank or 42 pies per machine.	....	558 pies.	....	....	....	....	....
<i>New System.</i>										
Two men, 3 heads or 2 men for each machine.	28	14	19 pies per hank or 38 pies per machine.	+5 pies.	532 pies	+56 pies	+140 pies	+196 pies	+28.5	+71.5

Confidential.

MILL No. 1.

*A Comparative Statement of Gains or Losses to the Mill and the Workers under the New System.*

RING FRAMES.

System.	No. of men.	No. of men re-trenched.	Pay per worker.	Gain or Loss per worker.	Total Wages.	Gain or Loss to Mill.	Gain or Loss to Workers.	Total Gain or Loss.	Percentage of Gain or Loss.	
									To Mill.	To Workers.
<i>Old System.</i>										
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		
Side boys (one man one frame) ..	216	....	15 8 0	....	3,348 0 0	....	....	....	....	....
Tarwalas ..	62	....	15 8 0	....	961 0 0	....	....	....	....	....
Doffer boys ..	108	....	11 8 0	....	1,242 0 0	....	....	....	....	....
	386				5,551 0 0					
<i>New System.</i>										
Side boys (one man 2 frames) ..	108	108	22 0 0	+ 6 8 0	2,376 0 0	+972 0 0	+702 0 0	....	....	....
Tarwalas ..	42	20	17 0 0	+ 1 8 0	714 0 0	+247 0 0	+63 0 0	....	....	....
Doffer boys ..	76	32	12 8 0	+ 1 0 0	950 0 0	+292 0 0	+76 0 0	....	....	....
	226	160	....	....	4,040 0 0	+1,511 0 0	+841 0 0	+2,352 0 0	+64	+36

Confidential.

MILL No. 1.

*A Comparative Statement of Gains or Losses to the Mill and the Workers under the New System.*

ROVING.

System.	No. of Men.	No. of Men Re-trenched.	Pay per Worker.	Gain or Loss per Worker.	Total Wages.	Gain or Loss to Mill.	Gain or Loss to Worker.	Total Gain or Loss.	Percentage of Gain or Loss	
									To Mill.	To Workers.
<i>Old System.</i>			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		
One man and one machine ..	52	....	32 0 0	.....	1,664 0 0	....	.....	....	....	....
<i>New System.</i>										
One man and two machines ..	26	26	47 8 0	+15 8 0	1,235 0 0	+429 0 0	+403 0 0	+832 0 0	+51.6	+48.4