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Note.—The cost of printing the Report will depend upon whether Government decide to print the ~~Proceedings~~ of the Committee or not. The estimated cost of printing 1,000 copies of the Report alone is Rs. 1,950. If 300 copies of the Proceedings are also printed the total cost will be Rs. 10,250.

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APPENDICES.

APPENDIX I

STATEMENT ISSUED BY THE MILLOWNERS' ASSOCIATION CONCERNING
THE DEMANDS PUT FORWARD ON BEHALF OF THE WORKERS.

Certain Demands as detailed below have been forwarded to the Bombay Millowners' Association by certain people on behalf of the textile workers in Bombay Mills who, as the public are aware, went on strike without formulating any grievances. The Committee of the Association have considered them carefully and now desire to publish their views. The demands and the Committee's views are given below :—

*Proposals made on behalf
of Workmen.**Answers by the Committee of the
Millowners' Association.*

- | | |
|--|---|
| <p>1. The present practices resorted to by some millowners which result in the reduction of wages shall be stopped, and reductions and altered conditions already effected since 1925 shall be restored.</p> | <p>As regards this point, in absence of any details of the alleged practices, it is not possible to give any definite reply. The Association will deal with the matter if definite information is supplied.</p> |
| <p>2. That where the daily hours of work of any class of workers are at present less than 10, the hours shall not be raised to 10, without the consent of the workers concerned expressed through their organisations. When the hours are thus increased, the workmen should be paid for the same at the usual overtime rates.</p> | <p>This, no doubt, refers to the practice which some members of the Association have recently adopted of insisting that the operatives of all departments whether spinning section or weaving section should uniformly work full 10 hours as laid down in the Factories Act. In the interests of discipline the Association must insist that all male operatives should work for full 10 hours a day. Such increased time cannot possibly be paid at overtime rate as this can only come into operation after an operative has actually worked for more than 10 hours, during the day. There can also be no question of a <i>pro rata</i> increase in wages as these operatives are already paid wages not only fully equal to but in some cases even higher than those received by workers on a similar class of work who put in full 10 hours. This is a reform which should be undertaken without delay.</p> |
| <p>3. That the millowners shall not vary any of the present conditions to the disadvantage of the workers before securing the approval of the workers through their organisations.</p> | <p>The Association can never agree that the present conditions shall not be varied without the approval of the workers' organisations for the simple reason that some of the existing practices undoubtedly leave room for improvement. The page of the Tariff Board Report clearly and emphatically point out that conditions must be varied. Besides, the workers' organisations at present are far from fully developed and there is no textile trade union in existence in Bombay that can undertake to enforce its own will on its members, even when an understanding has been effected with the employers.</p> |
| <p>4. That the Millowners' Association shall not permit its individual members to vary conditions of service to the disadvantage of the workers without the sanction of the Association.</p> | <p>On broad questions of policy, the Association is consulted by its members before making any departure from existing policy, but in minor matters of internal administration discretion is left to individual members.</p> |

*Demands—contd.**Answer to Demands—contd.*

5. The rates of new varieties shall be fixed by the Millowners' Association in consultation with the representatives of the workers' organisations.
- The rates of wages will be fixed under the new standardisation scheme, and, as the Committee maintain that this is a reform which must be carried out as soon as possible, and also for reasons mentioned in reply to demand 3, the answer to this must be in the negative.
6. Notices in vernacular showing the rates of piecework in detail should be posted in the departments for the information of the workers.
- The Committee of the Association agree to notices in vernacular being put up as desired.
7. The system by which each worker is required to look after 3 looms or the whole frame (2 sides) should not be introduced or continued without the consultation and free consent of the workers expressed through their organisations.
- No reforms intended to increase the efficiency of workers to the mutual benefit of both the employers and the employees can ever be effected in the textile industry in Bombay if it is stipulated that nothing should be done without the "free consent" of the workers.
8. The wages of those workers whose average monthly wage is less than Rs. 30 shall be raised substantially.
- No reason whatever is given for demanding that where the wage is less than Rs. 30 it should be "raised substantially." However, in compiling our standardisation scheme, if wages are found to be unduly low in any cases, same will be duly considered.
9. The rules regarding the forfeiture of wages remaining unclaimed for certain period should be done away with.
- Standard rules in connection with unclaimed wages will be drawn up for adoption by the members of the Association.
10. The conditions of employment, work and payment should be standardised.
- The Committee of the Association agree that "conditions of employment, work and payment should be standardised." This matter has been already receiving their attention, and a scheme has been prepared.
11. The newly introduced system of compelling the workmen (a) to take out and present tickets of attendance and (b) to clean the machinery daily should be discontinued.
- The demand is tantamount to saying that no attempt should be made to enforce disciplinary measures. Discipline has been so wanting in the past that a new set of rules to be enforced at all mills is being drawn up and will be published shortly.
12. The present high prices allowances should be consolidated with the original wages.
- This demand, namely, to consolidate "the present high prices allowance" is on the face of it untenable. This allowance, as its very name implies, is an allowance made on account of the dearness of cost of living since the War, but in view of the fall in the cost of living during recent years, it is impossible to consolidate this allowance at the present high level. The table attached to this will make this point quite clear.

*Demands—contd.**Answer to Demands—contd.*

13. One month's notice must be given by either side before terminating the contract of service. This is the existing arrangement although it is one-side inasmuch as operatives seldom observe the rule of giving notice. However, it must be made clear that all over the World in the textile trade it is a recognised practice for employers to suspend work on some machines without notice in the event of work being not available. This might occur through shortage of material, or lack of orders, or through any causes beyond the control of the employers.
14. The Millowners' Association should make standard rules for the guidance of its members regarding the grant of leave to their employees. The question of granting leave on pay to the operatives was considered by the Association in the past, but in view of the high percentage of absenteeism and migratory habits of the workers, it was decided that no such concession could possibly be granted.
15. All the rules that are usually posted in the mills or departments should be standardised by the Millowners' Association so that they shall be uniform in all the mills. That none of these rules or regulations shall be such as may deprive the workers of their rights conferred on them by the existing law, goes without saying. The Committee agree that the rules posted in the mills should be standardised and these have already been formulated and will be published in due course.
16. Employment in the Weaving Department of the mills should be opened to members of the so-called "depressed classes." Neither the Association nor the employers individually have objected to members of the Depressed Classes working in any department of the mills including weaving. On the contrary, the objection has come from the workers themselves.
17. That there shall be no victimization of men who have taken part in the present dispute, or in their Union activities. The Committee do not know the reasons for anticipating any victimization either at present or in the future. There was no such victimization in the past.

For Convenience of reference each demand and the numbers of the paragraph or paragraphs dealing with it are given seriatim below :—

No. of Demand	Brief Discription	Paragraph No.
1	Reduction of wages	143
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APPENDIX II

TERMS FORMULATED BY THE BOMBAY MILLOWNERS' ASSOCIATION

(Published on 17th May 1928)

We have already dealt with the demands put forward on behalf of the workers by a body which styles itself the Strike Committee. It is only fair that not only those who purport to speak on behalf of the mill operatives but the public of Bombay should also learn the terms on which alone the operatives can resume work if they are so disposed. This is not the first time the mills workers in Bombay have downed tools suddenly without first bringing any specific grievances before their employers and in the interests of discipline and for the good of the industry it must be brought home to the workers as well as their leaders once and for all that the method they adopt of going on strike first, and then formulating their grievances, is utterly futile and out of date. Reforms with a view to improve the efficiency of labour are badly needed, and strikes or threats of strikes will not deter employers from putting them through. It is well-known that the Industry in Bombay is in a very precarious position. One has only to turn to the table given on page 240 of the Tariff Board Report when it will be seen that the total losses in 1923, 1924 and 1925 came to Rs. 1,28,13,117, Rs. 2,42,77,106 and Rs. 2,87,64,573 respectively. The total loss as shown in the audited statement for 1926 was Rs. 1,95,40,908. Complete figures for 1927 are not available, but the losses for these four years alone amount to the colossal figure of over Rs. 8½ crores. If these figures and the various suggestions made by the Tariff Board make anything clear, it is that the workers under no circumstances can be taken back with any hope that the old conditions will be continued.

In the first place, workers will have to accept :—

1. *Standardised Rates of Wages.*—The Tariff Board in Paragraph 65 of their Report lay great stress on this, and rightly so, and as standardisation of wages forms one of the demands put forward on behalf of the men, it is not necessary to labour this point further. A complete scheme is being prepared, but it must be clearly understood that when standardising, a certain amount of equalisation must take place, and the rates of wages of some of the highly paid operatives who at present are obviously getting far more in relation to other workers will have to be brought down. On the other hand, where wages are considered low, they will be increased. The system will be so devised that, in the words of the Tariff Board, "the standardisation of wages throughout the Bombay Industry would tend to strengthen its position." When standardising rates of wages, it is of course essential to standardise the number of men required for particular work. All spare or supernumerary men who may have been employed in the past will be done away with, or in other words, employers will also insist on,—

2. *Standard Muster Rolls.*—Our next demand is that all male employees should work for full ten-hours a day as laid down in the Factories Act, or

3. *Full ten-hours work for all Male Operatives in all Departments.*—An exception was made in the past in the case of particular departments when all the departments in the mills were running for 12 hours and more. But after the reduction of working hours to ten, there is no excuse for continuing a practice which is at once uneconomical in working and subversive of discipline. There is therefore no justification for giving any *pro-rata* increase in any particular departments but all operatives must be made to work uniformly for 10 hours.

Another matter requiring immediate attention is a uniform set of rules for all mills in connection with disciplinary measures to be enforced on the operatives.

4. *Rules and Regulations for enforcing discipline.*—Such rules exist at all mills at present, but are not uniform nor in many instances properly enforced. A new set of Rules has been framed, and will be put up at all mills in due course. It is interesting to note that apparently, the operatives themselves desire that "conditions of employment, work and payment" should be standardised, as is mentioned in the Demands submitted on behalf of the men.

The chief alterations in the Rules will be the abolition of the present practice of allowing operatives to take meals during working hours. A special half hour recess will be provided for at 9-30 to 10 a.m. for this purpose. In order to make up for the loss of this half-hour, it is proposed that the noon recess be reduced by a quarter of an hour, being from 1 to 1-45 p.m., and the closing time extended by a quarter of an hour.

Similarly, we deem it essential that certain matters which have been the subject of misunderstanding in the past between employers and employees should be clearly defined so that there may be no grounds for any grievance in the future. This has arisen mainly as regards.

5. *Fines and Unclaimed Wages.*—Fines should be imposed in accordance with Rules devised for the purpose, and referred to above as our Demand No. 4. Where faulty cloth is handed over to weavers, this will be left in the hands of some responsible officer not lower in rank than Assistant Weaving Master. All fines recovered will be credited to a welfare fund, or utilised in some way for the benefit of workers. As to unclaimed wages, we have no objection to same being made available to operatives at any time on sufficient identification.

Another matter which falls under this head is the method of calculating the total amount of wages.

6. *Uniform system of calculating the total amount of Wages.*—Wages will be calculated to actual pies and percentage calculated on pies as well, but if the total amount shows 5 pies or less, then the amount will be reduced to the next lower anna, or, if 6 pies and above, then the amount will be raised to the next higher anna.

We now proceed to briefly summarise what has been stated above so as to make the whole position absolutely clear.

The main condition is that workers must definitely give up the unreasonable attitude which their so-called Leaders have asked them to adopt of not only being re-instated in their former places on the same terms and conditions as before, but of even demanding new terms most of which are of an impossible character. The men having struck work without even laying their grievances before individual employers have broken their contract under which they were engaged, and having been paid off are deemed to have been dismissed. They can only be re-engaged if they unequivocally agree to accept the following :—

- (1) Standardised rates of wages as described above.
- (2) Revised and standardised muster rolls.
- (3) Full ten hours work for all male operatives in all departments without claiming any extra remuneration, to which they are not entitled, where work was being done for less time previously.
- (4) Revised set of Rules and Regulations with a view to enforce stricter discipline than obtained in the past.
- (5) Disposal of fines and unclaimed wages as indicated above.
- (6) Uniform system of calculating wages.

We hope that labour will still have the good sense to face facts and not cause further unnecessary hardship to themselves by persisting in following their present line of action.

APPENDIX III.

COMPARATIVE STATEMENT SHOWING THE STANDING ORDERS AS PRESENTED BY THE MILLOWNERS' ASSOCIATION AT THE CONFERENCE OF THE 4TH OCTOBER 1928 AND THESE ORDERS AS AMENDED BY THE COMMITTEE IN THE FORM IN WHICH THE COMMITTEE CONSIDER THEY MAY BE APPROVED AS FAIR AND REASONABLE.

(Some new Orders subsequently presented by the Association to the Committee during their discussions are printed in italics.)

*Millowners' Draft.**Committee's Draft.*

THE (MILL COMPANY) LIMITED.

THE (MILL COMPANY) LIMITED.

STANDING ORDERS FOR OPERATIVES

STANDING ORDERS FOR OPERATIVES.

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| <p>1. These Orders shall come into force as and from the 1928.</p> <p>2. "Operatives" means all work-people male or female employed in the mill and includes "Jobbers."
"The Company" means The (Mill Company) Limited.
"The Manager" means the Company's Manager or Acting Manager for the time being.
Masculine includes feminine.</p> <p>3. The decision of the Manager upon any question arising out of, in connection with, or incidental to these Orders shall be final, subject however to appeal to the Managing Agents.</p> <p>4. The Company may, on one month's prior notice, add to or alter these Orders or substitute new Orders or any new Order and any such addition, alteration or substitution shall be as binding on the operatives as if originally incorporated in these Orders. Such notice to be posted prior to the last day of the month.</p> <p>5. The Mill will work each day for such number of hours as the Manager may from time to time fix in accordance with the Factories Act.</p> | <p>1. These Orders shall come into force as and from the 1929.</p> <p>2. In these Orders, unless there is anything repugnant in the subject or context,
(a) "Operatives" means all work-people male or female employed in the mill and includes "Jobbers";
(b) "The Company" means The (Mill Company) Limited;
(c) "The Manager" means the Company's Manager or Acting Manager for the time being; and
(d) Masculine includes feminine.</p> <p>3. The decision of the Manager upon any question arising out of, in connection with, or incidental to these Orders shall be final, subject however to appeal to the Managing Agents and without prejudice to any right of an operative aggrieved by his or their decision to resort to legal proceedings in a court of law.</p> <p>4. (Omitted here and placed as Standing Order 22.)</p> <p>5. The Mill will work each day for such number of hours (not ordinarily exceeding ten) as the Manager may from time to time fix in accordance with the Factories Act.</p> |
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Millowners' Draft.

6. Notice of the time of beginning and ending work will be posted on the Board outside the Time-Keeper's Office. The hours of work for adult operatives until further notice will be as follows:—
- 7 a.m. to 9-30 a.m.
 9-30 a.m. to 10 a.m. Recess.
 10 a.m. to 1 p.m.
 1 p.m. to 1-45 p.m. Recess.
 1-45 p.m. to 6-15 p.m.
- (This is subject to the approval of the Factory Inspector and the consent of the operatives.)
- Operatives attending late are liable to be shut out and treated as absent, but may be admitted on payment of a fine.
- Operatives shall only take their food at the Recess Times. Any break of this Order will incur dismissal.

7. Each operative without exception will be provided with a departmental ticket showing his number, name and occupation, and on attendance each day shall deliver up the ticket at the place provided.
8. Any operative who, after presenting his ticket, is found absent from his post without leave without sufficient cause is liable to be treated as absent without leave. Any operative who desires to obtain leave of absence must apply previously to the Head of his Department or any officer appointed by the Manager for this purpose.

New Order

When on an application for special leave, leave exceeding one day and not exceeding two months is granted to an operative, the period of leave granted shall be stated in writing by the head of his department. In the event of an operative taking leave in excess of the period granted, he shall lose all rights to reinstatement unless he has previously secured permission in writing to extend the leave originally granted and returns to work on the first working day following the period covered by any such extension.

Committee's Draft.

6. Notice of the time of beginning and ending work will be posted on the Board outside the Time-Keeper's Office. The present hours of work for adult operatives are as follows:—
- 7 a.m. to 12 noon.
 12 noon to 1 p.m. (Recess).
 1 p.m. to 6 p.m.
- Provided that, with the approval of the Factory Inspector and the consent of the operatives or their representatives, these hours may be modified so as to allow of a morning recess in addition to the mid-day one.
- Operatives attending late are liable to be shut out and treated as absent, but may be admitted on payment of a fine.
- When a morning recess is provided, operatives shall take their food only at the Recess Times, and any breach of this Order will render the offender liable to be punished for misconduct under Orders 17 and 18.

7. *Same as the Millowners' Draft.*

8. Any operative who after presenting his ticket is found absent from his proper place or places of work without leave or other sufficient excuse is liable to be treated as absent without leave. Any operative who desires to leave his work, except for a temporary purpose within the mill premises, must apply previously in accordance with Order 8-A.

8-A. Any operative who desires to obtain leave of absence must apply previously to the Head of his Department or any officer appointed by the Manager for this purpose, who, if he thinks fit, may grant him leave for a period not exceeding two months. If the leave granted exceeds one day, the officer granting it shall keep a record of its grant, and give the operative a written and signed certificate as to the period of leave granted to him. In the event of an operative taking leave in excess of the period granted he shall lose all his rights to reinstatement, unless he has previously secured written permission to extend the leave originally granted and returns to work on the first working day following the period covered by any such extension, or unless on his return to work he gives a satisfactory explanation for his omission to apply for such an extension and the extension is retrospectively sanctioned.

Millowners' Draft.

9. Operatives will be classed as (1) Probationary and (2) Permanent. A Probationary operative is one who is provisionally engaged for the first time on a particular post for a period of two months during which he may be dismissed at any time without notice. At the end of two months if not dismissed a Probationary operative becomes permanent.
10. No operative shall enter or leave the mill premises except by the gate appointed for the purpose.
11. All male operatives are liable on leaving the mill premises to be searched by the gateman and all female operatives are liable to be detained by the gateman for search by the female searcher.
12. Before the beginning of each month a notice will be posted outside the Time-Keeper's Office and in the Mill stating (a) the days on which the mill will be closed during the following month, and (b) the date or dates on which wages will be paid.

Wages will be calculated to the nearest pie and the percentage allowance paid for the high cost of living shall be calculated on this amount including annas and pies, but no payment of pies shall be made. If the last figure of this calculation is five pies or less, it shall be neglected; if the last figure of this calculation amounts to six or more, the annas column will be increased to the next higher figure.

13. The Company may at any time or times and for any period or periods at their discretion in the event of a strike, fire, catastrophe, emergency or epidemic, or when it is necessary to do so because of the state of the trade stop any machine or machines, department or departments. The operatives employed on those machines or in those departments will be "played off," i.e., temporarily stopped without notice and without compensation in lieu of notice. The employees so "played off" are not to be considered as dismissed from service, but are temporarily unemployed and will not be entitled to wages during such unemployment. Such

Committee's Draft.

9. Operatives will be classed as (1) Probationary and (2) Permanent. A Probationary operative is one who is provisionally engaged for the first time on a particular post for a period of two months during which he may be discharged or may leave at any time without notice. At the end of two months, if not discharged, a Probationary operative becomes permanent.
10. No operative shall enter or leave the mill premises except by the gate appointed for the purpose.
11. All male operatives are liable on leaving the mill premises to be searched by the gateman, and all female operatives are liable to be detained by the gateman for search by the female searcher, if acting without malice he suspects that any operative so detained or searched has wrongful possession of property belonging to the Company.

12 Same as the Millowners' Draft.

12-A. Same as the Millowners' Draft.

13. The Company may at any time or times and
- (a) for any period or periods at their discretion in the event of a strike, fire, catastrophe, epidemic or other emergency rendering it necessary or advisable to do so, and
- (b) for a period not exceeding two days in the event of the state of the trade rendering it necessary to do so, stop any machine or machines, department or departments. The operatives employed on those machines or in those departments will be "played off", i.e., temporarily stopped without notice and without compensation in lieu of notice, provided that an employee "played off"

Millowners' Draft.

employees will be given the first chance of work again on the resumption of work on such machines or departments.

New Order

In the event of a stoppage of machinery due to a breakdown or stoppage of the power supply during working hours, the operatives affected shall be informed, as soon as practicable, when work will be resumed and whether they are to remain or leave the mill. The period of detention in the mill shall not ordinarily exceed one hour after the commencement of the stoppage or breakdown. If the period of detention does not exceed one hour, operatives so detained shall not be paid for the period of detention. If the period of detention in the mill exceeds one hour, operatives so detained shall be entitled to receive wages for the whole of the time during which they are detained in the mill as a result of the stoppage. Operatives shall not be paid during the period of any breakdown or stoppage when they are not detained in the Mill.

14. The service of any operative drawing a monthly wage may be terminated on one month's notice or on payment of one month's wages in lieu of notice. Any operative drawing wages on a daily earning basis may be dismissed on one month's notice or 26 days' earnings (computed on the average earnings of such operative for the month last passed) in lieu of notice.
15. Any operative desirous of leaving the Company's service shall, on the last day of the month, or, if that day be a holiday, on the day previous, give one month's notice to the Head of the Department concerned. The wages due to such an operative must be paid within three days after the expiry of the notice; if more than 20 per cent. of the operatives in a department give notices simultaneously, the period of three days to be extended to one week. If any permanent operative leaves without such notice he shall forfeit the whole or part of the wages due to him for the month at the discretion of the Manager by way of liquidated damages.

Committee's Draft.

for a period longer than seven days may leave the Company's service on intimation of his intention to do so, without any further notice. The employees so "played off" are not to be considered as dismissed from service, but are temporarily unemployed and will not be entitled to wages during such unemployment, except to the extent mentioned in Order 13-A. Such employees will be given the first chance of work again on the resumption of work on such machines or departments.

- 13-A. In the event of a stoppage of any machine or department under Order 13 during working hours, the operatives affected shall be informed, as soon as practicable, when work will be resumed and whether they are to remain or leave the mill. The period of detention in the mill shall not ordinarily exceed one hour after the commencement of the stoppage. If the period of detention does not exceed one hour, operatives so detained shall not be paid for the period of detention. If the period of detention in the mill exceeds one hour, operatives so detained shall be entitled to receive wages for the whole of the time during which they are detained in the mill as a result of the stoppage. In the case of piece-workers, the average daily earnings for the previous month shall be taken to be the wages for 10 hours.

14. The service of any operative may be terminated by 14 days' notice or by payment of 13 days' wages in lieu of notice. If he draws wages on a piece rate basis, the 13 days' wages shall be computed on the average daily earnings of such operative for the previous calendar month.
15. Any operative desirous of leaving the Company's service shall give 14 days' notice to the Head of the Department concerned. The wages due to such an operative must, if possible, be paid on the day the notice expires and in any case within three days after the expiry of the notice. If any permanent operative leaves without notice, he shall be liable to forfeit by way of liquidated damages at the discretion of the Manager the whole or part of the wages due to him for the 14 days immediately prior to his so leaving, provided that no such order of forfeiture shall be passed without giving the operative an opportunity of being heard, if he is present or his attendance can be procured without undue difficulty.

Millowners' Draft.

No corresponding rule framed by the Millowners' Association, but they stated in May 1928 that they had no objection to unclaimed wages being made available to operatives at any time on sufficient identification.

16. Each Jobber will be deemed to have knowledge of the rules under the Indian Factories Act as regards the employment of women and children and will be personally responsible to see those Rules are not infringed.

17. Any operative who is adjudged by the Manager on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be summarily dismissed without notice, or, at the Manager's discretion, to be fined.

The following acts or omissions will be treated as misconduct, namely,—

- (a) insubordination or disobedience whether alone or in combination with another or others to a superior or to the Manager;
- (b) striking work either singly or with other operatives without giving one month's previous notice;
- (c) inciting whilst on the premises any operative to strike work without giving one month's previous notice;
- (d) habitual breach of any rules for the maintenance and running of any department and maintaining its cleanliness, and
- (e) theft.

18. Operatives will ordinarily be fined after being heard (but the acts on being repeated or in any gross case may be treated as misconduct under Order 17) for any of the following offences, namely,—

- (a) absence without leave for more than three days without sufficient cause;
- (b) negligence in work or neglect of work;
- (c) smoking on the mill premises except in places where smoking is permitted;

Committee's Draft.

- 15-A. Any wages due to an operative but not paid on account of their being unclaimed will be paid by the Company at any time on their being claimed by the operative or his legal representatives, subject to the operative being sufficiently identified.

16. (Omitted in view of Standing Order 20.)

17. Any operative who is adjudged by the Manager on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be summarily dismissed without notice, or, at the Manager's discretion, to be fined.

The following acts or omissions, among other things justifying summary dismissal under the ordinary law of Master and Servant, will be treated as misconduct, namely,—

- (a) wilful insubordination or disobedience whether alone or in combination with another or others to any lawful and reasonable order of a superior or of the manager;
- (b) striking work either singly or with other operatives without giving 14 days' previous notice;
- (c) inciting whilst on the premises any operative to strike work without giving 14 days' previous notice;
- (d) habitual breach of any rules for the maintenance and running of any department and maintaining its cleanliness, and
- (e) theft, fraud or dishonesty in connection with the Company's business or property.

18. Operatives will ordinarily be fined after being heard (but the acts on being repeated or in any gross case may be treated as misconduct under Order 17) for any of the following offences, namely,—

- (a) absence without leave for more than three days without sufficient cause;
- (b) negligence in work or neglect of work;
- (c) smoking on the mill premises except in places where smoking is permitted;

Millowners' Draft.

- (d) entering or leaving or attempting to enter or leave the mill premises except by the gate provided for that purpose;
- (e) habitual late attendance;
- (f) absence without leave without sufficient cause from appointed work in the mill;
- (g) quarrelling or behaving in a noisy or obnoxious manner or doing anything likely to cause a breach of the peace, and
- (h) taking bribes from or giving bribes to any other operative or person employed in the mill, or from or to any other person having dealings with the Company as a motive or reward for doing or omitting to do any act, the performance or omission whereof would be prejudicial to the interests of the Company.

The total amount of fines inflicted under this Rule (18) during any particular month shall in no case exceed 2 per cent. of the operatives' total earnings for that month.

New addition to this Rule.

Fines imposed under this rule shall be utilized for the welfare work of the Company.

19. The order and the reasons for fine or dismissal of any operative shall be in writing and shall be dated and signed in the case of a fine by the Head of the Department concerned, and in case of dismissal by the Manager, and shall, in the event of a fine, state the amount. A copy of such order, if demanded, should be supplied to the operative.

Committee's Draft.

- (d) entering or leaving or attempting to enter or leave the mill premises except by the gate provided for that purpose;
- (e) habitual late attendance;
- (f) absence without leave or without other sufficient excuse from appointed work in the mill;
- (g) quarrelling or behaving in a noisy or obnoxious manner or doing anything likely to cause a breach of the peace;
- (g-A) breach of any rules for the maintenance and running of any department and maintaining its cleanliness; and
- (h) taking bribes from or giving bribes to any other operative or person employed in the mill, or from or to any other person having dealings with the Company as a motive or reward for doing or omitting to do any act, the performance or omission whereof would be prejudicial to the interests of the Company.

The total amount of fines inflicted under this Order 18 during any particular month shall in no case exceed 2 per cent. of the operatives' total earnings for that month.

All fines imposed under this Order will be credited to a Welfare Fund and utilised for such benefit or benefits to the operatives as the Company may determine.

No fine shall be inflicted by an officer lower than the Head of the Department in which the operative fined is employed.

19. The order and the reasons for fine or dismissal of any operative shall be in writing and shall be dated and signed in the case of a fine by the Head of the Department concerned, and in case of dismissal by the Manager, and shall, in the event of a fine, state the amount. A copy of such order should, in the case of a dismissal, be supplied to the operative concerned, unless it is impracticable to do so, and in the case of a fine should be supplied if demanded by the operative concerned. Any operative aggrieved by any such order of the Head of a Department can appeal to the Manager, and any order of the latter is appealable to the Managing Agents under the provisions of Order 3.

Millowners' Draft.

20. Each Overseer, Jobber or Muccadam will be personally held responsible for the proper and faithful observance of the special rules made under the Factories Act and posted in the mill, particularly regarding the employment and working of women and children under him.
21. A copy of these Orders in the vernacular will be handed to each operative when engaged, and he shall accept work at the Mill on the understanding that he has read these Orders and agrees to abide by them.

Corresponds to Order 4 above ..

Committee's Draft.

20. *Same as the Millowners' Draft.*
21. A copy of these Orders, or of the Orders as altered under Rule 22, in the vernacular will be handed to each operative when engaged, and he shall accept work at the Mill on the understanding that he has read the said Orders and agrees to abide by them.

22. The Company will not rescind, add to, or otherwise alter these Orders unless—

- (1) at least two months' clear notice of the proposed rescission, addition or other alteration has been posted up in the vernacular and a copy of the same forwarded to the Millowners' Association;
- (2) objections or suggestions, if any, put forward by the operatives or their representatives within one month after the posting up of the notice have been considered by the Company;
- (3) the Millowners' Association has signified its assent in writing to the proposal, or to any modification thereof; and
- (4) the said alteration, in the form finally approved by the Millowners' Association, has been posted up in the vernacular for the information of the operatives of the Company, not less than fourteen days prior to its being given effect to.

Upon substantial compliance with the above conditions, the said alteration shall be binding on the operatives as if originally incorporated in these Orders:

Provided that nothing in the foregoing part of this rule will preclude the Company from—

- (a) making any such alteration with effect from an earlier time than is required by the above provisions, with the consent of the operatives or their representatives and with the approval of the Millowners' Association, or

*Millowners' Draft.**Committee's Draft.*

- (b) making by-laws or rules, not inconsistent with the Standing Orders, for the maintenance or running of any Departments, maintaining cleanliness, or other similar matters of internal administration.

*New Order regarding compulsory purchase of damaged Cloth.**This Order as tentatively proposed by the Committee.*

The Company shall be entitled to debit a weaver's wages with the cost of cloth damaged by the negligence of the weaver concerned. The piece or pieces damaged shall become the property of the weaver. The decision to debit the wages of a weaver with the cost of damaged cloth under this rule shall be made by an officer of the Company not lower in rank than an Assistant Weaving Master.

The Company shall not be entitled to debit a weaver's wages with the cost of cloth damaged by his negligence, unless he elects to take it over on those terms. Otherwise the Company may deduct from his wages an amount corresponding to the estimated loss caused to it by such negligence, provided that, if the proposed deduction exceeds the sum of Rs. or the weaver disputes the damage being due to his negligence, the deduction shall not be made by an officer of the Company lower in rank than an Assistant Weaving Master. If the latter officer directs a deduction of Rs. or over, and the weaver disputes his liability to pay the same, there shall be a joint examination of the damaged cloth by such officer of the Company as the Manager appoints and a representative of the weavers, who may be either an employee of the Company or an official of a registered Trade Union. If they agree in their decision, the Manager shall accept their decision. If they disagree, and there is no independent person to whom the Manager and the weavers' representative agree to refer the dispute, the Manager shall decide what amount (if any) shall be deducted from the weaver's wages.

APPENDIX IV.

The Press Note Issued by the Director of Information on the agreement of the 4th October 1928.

At a conference held at the Secretariat between the representatives of the Millowners' Association and the Joint Strike Committee, presided over by the Honourable Sir Ghulam Hussain Hidayatullah the following agreement was arrived at:—

1. A committee of three members to be appointed by Government.
 2. Terms of reference—
 - (a) Whether the amended scheme of a standardized schedule of rates and of a standardized muster prepared by the Millowners' Association, and also the scheme prepared by the Strike Committee is fair and reasonable.
 - (b) Whether the Seventeen demands advanced by the Strike Committee are fair and reasonable and to what extent, if any, they should be met.
 - (c) Whether the Standing Orders for operatives as amended and presented by the Millowners' Association on the 4th October 1928 are fair and reasonable.
 3. (a) Work to be resumed on the basis that for the period between the calling off of the strike and the publication of the Report of the Committee, the rates and wages of March 1927 should be paid provided that in those mills in the Sassoon group, the Finlay group and the Kohinoor which now work on a revised system, the rates and wages of March 1928 shall be paid in the Spinning Departments only, and in the following mills the rates of March 1928 in the *Weaving Department*:—
 - (a) The Manchester Mill;
 - (b) The Apollo Mill; and
 - (c) The Meyer Sassoon Mill.
 - (b) The question of musters shall not arise.
 4. Advances as detailed below to be given to operatives weekly after resumption of work for the rest of October and subsequently fortnightly till the end of November. No advances to be paid from 1st of December from which date monthly wages will be paid as usual.
- Adjustments of pay for October will be paid on 11th November and adjustments for the month of November to be paid on 15th December 1928.

Scale of Advances.

	Rs. a. p.	
Doffer boys, Reachers and Female piece-workers ..	0 12 0	per day.
Blow Room, Card Room, Strippers, Grinders, Card Tenters ..	1 0 0	do.
Drawing Tenters, Slubbing, Inter Roving ..	1 4 0	do.
Spinning Side Boys and Tarwallas ..	1 0 0	do.
Warehousemen ..	1 0 0	do.
Warping, Sizing, Drawers, Weavers ..	1 8 0	do.

Operatives not provided for in this list to receive 7/8ths of the rates agreed to above (including allowances).

5. Any dispute arising out of the interpretation of this agreement shall be referred for decision to the Committee to be appointed.
6. Work to be resumed on Saturday, October the 6th, 1928.

APPENDIX V.

TABLE I.

List of witnesses examined by the Committee.

Monday 29th October—

1. Mr. T. Watts, Superintendent, Currimbhoy Ebrahim Mills.

Wednesday 31st October—

2. Mr. J. F. Jennings, Barrister-at-law, Director of Information and Labour Intelligence.

Friday 2nd November—

3. Mr. Dhanjibhoy Framji Batliwala, Partner in the firm of Messrs. Nowroji Wadia & Sons.

Thursday 6th November—

4. Mr. T. Sasakura, Managing Director, The Toyo Podar Cotton Mills, Ltd.
5. Mr. Balkrishna Keroba Mantri, Acting Secretary, Bombay Millowners' Association.
6. Mr. S. D. Saklatvala, Director, Messrs. Tata Sons, Ltd.

Wednesday 7th November—

7. Mr. Bernard James Whitby, Partner in the firm of Messrs. A. F. Ferguson & Co., Chartered Accountants.
8. Mr. Andrew Geddis, Partner in the firm of Messrs. James Findlay & Co.
9. Mr. Jivandas Purshottamdas Dutia, Partner in the firm of Messrs. Lalji Naranji & Co., Bombay; and Technical Adviser to the Trade Mission.

Thursday 8th November—

10. Sir Joseph Kay, Kt., Managing Director, Messrs. W. H. Brady & Co., Ltd.

Thursday 22nd November—

11. Mr. Cowasji Maneckji Sutaria, Manager, Swadeshi Mills, Kurla.
12. Mr. John Tinker, Superintendent, The Brady Group of Mills.

Friday 23rd November—

13. Mr. James Green, Weaving Superintendent of the Fazulbhoy Mills.
14. Mr. Pherozshah Cowasji Lentin, Superintendent of the Petit Group of Mills.
15. Mr. Phillip Harrison of the Bombay Dyeing and Manufacturing Co., Ltd.
16. Mr. A. Parry, Manager, Union Mill.

Monday 25th November—

17. Mr. Anandrao Velji, Manager, Crown Mills.
18. Mr. Shrivakah Sorabji, Weaving Master, Crown Mills.
19. Mr. Walter Pennington, Manager, Textile Mills.
20. Mr. B. B. Desai, Weaving Manager, Indian and Kaiser-I-Hind Mills.

Tuesday 27th November—

21. Sir Manmohandas Ramji, Agent, Indian and Kaiser-I-Hind Mills.
22. Mr. Usman Sobhani, Manager, Messrs. Pratabgirji Narsingirji & Co., and Managing Agent, Pralhad Mill.
23. Mr. J. G. Anderson, Partner in the firm of Messrs. C. N. Wadia & Co.

Wednesday 28th November—

24. Mr. James Gardener, Weaving Master, Kohinoor Mills
and
25. Mr. James Sutton, Manager, Kohinoor Mills.

Thursday 29th November—

26. Mr. Kemp, Representative, Madhavji Dharamsey Mills.
27. Mr. P. H. Godbole, Weaving Master, Madhavji Dharamsey Mills.
28. Mr. Ardeshir N. Adajania, Weaving Master and Manager, Simplex Mills.

Friday 30th November—

29. Mr. Sorabjee Merwanji Solai, Carding and Spinning Master.

Monday 3rd December—

30. Sir Victor Sassoon, Bart., Partner in the firm of Messrs. E. D. Sassoon & Co.

Tuesday 4th December—

31. Mr. Cottam, Deputy Superintendent, Spinning Section, E. D. Sassoon Group of Mills.
32. Mr. Babaji Sadashiv Pednekar, Manager, Apollo Mills.
33. Mr. Meyer Reubens, Deputy Superintendent, Weaving Section, E. D. Sassoon Group of Mills.
34. Mr. William Taylor, Manager, Gold Mohur Mills.

Tuesday 11th December—

35. Mr. N. G. Hunt, Governing Director, Messrs. Greaves Cotton & Co.
36. Mr. A. J. Turner, Principal, Victoria Jubilee Technical Institute.
37. Mr. V. A. Fernandez, Head of the Textile Department, Victoria Jubilee Technical Institute.
38. Mr. J. Addyman, M.L.C., Manager, Bombay Woollen Mills.

Wednesday 12th December—

39. Mr. Ramsing Dongarsingh, Manager, Morarji Gocaldas Mills.

Thursday 13th December—

40. Mr. Ernest Gordon Cameron, M.I.M.E., M.R.S.I., Mechanical Engineer, Bombay Municipality.
41. Dr. Sandilands, Health Officer, Bombay Municipality.
42. Mr. A. E. Williams, Chief Mechanical Engineer, G. I. P. Railway.

Friday 14th December—

43. Mr. Benjamin Francis Bradley, Labour Worker.
44. Mr. D. B. Kulkarni, Vice-President, G. I. P. Railwaymen's Union.
45. Mr. S. C. Joshi, M.A., LL.B., Advocate, M.L.C.

Friday 4th January 1929—

46. Mr. C. N. Moberly, General Manager, The Bombay Electric Supply and Tramway Co., Ltd.
 47. Hafiz Mahomed Hussain.
 48. Najibulla.
 49. Munshi Subrati.
 50. Mahomed Umar.
 51. Mahomed Ibrahim.
- } Weavers, Khatau Makanji Mills.
- } Weavers, Indian Mills.

Monday 7th January 1929—

52. Mahomed Umar Rajab, Weaver, Madhavjee Dharamsey Mill.
53. Aga Ibrahim, Line Jobber, Weaving Department, Madhavji Dharamsey Mill.
54. Ibrahim Aga Saheb, Jobber, Madhavji Dharamsey Mills.
55. Dwarkanath Hirajee Keni, Mechanic, Kohinoor Mills.
56. Mahomed Ibrahim,
57. Abdul Hamid Jan Mahomed, } Weavers, Hindustan Mills.
58. Shanker Dharamjee Mhatre, Bander, Swadeshi Mills, Kurla.
59. Dhondu Hari Patil, Roving Tenter, Swadeshi Mills, Kurla.
60. Abdul Rahim, Weaver, Swadeshi Mills, Kurla.

Tuesday 8th January—

61. Sakharam Babaji, Spinner, Century Mill.
 62. Krishna Anvati, Spinner, Century Mill.
 63. Laxman Krishna, Spinner, Century Mill.
 64. Bhikhaji Hari, Spinner, Century Mill.
 65. Bhiku Krishna, Roving Tenter, Century Mill.
 66. Gaja Mahadu, Roving Tenter, Century Mill.
 67. Baboo Dowlat.
 68. Dattoo Bhau.
 69. Vishnu Devba.
 70. Shantaram Bhanu.
 71. Keshav Shiva.
 72. Pushni Rama, Winder, Century Mill.
 73. Parvati Govind, Winder, Century Mill.
 74. Bayo Sayaji, Winder, Century Mill.
 75. Godi Narayen, Winder, Century Mill.
 76. Jani Narayen, Cheese Winder, Century Mill.
 77. Parvati Rama, Cheese Winder, Century Mill.
 78. Bhima Ragho, Colour Winder, Century Mill.
- } Weavers, Century Mill.

- 79. Savitri Sakham, Colour Winder, Spring Mill.
- 80. Bhagi Raghoba, Colour Winder, Spring Mill.
- 81. Shanti Sakham, Weft Winder, Spring Mill.
- 82. Chandrabai Babaji, Weft Winder, Spring Mill.
- 83. Jijabai, Winder, Spring Mill.
- 84. Anandi, Winder, Spring Mill.
- 85. Anandi Mahadu, Reeler, Spring Mill.
- 86. Gokula Bhiwa, Reeler, Spring Mill.
- 87. Dhondu Bhau, Sider, Spring Mill.
- 88. Tukaram Raoji, Sider, Spring Mill.
- 89. Mahadev Gopal, Drawing-in Tenter, Spring Mill.

Wednesday 9th January—

- 90. Rajab Ganesh, Blow Room Department, Spring Mill.
- 91. Babu Sanyasi, Card Room Department, Spring Mill.
- 92. Laxman Babaji, Roving Department, Spring Mill.
- 93. Maruti Laxman, Roving Department, Spring Mill.
- 94. Maruti Murari, Roving Department, Spring Mill.
- 95. Tukaram Motiram, Weaver, Spring Mill.
- 96. Dhondu Vithoo, Weaver, Spring Mill.
- 97. Parsharam Mariba, Weaver, Spring Mill.
- 98. Dhondu Ganu, Drawing-in Department, Textile Mills.
- 99. Sabaji Budaji, Weaving Department, Textile Mills.
- 100. Babu Rahu, Roving Department, David Mills.
- 101. Sita Vishram, Roving Department, David Mills.

Thursday 10th January—

- 102. Miss I. Wingate, Industrial Secretary, National Committee of Young Women's Christian Association.

Wednesday 23rd January—

- 103. Mr. T. Hinchcliffe, Weaving Master, Spring Mills.
- 104. Mr. D. Cowasjee, Head Time Keeper, Spring Mills.
- 105. F. G. D'Silva, Ticket Boy, Spring Mills.
- 106. Sitaram Bhikaji, Ticket Boy, Spring Mills.

TABLE II.

Names of Institutes and Mills Visited by the Committee.

- 1. The Victoria Jubilee Technical Institute (twice);
- 2. The Jacob Sassoon Mills (twice);
- 3. The Manchester Mills;
- 4. The Finlay Mills;
- 5. The Tata Mills;
- 6. The Maneckjee Petit Mills;
- 7. The Hindustan Mills;
- 8. The Bombay Industrial Mills;
- 9. The Spring Mills; and
- 10. The Imperial Mills.

APPENDIX VI.

A Precis of the Disputes dealt with by the Committee on complaints submitted either by the Millowners' Association, Bombay, or by the Joint Strike Committee regarding actual or alleged breaches of the agreement of the 4th October 1928

1. Re. *Sir Shapurjee Broacha Mills.* (31st October 1928.)

Complaint : On resumption of work after the General strike, the management asked their siders to work double frames. The Joint Strike Committee stated that this was against the spirit of the agreement.

Result : The management agreed to withdraw the system in view of the fact that this mill was not included in the exceptions in paragraph 3 of the agreement.

2. Re. *Textile Mills.* (31st October 1928 and 23rd January 1929.)

Complaint : The Joint Strike Committee protested against the continuation of the system of weavers being asked to clean their machines every day and against the issue of tickets of attendance to them.

The Millowners' Association stated that, as this system had been in existence in this Mill prior to 1927, it could be continued under the agreement of the 4th October.

Result : When the matter was finally discussed before the Committee on the 23rd January on the initiative of the agents of the Mill, it was held that, as this subject was covered by the terms of Reference, the Committee could not give any decision in the matter prior to the publication of their Report.

3. Re. *Toyo Podar Mills.* (31st October 1928.)

Complaint : The Joint Strike Committee submitted three complaints with regard to this Mill : (1) that the weavers were asked to work on three looms each instead of two ; (2) that certain winders suffered a reduction in their earnings as a result of being asked to make use of an instrument called a ' knotter ', and (3) that, on resumption of work, the mill refused to give employment to old workers and had drafted a form of agreement, which the men were compelled to sign before employment, binding them down to accept the rates and wages to be fixed by the Bombay Strike Enquiry Committee.

The Millowners' Association stated that, as this mill was not a member of their Association, it was not a party to the agreement, but Mr. Sasakura agreed to be bound by it.

Result : Re. (1) Mr. Sasakura agreed not to introduce three-loom working for the period during which the agreement held good. Re. (2) he stated that a time rate of 12 annas per day was introduced for winders using knotters, so as not to unduly affect their earnings during the time in which they were getting accustomed to its use, and that as soon as they were proficient with it they would be put on again on piece rates, when they would earn an extra anna per day with the use of the knotter. Re. (3) Mr. Sasakura stated that the management was at liberty to terminate the services of any employee by giving a month's notice or pay in lieu of notice, and that he agreed not to enforce the form of the contract of employment. No decision of the Committee was therefore necessary.

4. Re. *Century Mills.* (31st October 1928.)

Complaint : The Joint Strike Committee stated that the Mill had printed a new set of rules more drastic in effect than the proposed Standing Orders.

Result : Mr. John Anderson, a partner in the firm of the Agents of this mill, produced copies of the old and the alleged new rules and showed that the latter were merely a reprint of the rules that had been in existence prior to the strike. The complaint was accordingly withdrawn.

5. Re. *Dinshaw Petit Mills.* (31st October 1928.)

Complaint : The Joint Strike Committee complained that a number of mechanics and other workers were not taken up by the Mill on resumption of work.

Result : Mr. Lowji Morris, on behalf of the management, stated that this complaint arose in consequence of the mill not working the same number of preparations as before the strike, but that the old hands would be re-engaged, as additional preparations were started provided that the old hands returned within a reasonable period. The complaint was accordingly withdrawn.

6. *Re. New City of Bombay Mill.* (31st October 1928.)

Complaint : The Joint Strike Committee complained that there was a reduction in the number of oilers employed in the Ring Frame Department of this mill, as compared with the number employed before the strike.

Result : The Millowners' Association stated that, as only half the number of Ring Frames, as compared with those in operation before the strike, were working, two oilers were not necessary, but that the mill agreed to employ the other oiler when all the frames were re-started. The complaint was accordingly withdrawn.

7. *Re. Madhavjee Dharamsey Mills.* (31st October and 1st November 1928.)

Complaint : The Joint Strike Committee stated that the men employed in this mill for "whipping" blankets were paid lower rates than those paid prior to the General Strike.

Mr. Kemp, on behalf of the management of the mill, stated that the work of "whipping" blankets was given on contract and that the mill was not concerned with the rates paid by a contractor to the men he engaged on the job. The Labour representatives held that as the contractor's men were entered on the Mill's musters, these men came under the agreement of the 4th October.

Result : The Committee held that, as it was admitted that the names of the contractor and his assistants were on the mill musters, they must be treated as operatives, though there may be a formal contract in writing as to the rates of work; and that, in spite of any acceptance of rates lower than those of March 1927 by the whipper, the mill was bound to pay the March 1927 rates, pending the publication of the Committee's report.

8. *Re. Madhavjee Dharamsey Mills.* (31st October and 1st November 1928.)

Complaint : The management of the mill stated that they had reduced the weavers' rates in February 1928, that there was a strike in consequence and that an agreement on the basis of an acceptance of lower rates was concluded between the management and the representatives of the Bombay Textile Labour Union. On resumption of work after the General Strike the weavers demanded the rates of March 1927 in accordance with the terms of the agreement of the 4th October. The management contended that, as a separate agreement had been concluded on this question, they were entitled to pay the lower rates.

Result : The Committee held that this question had to be decided by the actual wording of the agreement of the 4th October, and that, as the Madhavjee Dharamsey Mill was not specified as an exceptional case in paragraph 3 of the agreement, the mill was bound to pay the rates and wages of March 1927, although there was considerable force in the contention that, as the Labour Union had agreed to the change of rates in February or March 1928, it was at any rate equitable that those rates should be continued.

(On the 14th February 1929, the Millowners' Association again raised the question as to the rates of wages to be paid by this mill after the publication of the Committee's report. The Committee held that, as the agreement of the 4th October was to continue in force only "for the period between the calling off of the Strike and the publication of the Report of the Committee," they were not in a position to express an opinion as to what arrangements should continue in individual cases after the publication of their Report.)

9. *Re. Maneckjee Petit Mills.* (31st October 1928.)

Complaint : The Joint Strike Committee complained that after resumption of work certain workpeople were either asked to work at reduced rates or to do more work on the existing rates.

Result : It was agreed that this matter should be settled by mutual discussion between the Association and the Joint Strike Committee.

10. *Re. Kohinoor Mills.* (31st October 1928.)

Complaint : The Joint Strike Committee stated that this mill had altered the conditions of work and had increased the hours in the folding and some other departments.

Result : Mr. Sutton, on behalf of the management of the mill, stated that, as his mill was specified as an exceptional case in paragraph 3 of the agreement, the mill was started up under the conditions of March 1928 and that Mr. Dange, with whom he had discussed the question, was also in agreement with him.

The complaint was accordingly withdrawn.

11. *Re. Simplex Mills.* (31st October 1928.)

Complaint : The Joint Strike Committee complained that an alteration in the hours of work had been made by the posting of a notice to the effect that all the operatives of the mill should leave at 5-45 p.m.

Result : In view of the fact that the management had withdrawn the notice and given the operatives a warning that they should not leave work before 5-30 p.m., the matter was not discussed further.

12. *Re. Pralhad Mill.* (31st October 1928.)

Complaint : The Joint Strike Committee stated that this mill had altered the working time for their folding and mechanical departments.

Result : Mr. Stones, on behalf of the authorities of the mill said that the men were getting a little more than before and that they were contemplating a change, but as a result of a letter from the Association they had decided not to change the *status quo* at present.

13. *Re. The Standard Mills.* (9th November 1928.)

Complaint : The Joint Strike Committee stated that the management had put up a notice of reduced rates in the weaving department on the 7th November, as the result of which some trouble took place between the management of the mill and the men ; but that, when the weavers went back to work in response to the advice given by the Bombay Girmi Kamgar Union, the management refused to take them in and that something in the nature of a lock-out had resulted.

Result : The Association agreed to get fuller details from the management, and to place the same before the Committee at a later date. The matter was eventually settled between the parties themselves without further reference to the Committee.

14. *Re. Mathradas Mill.* (9th November 1928.)

Complaint : The Millowners' Association stated that this mill moved on to 40s, spinning finer counts ; and that in consequence, there was a reduction in the number of employees on 40s as compared with the number on 20s. The Association complained that the men had caused a breach of the agreement by going on strike, in view of the fact that it was expressly stated in the agreement that the "question of musters shall not arise".

Result : It was decided that Mr. Joshi and Mr. Dange should collect further particulars and discuss the matter with Mr. Stones. There was no further reference on this question to the Committee.

15. *Re. Spring Mills.* (21st November 1928.)

Complaint : The agents of the mill wrote a letter to the Committee requesting an enquiry into the strike in that mill. The main facts, as stated by Sir Ness Wadia, the agent and the other officers of the mill at the enquiry held into this matter on the 21st November, were that certain operatives in the Spinning Department did not get their bonus for the month of October, when wages for that month were paid on the 11th November on account of their not having put in the number of days required to earn the bonus. The men in the Spinning Department worked for only three-quarters of an hour on that day. There was a strike in consequence, and the whole mill was compelled to close down.

The Joint Strike Committee stated that the stoppage on the 11th November was due mainly to engine trouble, and that the men were not only dissatisfied with their pay being stopped for that day, but also on account of the issue of new disciplinary orders.

Result : The Committee held that the workers were responsible for a breach of the agreement by breaking the truce arranged by it and going on strike without submitting their grievances for proper enquiry, and that it was up to the Labour representatives to do what they could to bring about a better understanding. The matter was accordingly left to the parties concerned to discuss between themselves with a view to arriving at a settlement.

16. *Re. Crown Mills.* (27th and 28th November 1928.)

Complaint : The Millowners' Association submitted that the Bombay Girmi Kamgar Union demanded that the management of this mill should dismiss two particular jobbers and that, if they were not dismissed, the Union threatened to take direct action. On the other hand, the Bombay Textile Labour Union wrote to

the management of the mill that the jobbers concerned were absolutely innocent and that the other union wanted to turn them out, because they were not members of that union.

Result : The Committee held that the dispute was really one between two unions and that the Committee had no jurisdiction in the matter, as it was not covered by the agreement of the 4th October.

17. *Re. Jacob Sassoon Mills.* (7th and 8th January 1929.)

Complaint : The Joint Strike Committee complained that five siders who had been working on single sides of a frame in the Ring Spinning Department in this mill prior to and also subsequent to the General Strike had been asked to work double sides and that there was a strike affecting the whole mill in consequence.

Result : There was a considerable discussion with regard to this dispute, in which Sir Victor Sassoon, Bart., and others gave evidence. The Chairman of the Committee gave the Committee's decision as follows :—

" With regard to the present strike in the Jacob Sassoon Mill, the question before us is whether there has been a breach of the agreement of the 4th October 1928 by the management, and this resolves itself into the question whether there has been a substantial change in the *status quo* as it existed in April 1928, that is, the month that applies in the case of this particular mill.

" The main facts are that the system of two-siders in the spinning section of this mill had started in January 1928, and it is not denied that the practice of the mill was that when they were spinning 10s counts there would be two men employed each on one side and when they were spinning counts higher than 10s, then those men were liable to be put each on two sides of as many as 360 spindles. The mill had been contemplating altering some single-side frames, and when the general strike occurred they took advantage of this interval to convert a number of these single-side frames into two-side frames. When that had been done, some five men who had been hitherto employed on single-side were required to attend each to two sides of as many as 372 spindles in all, the mill being engaged then in spinning not 10s but 21s. The men objected to this and there has occurred a strike in consequence.

" The contention of Mr. Dange is, that one of the reasons for the general strike was the objection of the workers to the extension of what has been styled 'the rational scheme' which involves increase of work for certain men and possible unemployment for those who are turned away and that this institution of double sides since the strike began constitutes an attempt at extending the system contrary to the principle of *status quo* which has been recognised in the agreement of October 1928.

" The management, on the other hand, contend that there has been no change from the practice which had been introduced before April 1928, as we have already mentioned, and they were entitled to take advantage of the general strike to make a change in the lay-out of the mill which had already been previously contemplated.

" Now, in construing an agreement of this kind regard must be had to what is reasonable. If a manager of a mill deliberately goes and tries to extend the strain of work on the millhands by alterations of the lay-out subsequent to the agreement or even subsequent to the beginning of the general strike without any previous intention of doing so, then undoubtedly there would be a breach of, at any rate, the spirit of the agreement of October 1928. But in the present case we are not satisfied that the management here can be said to have made a deliberate change of that kind. The practice as to the men being liable to go from one side to two sides is not denied, and these particular men might have been put on the two-sides system that already existed in the mill. The mere fact that they are asked to go on two sides on a new frame does not, in our opinion, constitute a deliberate attempt of the kind referred to by Mr. Dange, in view of the fact that this change had previously been contemplated and was carried out during the strike, so that it was completed recently. We have examined the muster-roll for 1928 which corroborates the statement of the management about the practice."

18. *Re. Pearl Mills.* (21st January 1929.)

Complaint : The Joint strike Committee stated that, as a consequence of the murder of the weaving master of this mill at about 2-30 p.m. on the 30th December 1928 on the premises of the mill, the management closed the mill and notified the

workers that their December wages would be paid on the 4th and 5th January. After the payment of the December wages had been effected the management re-opened the mills with a new complement of hands. The Labour representatives complained that in the weaving and other departments of the mills men and women, who were members of the Bombay Girni Kamgar Union, were dismissed. The dispute was referred to the Committee as one of wrongful dismissal and of victimisation.

Result : There was a considerable discussion with regard to this dispute, in which Mr. T. Watts, the Superintendent of the Currimbhoy Ebrahim group of mills, and various officers and men of the Pearl Mills gave evidence. The decision of the Committee is reproduced below :—

“ From the evidence which has been brought before us, it seems to us clear that the discharge of men, which is complained of, is not due to anything connected with the general strike and the circumstances under which the agreement of the 4th of October 1928 was arrived at, but to a subsequent incident, namely, the murder of an Assistant Weaving Master in the Pearl Mills, in which according to two witnesses who were present, a large body of men estimated at 200 to 250 took part. We do not think it necessary to go into more detail in regard to this unfortunate incident : it is a crime that is being investigated by the police. Our jurisdiction in the matter is very limited, and the only clause of the agreement of the 4th October 1928 that gives us any is No. 5, which merely says : ‘ Any dispute arising out of the interpretation of this agreement shall be referred for decision to the Committee to be appointed. ’ It is possible that a case of alleged victimisation by which a man is discharged because of some activities in connection with the general strike or even in connection with the trade union organisation in general might be a dispute coming under this clause. But, however that may be, we do not find any evidence that there is victimisation of that kind in the present case. It is possible that under the arrangements that have been made by the management for the discharge of old hands and the taking on of new hands some innocent person entirely unimplicated in this crime of murder has to suffer, but that is not a question on which we are really authorised to give a decision under the agreement. It is a matter which can be litigated, if necessary, in the courts of law under the ordinary process of action for wrongful dismissal ; and whether the management were or were not justified in taking that step is not one which it would be desirable in the present circumstances for us to decide. We must, therefore, hold that no question which can be dealt with under Clause 5 of the agreement is shown to have arisen in this particular case. ”

19. *Re : Currimbhoy Ebrahim Group of Mills.* (8th March 1929.)

Complaint : The Millowners' Association stated that the Sizers in seven mills under the Agency of Messrs. Currimbhoy Ebrahim & Sons, Ltd., had gone on strike owing to the refusal of the management to pay them at the time rates laid down in the Association's proposed Standardisation Scheme instead of at the usual piece-rates of March 1927, at which they were being paid in accordance with the terms of the agreement of the 4th October 1928. The Association complained that the men were responsible for a breach of the agreement.

The Joint Strike Committee contended that, although it was virtually true that the Sizers were being paid at the rates of March 1927, the earnings of the operatives concerned had fallen owing to a variance in the qualities produced.

Result : The decision given by the Committee, after hearing the arguments on both sides, is reproduced below :—

“ We think it is clear that the rates at present being paid to Sizers in the mills of the Currimbhoy group which are at present on strike, are the same as were paid in March 1927, and that accordingly the demand that instead of those rates, the rates that are proposed to be paid under the Standardisation Scheme should be paid to them would be contrary to the terms of the agreement of the 4th October 1928. The agreement is express on that point, and we have already held in the case of the Madhavjee Dharamsey Mill that the rates of March 1927 must be paid pending the submission of our Report. It is urged by Mr. Dange as an excuse that there has been some variation in the kind of work that the Sizers have to do compared with what they had to do in, say, March 1927 ; but clearly that cannot be held to be sufficient to justify other rates being fixed for men contrary to the terms of the agreement of October 4, 1928, and in fact we find from the statement that has been put in as to earnings of Sizers in various months that, except in the Pearl Mill, the earnings do roughly correspond to what the Sizers were actually

getting in March 1927. In the case of the Pearl Mill there has been trouble and possibly the efficiency was not the same in January 1929 as it was in March 1927, and it is also stated that Calcutta Dhories about which the men complain are being sized in other mills. In the circumstances we have no hesitation in holding that there has been a breach of the agreement of October 1928 in the case of these particular mills."

APPENDIX VII.

ELEVENTH INTERNATIONAL LABOUR CONFERENCE, 1928.**PART I.—DRAFT CONVENTION CONCERNING THE CREATION OF MINIMUM WAGE
FIXING MACHINERY ADOPTED ON 16TH JUNE 1928.**

The General Conference of the International Labour Organisation of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Eleventh Session on 30 May 1928, and

Having decided upon the adoption of certain proposals with regard to minimum wage fixing machinery, which is the first item on the Agenda of the Session, and
Having determined that these proposals shall take the form of a draft international convention,

adopts, this sixteenth day of June of the year one thousand nine hundred and twenty-eight, the following Draft Convention for ratification by the Members of the International Labour Organisation, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

Article 1.

Each Member of the International Labour Organisation which ratifies this Convention undertakes to create or maintain machinery whereby minimum rates of wages can be fixed for workers employed in certain of the trades or parts of trades (and in particular in home working trades) in which no arrangements exist for the effective regulation of wages by collective agreement or otherwise and wages are exceptionally low.

For the purpose of this Convention the term "trades" includes manufacture and commerce.

Article 2.

Each Member which ratifies this Convention shall be free to decide, after consultation with the organisations, if any, of workers and employers in the trade or part of trade concerned, in which trades or parts of trades, and in particular in which home working trades or parts of such trades, the minimum wage fixing machinery referred to in Article 1 shall be applied.

Article 3.

Each Member which ratifies this Convention shall be free to decide the nature and form of the minimum wage fixing machinery, and the methods to be followed in its operation :

Provided that

(1) Before the machinery is applied in a trade or part of trade, representatives of the employers and workers concerned, including representatives of their respective organisations, if any, shall be consulted as well as any other persons, being specially qualified for the purpose by their trade or functions, whom the competent authority deems it expedient to consult ;

(2) The employers and workers concerned shall be associated in the operation of the machinery, in such manner and to such extent, but in any case in equal numbers and on equal terms, as may be determined by national laws or regulations ;

(3) Minimum rates of wages which have been fixed shall be binding on the employers and workers concerned so as not to be subject to abatement by them by individual agreement, nor, except with the general or particular authorisation of the competent authority, by collective agreement.

Article 4.

Each Member which ratifies this Convention shall take the necessary measures, by way of a system of supervision and sanctions, to ensure that the employers and workers concerned are informed of the minimum rates of wages in force and that wages are not paid at less than these rates in cases where they are applicable.

A worker to whom minimum rates are applicable and who has been paid wages at less than these rates shall be entitled to recover, by judicial or other legalised proceedings, the amount by which he has been underpaid, subject to such limitation of time as may be determined by national laws or regulations.

Article 5.

Each Member which ratifies this Convention shall communicate annually to the International Labour Office a general statement giving a list of the trades or parts of

trades in which the minimum wage fixing machinery has been applied, indicating the methods as well as the results of the application of the machinery and, in summary form, the approximate numbers of workers covered, the minimum rates of wages fixed, and the more important of the other conditions, if any, established relevant to the minimum rates.

Article 6.

The formal ratifications of this Convention under the conditions set forth in Part XIII of the Treaty of Versailles and in the corresponding Parts of the other Treaties of Peace shall be communicated to the Secretary-General of the League of Nations for registration.

Article 7.

This Convention shall be binding only upon those Members whose ratifications have been registered with the Secretariat.

It shall come into force twelve months after the date on which the ratifications of two Members of the International Labour Organisation have been registered with the Secretary-General.

Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 8.

As soon as the ratifications of two Members of the International Labour Organisation have been registered with the Secretariat, the Secretary-General of the League of Nations shall so notify all the Members of the International Labour Organisation. He shall likewise notify them of the registration of ratifications which may be communicated subsequently by other Members of the Organisation.

Article 9.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary-General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of five years and, thereafter, may denounce this Convention at the expiration of each period of five years under the terms provided for in this Article.

Article 10.

At least once in ten years, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the Agenda of the Conference the question of its revision or modification.

Article 11.

The French and English texts of this Convention shall both be authentic.

The foregoing is the authentic text of the Draft Convention duly adopted by the General Conference of the International Labour Organisation during its Eleventh Session which was held at Geneva and declared closed the 16th day of June 1928.

IN FAITH WHEREOF we have appended our signatures this twenty-second day of June 1928.

The President of the Conference,

CARLOS SAAVEDRA LAMAS.

The Director of the International Labour Office,

ALBERT THOMAS.

**PART II.—RECOMMENDATION CONCERNING THE APPLICATION OF MINIMUM
WAGE FIXING MACHINERY ADOPTED ON 16TH JUNE 1928.**

The General Conference of the International Labour Organisation of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Eleventh Session on 30 May 1928, and

Having decided upon the adoption of certain proposals with regard to minimum wage fixing machinery, which is the first item on the Agenda of the Session, and

and Having determined that these proposals should take the form of a recommendation, adopts, this sixteenth day of June of the year one thousand nine hundred and twenty-eight, the following Recommendation, to be submitted to the Members of the International Labour Organisation for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

A.

The General Conference of the International Labour Organisation,

Having adopted a Draft Convention concerning the creation of minimum wage fixing machinery, and

Desiring to supplement this Draft Convention by putting on record for the guidance of the Members certain general principles which, as present practice and experience show, produce the most satisfactory results,

Recommends that each Member should take the following principles and rules into consideration :

I.

(1) In order to ensure that each Member ratifying the Convention is in possession of the information necessary for a decision upon the application of minimum wage fixing machinery, the wages actually paid and the arrangements, if any, for the regulation of wages should be ascertained in respect of any trade or part of trade to which employers or workers therein request the application of the machinery and furnish information which shows *prima facie* that no arrangements exist for the effective regulation of wages and that wages are exceptionally low.

(2) Without prejudice to the discretion left to the Members by the Draft Convention to decide in which trades or parts of trades in their respective countries it is expedient to apply minimum wage fixing machinery, special regard might usefully be had to trades or parts of trades in which women are ordinarily employed.

II.

(1) The minimum wage fixing machinery, whatever form it may take (for instance, trade boards for individual trades, general boards for groups of trades, compulsory arbitration tribunals) should operate by way of investigation into the relevant conditions in the trade or part of trade concerned and consultation with the interests primarily and principally affected, that is to say, the employers and workers in the trade or part of trade, whose views on all matters relating to the fixing of the minimum rates of wages should in any case be solicited and be given full and equal consideration.

(2) (a) To secure greater authority for the rates that may be fixed, it should be the general policy that the employers and workers concerned, through representatives equal in number or having equal voting strength, should jointly take a direct part in the deliberations and decisions of the wage fixing body ; in any case, where representation is accorded to one side, the other side should be represented on the same footing. The wage fixing body should also include one or more independent persons whose votes can ensure effective decisions being reached in the event of the votes of the employers' and workers' representatives being equally divided. Such independent persons should, as far as possible, be selected in agreement with or after consultation with the employers' and workers' representatives on the wage fixing body.

(b) In order to ensure that the employers' and workers' representatives shall be persons having the confidence of those whose interests they respectively represent, the employers and workers concerned should be given a voice as far as is practicable in the circumstances in the selection of their representatives, and if any organisations of the employers and workers exist these should in any case be invited to submit names of persons recommended by them for appointment on the wage fixing body.

(c) The independent person or persons mentioned in paragraph (a) should be selected from among men or women recognised as possessing the necessary qualifications for their duties and as being dissociated from any interest in the trade or part of trade concerned which might be calculated to put their impartiality in question.

(d) Wherever a considerable proportion of women are employed, provision should be made as far as possible for the inclusion of women among the workers' representatives and of one or more women among the independent persons mentioned in paragraph (a).

III.

For the purpose of determining the minimum rates of wages to be fixed, the wage fixing body should in any case take account of the necessity of enabling the workers concerned to maintain a suitable standard of living. For this purpose regard should primarily be had to the rates of wages being paid for similar work in trades where the workers are adequately organised and have concluded effective collective agreements, or, if no such standard of reference is available in the circumstances, to the general level of wages prevailing in the country or in the particular locality.

Provision should be made for the review of the minimum rates of wages fixed by the wage fixing bodies when this is desired by the workers or employers who are members of such bodies.

IV.

For effectively protecting the wages of the workers concerned and safeguarding the employers affected against the possibility of unfair competition, the measures to be taken to ensure that wages are not paid at less than the minimum rates which have been fixed should include :

(a) arrangements for informing the employers and workers of the rates in force ;

(b) official supervision of the rates actually being paid ; and

(c) penalties for infringements of the rates in force and measures for preventing such infringements.

(1) In order that the workers, who are less likely than the employers to have their own means of acquainting themselves with the wage fixing body's decisions, may be kept informed of the minimum rates at which they are to be paid, employers might be required to display full statements of the rates in force in readily accessible positions on the premises where the workers are employed, or in the case of home workers on the premises where the work is given out or returned on completion or wages paid.

(2) A sufficient staff of inspectors should be employed, with powers analogous to those proposed for factory inspectors in the Recommendation concerning the general principles for the organisation of systems of inspection adopted by the General Conference in 1923, to make investigations among the employers and workers concerned with a view to ascertaining whether the minimum rates in force are in fact being paid and taking such steps as may be authorised to deal with infringements of the rates.

As a means of enabling the inspectors adequately to carry out these duties, employers might be required to keep complete and authentic records of the wages paid by them, or in the case of home workers to keep a list of the workers with their addresses and provide them with wage books or other similar record containing such particulars as are necessary to ascertain if the wages actually paid correspond to the rates in force.

(3) In cases where the workers are not in general in a position individually to enforce, by judicial or other legalised proceedings, their rights to recover wages due at the minimum rates in force, such other measures should be provided as may be considered effective for preventing infringements of the rates.

B.

The General Conference of the International Labour Organisation thinks it right to call the attention of Governments to the principle affirmed by Article 427 of the Peace Treaty that men and women should receive equal remuneration for work of equal value.

The foregoing is the authentic text of the Recommendation duly adopted by the General Conference of the International Labour Organisation during its Eleventh Session which was held at Geneva and declared closed the 16th day of June 1928.

IN FAITH WHEREOF we have appended our signatures this twenty-second day of June 1928.

The President of the Conference.

CARLOS SAAVEDRA LAMAS.

The Director of the International Labour Office.

ALBERT THOMAS,

APPENDIX VIII

STANDARDISED RATES OF WAGES.

As presented to the Committee by the Millowners' Association after the Joint Conferences held in January and February 1929 between the Sub-Committees of the Millowners' Association and the Joint Strike Committee.

PART I—SPINNING SECTION.

NOTES.

1. All the rates are based on full 10 hours working day for all adult male operatives.
2. 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.
3. No further bonuses to be allowed as the existing bonuses have been consolidated in the rates of wages fixed.
4. Wages should be calculated to actual pies and percentage calculated on pies as well, but if the total amount shows 5 pies or less, then the amount is to be reduced to the next lower anna, or, if 6 pies and above, then the amount to be raised to the next higher anna.
5. 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.*
6. All references to counts in the list are to nominal counts and not actual wrapped counts.

(List page 1.)

MIXING AND BLOW ROOM—(Working for Cards up to 45" wide).

Designation.	Wages.	Duties.	System or machines per man.
MIXING ROOM			
	Rs. a.		
Balestackers ..	20 0 plus 70 per cent.	Duties to be defined later.	The number required will vary according to position of godown to mixing department.
Nowganias ..	18 0 " 70 "		
Balebreaker Attendants ..	18 0 " 70 "		
Mixing Spreaders ..	15 0 " 70 "		
Muccadam for Mixing ..	21 0 " 70 "	Supervise Nowganias.	
Lattice Feeders ..	19 0 " 70 "	To carry cotton from mixing, feed, clean and oil machines and carry away droppings and fly.	One man should look after 2 lattice feeders or hopper feeders.
BLOW ROOM			
Head Jobber ..	60 0 plus 70 per cent.	....	Pay for Blow Room of 8 lines.
	55 0 " 70 "	....	Pay for Blow Room of 7 lines.
	50 0 " 70 "	....	Pay for Blow Room of 6 lines and below.
Assistant Jobber ..	40 0 " 70 "	....	Pay for Blow Room of 8 lines.
	35 0 " 70 "	....	Pay for Blow Room of 7 lines.
	30 0 " 70 "	....	Pay for Blow Room of 6 lines and below.
Exhaust Opener Men ..	21 0 " 70 "	To break out laps, clean and oil machines and remove droppings.	One man to two machines.
Breaker Scutcher Men ..	21 0 " 70 "		
Intermediate Scutcher Men.	21 0 " 70 "	To put up laps on back, break out laps, carry to scale and stack, remove droppings and fly, clean and oil machines.	One man to two machines.
Finisher Scutcher Men ..	21 0 " 70 "		
Oilers ..	18 0 " 70 "	To bring oil to department, to care for same, to see that all bearings are oiled and cared for in blow room (not shafting).	
Bardan Pickers. { Men ..	13 8 plus 70 per cent.	Duties to be defined later.	
{ Women ..	10 8 " 70 "		
Sweepers .. { Men ..	13 8 " 70 "	Where these men are kept, their duties are to remove all droppings and fly and other wastes from blow room to willow.	
{ Women ..	10 8 " 70 "		
Dropping Carriers ..	14 0 " 70 "		

(List page 2.)

Note.—The option will be given to the men of working one man on two machines or two men on three machines in the case of Hopper Feeder Men, Lattice Feeder Men, Exhaust or Breaker Scutcher Men, Intermediate Scutcher Men and Finisher Scutcher Men.

MIXING AND BLOW ROOM—(Working for Cards upto 45" wide)—*contd.*

Designation.	Wages.	Duties.	System or machines per man.
BLOW ROOM—<i>contd.</i>			
	Rs. a.		
Lattice Feeders ..	15 0 <i>plus</i> 70 per cent.	} Duties to be defined later.	This pay to be given to machine men as here designated when one man attends to one machine.
Hand Feeders ..	15 0 .. 70 ..		
Exhaust and Lap Machine men.	16 0 .. 70 ..		
Breaker Scutcher men ..	16 0 .. 70 ..		
Intermediate Scutcher men.	16 0 .. 70 ..		
Finishing Scutcher men ..	16 0 .. 70 ..		
A further alternative may also be adopted as follows where deemed desirable:			
Exhaust and Lap Machine men.	18 8 <i>plus</i> 70 per cent.	}	Two men to three machines.
Breaker Scutcher men ..	18 8 .. 70 ..		
Intermediate Scutcher men	18 8 .. 70 ..		
Finishing Scutcher men ..	18 8 .. 70 ..		

BLOW ROOM—MISCELLANEOUS.

(List page 3.)

Designation.	Wages.	Duties.	System or machines per man.
	Rs. a.		
Bondas or Roller Lap or Thread Extractor man.	14 8 <i>plus</i> 70 per cent.	....	One man per machine.
Hard Waste Breaker, 6 cylinders.	15 0 .. 70 ..	Two men per machine; where two or more machines are conveniently situated, three men can easily manage, one to feed, one to bag broken waste and one to carry.	
Roving end breaker, single and double cylinders.	14 8 .. 70 ..	....	One man per machine.
Willow men ..	15 0 .. 70 ..	One man to feed, one man to bag and remove willowed waste to godown.	

Note.—Flue cleaning to be standardised later according to needs of individual Mills.

The Association does not recommend the employment of female labour on above machines on account of the risk of accident.

CARD ROOM.

(List page 4.)

Designation.	Wages.	Duties.	System or machines per man.
	Rs. a.		
Head Jobber ..	70 0 <i>plus</i> 70 per cent.	To set and gauge cards after grinding.	One head jobber per 100/120 cards.
Assistant Jobber ..	35 0 .. 70 ..	To set and gauge cards after grinding.	One assistant jobber per 54/60 cards.
Grinders and Strippers ..	16 8 .. 70 ..	To grind with roller all cards, strip same and remove strips.	One pair per 20/24 cards.

CARD ROOM—*contd.*

Designation.	Wages.		Duties.	System or machines per man.
	Rs. a.			
Fly Gatherers ..	15 0	plus 70 per cent.	To remove fly from beneath the cards to willow department and keep backs of cards clean and assist generally.	One for 40/50 cards.
Lap Carriers ..	15 0	.. 70 ..	To carry laps from blow room and place laps on cards.	One to 27/30 cards.
Card Tenters or Can boys ..	14 8	.. 70 ..	To see cards are kept working, change cans and carry same to carding head of drawing.	One to each preparation. } Distance clause to be inserted.
Sweepers ..	Men .. 13 8	.. 70 ..	To sweep the floor, sort waste and remove same to godown.	One to 40/50 cards.
	Women .. 10 8	.. 70 ..		
Flat Grinders ..	16 8	.. 70 ..	To clean flats when removed from cards, grind and test same.	One man to two flat grinding machines.
	(Single machine). 18 0 .. 70 .. (Two machines).			
Oilers ..	18 0	.. 70 ..	To oil machines ..	One per 50 cards where found necessary.

DRAWING AND SPEED FRAMES.

(List page 5.)

Designation.	Wages.		Duties.	System or machines per man.	Remarks.
	Rs. a.				
Head Jobber ..	65 0	plus 70 per cent. ..	....	One per 6 to 9 preparations.	
Assistant Jobber ..	40 0	.. 70 ..	....	One per 6 to 9 preparations.	
Doffer ..	28 0	.. 70 ..	....	Two per 6 to 9 preparations.	
Fitter (Frame) ..	50 0	.. 70 ..	Repairs to machines.	....	No coolies to fitter.
Drawing Tenter ..	33 4	per one head ..	....	One man to each machine or head	Rate of pay per hank to be arranged on sliding scale according to length of frame, hank working and efficiency.
Slubbing Tenters of 84 spindles.	38 0	per machine ..	....	One man to each slubbing frame upto 96 spindles. Over 96 spindles one back tenter when working coarse counts, i.e., 5 hank and below.	
Back Tenter ..	13 8	plus 70 per cent. ..	....	....
Intermediate Tenters of 124 spindles.	35 0	per machine ..	....	One man to each intermediate frame.	
Roving Tenter of 160 spindles.	32 0	per machine ..	....	One man to each roving frame.	

DRAWING AND SPEED FRAMES—*contd.*

Designation.	Wages.	Duties.	System or machines per man.	Remarks.
When working 5 hank rovings or over, mills shall have the option of working upon the system of 2 roving frames per operative.	When two frames are worked the pay shall be as under:— Rs. a.			
5 to 7 Hank roving ..	32 0 plus 30 per cent. i.e., Rs. 42-0			
7'25 to 8 Hank roving ..	32 0 ,, 25 i.e., Rs. 40-0			
Over 8 Hank roving ..	32 0 ,, 20 i.e., Rs. 38-6			
Doffer Boys ..	12 0 ,, 70 ,, ..	....		1 per 130 roving spindles upto 2'25 hank roving. Over 2'25 upto 3'50, 1 per 160 spindles. Over 3'50 upto 4'00, 1 per 240 spindles. Over 4'00 upto 4'50, 1 per 300 spindles. 4'50 and upwards 1 per 400 spindles.
Bigarries for full and empty hobbins.	14 0 ,, 70 ,, ..	....		It is difficult to recommend any definite number of bigarries to be employed in any mills when conditions of distances are not known. (1 per 3 preparations is suggested).
Sweepers { Men ..	13 8 ,, 70 ,, ..	....		One per 6 to 9 preparations. (List page 5-A.)
{ Women ..	10 8 ,, 70 ,, ..			
Ollers ..	18 0 ,, 70 ,, ..	....		One per 6 to 9 preparations.

Notes.—Wages of all tenters are based on 26 days of 10 hours each.

*DRAWING.—DRAWING RATE WHEN WORKING WITH 3 MEN TO 3 HEAD— $\frac{1}{8}$ OF SLUBBING RATE.

(List page 6.)

Splindles.	10—12s	16s	20s Reeling	20s Warp	24s Warp	30s	40s and upwards.
Slubbing :—				Rs. a.			
72—76 ..				37 0			
78—82 ..				37 8			
84—86 ..				38 0			
88—96 ..				39 0			
96—104 ..	74%	76%	77%	40 0	79%	80%	82% of calculated Hanks.
Hank Slubbing :—	'46 to '62	'48 to '64	'50 to '68	'50 to '70	'64 to '74	'57 to '90	'80 to '1'02
Intermediate :—							
100—108 ..				33 12			
110—118 ..				34 8			
120—128 ..				35 0			
130—138 ..				35 12			
140—148 ..	76%	78%	80%	36 8	82%	83%	85% of calculated Hanks.
Hank Inter.	'9 to '1'3	1'0 to 1'2	1'1 to 1'34	1'26 to 1'5	1'4 to 1'75	1'68 to 1'96	2'2 to 2'5
Roving :—							
128—142 ..				30 8			
144—156 ..				31 4			
158—170 ..				32 0			
172—184 ..				33 4			
186—200 ..	80%	81%	82%	34 8	84%	86%	88% of calculated Hanks
Hank Roving ..	Upto 2'25	2'26 to 3'0	2'26 to 3'25	3'26 to 4'0	3'25 to 4'0	4'1 to 5'0	92 per cent. of calculated Hanks 6'26 and over.

Cashmere, Cotton and Dyed Roving efficiency to be 3 per cent. less than above.

Note.—The equity of the percentages laid down on List page 6 will be discussed with the Labour Leaders after all Mills have submitted efficiency figures, and, if possible, the headings of columns 2-8 will be revised on a Hank Roving Basis.

* The efficiencies in this List were revised by agreement on the 9th March 1929, as shown in Appendix XIV.

Example of calculating rate per Hank from above basis.

(List page 7.)

Slubbing Frame of 84 Splindles working '56 Hank Slubbing on 20s Warp. On 78 per cent. efficiency, tenter should earn Rs. 38 per month. Calculated Hanks per 10 hours = 12'5.	Intermediate Frame of 124 Splindles working 1'26 to 1'5 Hank Inter on 20s Warp. On 81 per cent. efficiency, tenter should earn Rs. 35 per month. Calculated Hanks per 10 hours = 10 Hanks.	Roving Frame of 160 Splindles working 3'26 to 4'0 Hank Roving on 20s Warp. On 83 per cent. efficiency, tenter should earn Rs. 32 per month. Calculated Hanks per 10 hours = 8'25.
78 per cent. efficiency = 9'75 Hanks per day of 10 hours.	81 per cent. efficiency = 8'1 Hanks per day.	83 per cent. efficiency = 6'84 Hanks per day.
26 days—253'5 Hanks	26 days—210'6 Hanks	26 days—177'84 Hanks.
∴ 253'5 Hanks—Rs. 38	∴ 210'6 Hanks—Rs. 35	∴ 177'84 Hanks—Rs. 32.
= Pies 15'98 per Hank plus 80 per cent.	= Pies 17'7 per Hank plus 80 per cent.	= Pies 19'16 per Hank plus 80 per cent.
∴ 253'5 at 15'98 pies plus 80 per cent.	∴ 210'6 at 17'7 pies plus 80 per cent.	∴ 177'84 Hanks at 19'16 pies plus 80 per cent.
= Rs. 37-15-6 per month	= Rs. 34-14-0 per month	= Rs. 31-14-0 per month.

RING.

Designation.	Wages.		System.
			1 Head Jobber to a Weft Ring Room of 20/25,000 spindles.
			2 Line Jobbers to 20/25,000 spindles.
			4 Oilers and Banders to 22/22,500 spindles.
	Rs. a.		Lift. Spdis. Lift.
Head Jobber ..	75 0 plus 70 per cent.	WEFT ..	1 Doffer Jobber to 1,500 spindles upto and including 8s.
Line Jobbers ..	40 0 " 70 "		5½ to 6" 1,200 5"
Doffer Jobber ..	30 0 " 70 "		
			1 Doffer Jobber to 3,500 " " 3,000 " spindles over 8s to 18s.
			1 Doffer Jobber to 4,500 " " 4,000 " spindles over 18s to 28s.
			1 Doffer Jobber to 6,000 " " 5,500 " spindles over 28s.
			1 Head Jobber to a Twist Ring Room of 20/25,000 spindles.
			2 Line Jobbers to a Twist Ring Room 20/25,000 spindles.
Siders (Single) ..	On graduated scale according to whether twist or weft and length of frame (see List page 9).	TWIST ..	1 Doffer Jobber to 4,000 spindles below 20s.
			1 Doffer Jobber to 5,000 spindles 20s to 30s. 30s and over, 1 Doffer Jobber to 6,000 spindles.
			4 Oilers and Banders to 20/22,500 spindles.
	Rs. a.		Note.—Oiler and Bander one person.
Doffer Boys ..	12 0 plus 70 per cent. . .		Doffer Boys and Tarwallas*.
			4s to 8s .. { 4½ Doffer Boys per 1,000 spindles.
			2½ Tarwallas per 1,000 spindles.
			Over 8s and upto 20s. { 2½ Doffer Boys per 1,000 spindles.
			1½ Tarwallas per 1,000 spindles.
			Over 20s to 30s .. { 2½ Doffer Boys per 1,000 spindles.
			1'0 Tarwalla per 1,000 spindles.
			Over 30s .. { 2'0 Doffer Boys per 1,000 spindles.
			1'0 Tarwalla per 1,000 spindles.
Oilers ..	20 0 plus 70 per cent.	WEFT FRAME.	Up to 20s .. { 3'0 Doffer Boys per 1,000 spindles.
Banders ..	20 0 " 70 "		1½ Tarwallas per 1,000 spindles.
Bigarries ..	14 0 " 70 "		Over 20s to 30s .. { 2½ Doffer Boys per 1,000 spindles.
Doff Carriers ..	14 0 " 70 "		1½ Tarwallas per 1,000 spindles.
			Over 30s .. { 2'0 Doffer Boys per 1,000 spindles.
			1'0 Tarwalla per 1,000 spindles.
Sweepers ..	Same pay as Card Room.		
	Rs. a.		
Fitter ..	50 0 plus 70 per cent.		1 per 60,000 spindles.

*Note.—Revised list makes no Provision for Mills where Doffer Boys do the work of Tarwallas and special arrangements will be made for these Mills in consultation with the Labour Leaders on the same basis as above. This proviso will be added before putting the Scheme into force.

RING PIECERS' PAY ON SINGLE SIDE.

Spindles in frame						Twist.	Wett.
						Rs. a.	Rs. a.
Up to 300	..	..	..	..	..	15 8	16 0
301/360	..	..	..	..	..	16 0	16 8
361/420	..	..	..	..	..	16 8	17 0
421 and over	..	..	..	..	..	17 8	18 0

Note.—Counts 8s and below to have 8 annas per month extra both warp and weft.
All the above rates are subject to a 70 per cent. allowance.

(List page 10.)

MULE DEPARTMENT.

Designation	Wages			Duties	System or machines per man.	Remarks
	Rs.	plus	per			
Head Jobbers	70	plus 70 cent.	per	..	1 per 14 to 16 pairs of mules.	Below 7 pairs, no assistant required.
Assistant Jobber	40	plus 70 cent.	per	..	1 per 7 to 8 pairs of mules.	
Bigarries	14	plus 70 cent.	per	..	Same remarks as for Frames for number to be recommended.	

(List page 11.)

STANDARD BASIS OF MULE PIECEWORK RATES.

CONDENSER MULES.

Spinning 2s, 3s, 4s and 6s.

		Spindles 340/410.	Spindles 412/468.	Wages.	Spindles 340/410.	Spindles 412/468.	Spindles 470/578.
Counts		2s/3s	2s/3s	As Basis	4s/6s.	4s/6s	4s/6s
Men per Pair of Mules.	Spinner	.. 1	1	Rs. 35 plus per cent. 80	1	1	1
	Engine Piecer	.. 2	2	Rs. 25 plus per cent. 80	2	2	2
	Side Piecer	.. 5	5	Rs. 22 plus per cent. 80	5	5	6
	Doff Carriers	.. ..	..	Rs. 14 plus per cent. 70	..	..	..

Production required to obtain Basic rate :—

2s = 38 ozs.; 3s = 32 ozs.; 4s = 24 ozs.; 6s = 16 ozs.; per spindle per day.

Example of working out the piece work rate for 100 lbs. :—

Pair of mules of 360 spindles. Producing 38 ozs. of 2s.

Total production of Spinner—

$$\frac{\text{No. of Spindles} \times \text{No. of Mules} \times \text{production per Spindle per day} \times \text{No. of days worked.}}{16}$$

$$\frac{360 \times 2 \times 38 \times 26}{16} \text{ pounds} = 44,460 \text{ pounds.}$$

Spinner's wages per month as per the above list—

: Rs. 63 including 80 per cent. allowance.

: 27' 20 pies per 100 pounds including 80 per cent. allowance, or

15' 11 pies per 100 pounds plus 80 per cent. allowance.

The wages payable in the present case will therefore be—

$$: 44,460 \text{ (total production)} \times 15' 11 \text{ (rate in pies per 100 lbs.) plus 80 per cent. : Rs. 62-14-11.}$$

STANDARD BASIS OF MULE PIECEWORK RATES.

BROAD GAUGE MULES.

Spindles : 530 to 560. Counts : 3s to 8s Waste.

Men per pair of mules	Wages	3s 4s 5s	Wages	6s 8s
	Rs. a.			
Spinner .. 1	29 12 plus 80 per cent. = Rs. 53-8-9.		1 at Rs. 29-12 plus 80 per cent. = Rs. 53-8-9.	
Engine piecer.. 2	22 0 plus 80 per cent. = Rs. 39-9-7.		2 at Rs. 22-0 plus 80 per cent. = Rs. 39-9-7.	
Side Piecer .. 4	20 14 plus 80 per cent. = Rs. 37-9-0.		4 at Rs. 20-14 plus 80 per cent. = Rs. 37-9-0.	
Creelers .. 4	13 8 plus 70 per cent. = Rs. 22-15-0.		2 at Rs. 13-8 plus 70 per cent. = Rs. 22-15-0.	
Efficiency of each count to earn standard pay.		24oz. 22oz. 19oz.		16oz. 12oz.
		79 per cent.		80 per cent.

Spindles : 582 to 660. Counts : 3s to 8s Waste.

	Rs. a.			
Spinner .. 1	30 0 plus 80 per cent. = Rs. 54-0-0.		1 at Rs. 30 plus 80 per cent. = Rs. 54-0-0.	
Engine Piecer 2	22 4 plus 80 per cent. = Rs. 40-0-9.		2 at Rs. 22-4 plus 80 per cent. = Rs. 40-0-9.	
Side Piecer .. 4	21 2 plus 80 per cent. = Rs. 38-0-4.		4 at Rs. 21-2 plus 80 per cent. = Rs. 38-0-4.	
Creelers .. 4	13 8 plus 70 per cent. = Rs. 22-15-0.		2 at Rs. 13-8 plus 70 per cent. = Rs. 22-15-0.	
Efficiency of each count to earn standard pay.		24oz. 22oz. 19oz.		16oz. 12oz.
		79 per cent.		80 per cent.

STANDARD BASIS OF MULE PIECEWORK RATES—*contd.*

BROAD GAUGE MULES.

Spindles : 530 to 580. Counts : 3s to 12s Cotton.

Men per pair of Mules.	Wages.	3s. 4s. 5s.			Wages	6s. 8s.		10s. 12s.	
		Rs. a.		Rs. a.		Rs. a.			
Spinner .. 1	29 8 plus 80 per cent. = Rs. 53-1-7.				1 at Rs. 29-8 plus 80 per cent. = Rs. 53-1-7.				
Engine Piecer.. 2	21 11 plus 80 per cent. = Rs. 39-0-6.				2 at Rs. 21-11 plus 80 per cent. = Rs. 39-0-6.				
Side Piecer .. 4	20 9 plus 80 per cent. = Rs. 37-0-0.				2 at Rs. 20-9 plus 80 per cent. = Rs. 37-0-0.				
Creelers .. 4	13 8 plus 70 per cent. = Rs. 22-15-0.				2 at Rs. 13-8 plus 70 per cent. = Rs. 22-15-0.				
Efficiency of each count to earn standard pay.		26 oz. 24 oz. 18 oz. 79 per cent.				17 oz. 13 oz. 80 per cent.		9 oz. 7½ oz. 82 per cent.	

*Spindles : 582 to 660. Counts : 3s to 5s.**Counts : 6s to 12s Cotton.*

Men per pair of Mules.	Wages.	3s. 4s. 5s.			Wages	6s. 8s.		10s. 12s.	
		Rs. a.		Rs. a.		Rs. a.			
Spinner .. 1	29 12 plus 80 per cent. = Rs. 53-8-9.				1 at Rs. 29-12 plus 80 per cent. = Rs. 53-8-9.				
Engine Piecer.. 2	22 0 plus 80 per cent. = Rs. 39-9-7.				2 at Rs. 22-0 plus 80 per cent. = Rs. 39-9-7.				
Side Piecer .. 4	20 14 plus 80 per cent. = Rs. 37-9-0.				3 at Rs. 20-14 plus 80 per cent. = Rs. 37-9-0.				
Creelers .. 4	13 8 plus 70 per cent. = Rs. 22-15-0.				2 at Rs. 13-8 plus 70 per cent. = Rs. 22-15-0.				
Efficiency of each count to earn standard pay.		26 oz. 24 oz. 18 oz. 79 per cent.				17 oz. 13 oz. 80 per cent.		9 oz. 7½ oz. 82 per cent.	

(List page 14.)

STANDARD BASIS OF MULE PIECEWORK RATES—*contd.**Spindles : 730 to 798. Counts : 6s to 12s Cotton.*

Men per pair of mules of 730 and below 800 spindles	Wages.	6s.	Wages	8s. 10s. 12s.
	Rs. a.			
Spinner .. 1	29 8 plus 80 per cent. =Rs. 53-1-7.		1 @ Rs. 29-8 plus 80 per cent. = Rs. 53-1-7.	
Engine Pieceers 2	21 2 plus 80 per cent. =Rs. 38-0-4.		2 @ Rs. 21-2 plus 80 per cent. = Rs. 38-0-4.	
Side Pieceers .. 4	20 9 plus 80 per cent. =Rs. 37.		3 @ Rs. 20-0 plus 80 per cent. = Rs. 37.	
Creelers .. 2	13 8 plus 70 per cent. =Rs. 22-15-0.		2 @ Rs. 13-8 plus 70 per cent. = Rs. 22-15-0.	
Efficiency of each count to earn standard pay.		17 oz. 80 per cent.		13 oz. 9 oz. 7 5/8 oz. 82 per cent.

Spindles : 730 to 798. Counts : 14s and upto 28s.

—	Wages.	14s. 16s.	18s. 20s. 22s.	24s. 26s. 28s.
	Rs. a.			
Spinner .. 1	28 14 plus 80 per cent. =Rs. 51-15-8.			
Engine Pieceers 2	21 2 plus 80 per cent. =Rs. 38-0-4.			
Side Pieceers .. 3	20 0 plus 80 per cent. =Rs. 36.			
Creeler .. 1	13 8 plus 70 per cent. =Rs. 22-15-0.			
Efficiency of each count to earn standard pay.		7 oz. 6 oz. 84 per cent.	5 oz. 4 5/8 oz. 4 2/5 oz. 86 per cent.	4 oz. 3 7/8 oz. 3 3/4 oz. 88 per cent.

Spindles : 730 to 798. Counts : 30s to 44s.

—	Wages.	30s. 32s. 34s.	36s. 38s. 40s. 42s. 44s.
	Rs. a.		
Spinner .. 1	28 14 plus 80 per cent. =Rs. 51-15-8.		
Engine Pieceers 2	21 2 plus 80 per cent. =Rs. 38-0-4.		
Side Pieceers ..	20 0 plus 80 per cent. =Rs. 36.		
Creeler .. 1	13 8 plus 70 per cent. =Rs. 22-15-0.		
Efficiency of each count to earn standard pay.		2 8/8 oz. 2 6/8 oz. 2 5/8 oz. 90 per cent.	2 3/8 oz. 2 1/8 oz. 2 0/8 oz. 1 7/8 oz. 1 6/8 oz. 94 per cent.

STANDARD BASIS OF MULE PIECEWORK RATES—*concd.**Spindles : 800 to 840. Counts : 6s to 12s Cotton.*

Men per Pair of Mules, 800 to 840 Spindles.	Wages.	6s. 8s.		10s. 12s.	
		Rs. a.			
Spinner 1	31 2 plus 80 per cent. =Rs. 56-0-4.				
Engine Placers .. 2	23 6 plus 80 per cent. =Rs. 42-1-0.				
Side Placers .. 3	22 4 plus 80 per cent. =Rs. 40-0-0.				
Creelers 2	14 0 plus 70 per cent. =Rs. 23-12-0.				
Efficiency of each count to earn standard pay.		17 oz. 13 oz. 80 per cent.		9 oz. 7½ oz. 82 per cent.	

Spindles : 800 to 840. Counts : 14s to 22s.

—	Wages.	14s. 16s.		18s. 20s. 22s.		24s. 26s. 28s.	
		Rs. a.					
Spinner 1	80 0 plus 80 per cent. =Rs. 54.						
Engine Placers .. 2	22 4 plus 80 per cent. =Rs. 40-0-0.						
Side Placers .. 3	21 2 plus 80 per cent. =Rs. 38-0-4.						
Creeler 1	13 8 plus 70 per cent. =Rs. 22-15-0.						
Efficiency of each count to earn standard pay.		7 oz. 5'0 oz. 84 per cent.		5'0 oz. 4'5 oz. 4'25 oz. 86 per cent.		4'00 oz. 3'75 oz. 3'50 oz. 88 per cent.	

Spindles : 800 to 840. Counts : 30s upwards.

—	Wages.	30s. 32s. 34s.			36s. 38s. 40s. 42s. 44s.			
		Rs. a.						
Spinner 1	80 0 plus 80 per cent. =Rs. 54.							
Engine Placers .. 2	22 4 plus 80 per cent. =Rs. 40-0-0.							
Side Placers .. 2	21 2 plus 80 per cent. =Rs. 38-0-4.							
Creeler 1	13 8 plus 70 per cent. =Rs. 22-15-0.							
Efficiency of each count to earn standard pay.		2'8 oz. 2'6 oz. 2'5 oz. 90 per cent.			2'3 oz. 2'1 oz. 2'0 oz. 1'75 oz. 1'65 oz. 94 per cent.			

Example of calculating rate per 100 lbs. from the above basis :-

Spinner working on a pair of Mules of 1,600 spindles on 20s. on 86 per cent. efficiency. Spinner should earn Rs. 54 per month. Calculated production per 10 hours = 5'24 ozs. per spindle (5'24 86 per cent. efficiency = 4'5 ozs.) per spindle = production per pair per month 11,700 lbs. @ 49 pils plus 80 per cent. = Rs. 53-11-9 per month.

CONDENSER PLANT : WASTE.

	Wage.	Number.
Blow Room—		
Feeder	Rs. a. 15 0 <i>plus</i> 70 per cent.	1 per Scutcher.
Scutcher men	16 0 <i>plus</i> 70 per cent.	1 „ „
Cards—		
Tenters	15 8 <i>plus</i> 70 per cent.	4 men to 5 Setts.
Grinders and Strippers	17 8 <i>plus</i> 70 per cent.	1 man to 2 „
Lap Carrier	15 0 <i>plus</i> 70 per cent.	1 man to 8 „
Derby Doubler	16 8 <i>plus</i> 70 per cent.	1 pair per machine.
Mule—		
Spinner	Piecework ..	1 per pair of 360/540 spindles.
Engine Piecer	Do. ..	2 „ „ 360/540 „
Side Piecer	Do. ..	5 „ „ 360/540 „

The piecework of above Mule men to be worked out to give—

Rs. 35 *plus* 80 per cent. to Spinner.

Rs. 25 *plus* 80 per cent. to Engine Piecer.

Rs. 22 *plus* 80 per cent. to Side Piecer.

Jobbers, Assistant Jobbers, Oilers, Coolies, Doffers and Sweepers on either type of waste system have not been allowed for owing to the size of plants being so various, and it is left to the discretion of respective mills to arrange the number accordingly.

Rates of pay to be similar to rates of pay on equivalent posts in Cards and Mule Departments.

(List page 17.)

WASTE PLANT.

(PREPARATION OF 4-CAN COILER SYSTEM).

	Basic Wage.	Number.
Jobber	See note on List page 16	1 per plant where necessary.
Grinders and Strippers	Rs. a. 16 8 <i>plus</i> 70 per cent.	1 per 6 Cards.
Lap Carrier	15 0 <i>plus</i> 70 per cent.	1 „ 25 „
Fly Gatherer	15 0 <i>plus</i> 70 per cent.	1 „ 25 „
Card Tenters or Can Boys	15 0 <i>plus</i> 70 per cent.	1 „ 4/5 „
Derby Doublers	16 8 <i>plus</i> 70 per cent.	2 per Machine.
Can Rovers	P. W. <i>plus</i> 80 per cent.	1 Tenter per Machine.
		1 Back Tenter per Machine.

52" Cards on 5-Can Coiler System to be paid same as Condenser Cards on List page 16.

Example :

Men required on a plant of 12-Breaker Card,

„ „ „ 1-Derby Doubler.

„ „ „ 10-Finisher Card.

„ „ „ 4-Can Roving of 126 spindles.

Jobber 1 man.

Grinders and Strippers .. 4 men.

Lap Carrier 1 man.

Fly Gatherer 1 man.

Card Tenters or Can Boys .. 5 men.

Derby Doublers 2 men.

Can Roving 4 Tenters ; 4 Back Tenters.

Oilers, Sweepers and Coolies according to conditions.

CAN ROVING PIECEWORK.
ROVING FRAMES OF 100 to 160 SPINDLES.

Spindles.	Roving Tenters.		Back Tenters.	
	Rs. a.		Rs. a.	
100/120 ..	.. 17 8	plus 80 per cent.	13 0	plus 80 per cent.
122/140 ..	.. 18 0	plus 80 per cent.	13 4	" 80 "
142/160 ..	.. 18 8	plus 80 per cent.	13 8	" 80 "

Rate per Hank to be worked out on 65 per cent. of calculated Hanks as these plants are generally working waste.

It is not considered necessary to employ doffers as one Roving Tenter and one Back Tenter per frame should be ample to cope with all work. See note on List page 16.

(List Page 19.)

REELING

Datal Hands :

Overseer—(where necessary) Rs. 35 plus 70 per cent.
Naiken Rs. 30 upto 150 reelers ; if more, an assistant at Rs. 25.

	Rs. a.	
Hank and Thread Counter—(where necessary)	.. 15 0	plus 70 per cent.
Bigarries (where necessary)	.. 14 0	" 70 per cent.
Sweeper (where necessary)	.. 10 8	" 70 per cent.
Carpenter (where necessary)	.. 35 0	" 70 per cent.

PROPOSED STANDARD REELING PIECEWORK RATES.

BASIS HANK OF 7 LEAS OF 120 YARDS ; 40 SPINDLES POWER REEL.

Count.	Rate.	Basis hanks.	Weight in lbs.	Remarks.
2s	4 annas.	150	75·00	30 spindles hank reel.
4s	"	160	40·00	
6/6½s	"	240	40·00	
8/8½s	"	280	35·00	
10/10½s	"	340	34·00	
12/12½s	"	360	30·00	
14s	"	400	28·57	
16s	"	440	27·50	
18s	"	440	24·44	
20s	"	480	24·00	
22s	"	480	21·82	
24s	"	480	20·00	
26s	"	480	18·46	
28s	"	520	18·57	
30s	"	520	17·33	
34s	"	520	15·30	
36s	"	520	14·34	
40s	"	520	13·00	
50s	"	520	10·40	
60s	"	520	8·66	
2/6s	"	160	53·33	
3/6s	"	120	60·00	
2/10s	"	160	32·00	
2/20s	"	340	34·00	
2/30s	"	440	29·33	
2/40s	"	480	24·00	

Note.—The above rates are for 5" and 6" lift twist bobbins and Mule twist Cops.

5" lift weft pins 20 per cent. extra.

6" " 10 per cent. extra.

7" " 5 per cent. extra.

Hand reeling—deduct 20 hanks from above.

For X reeling—40 hanks extra on above.

The rates given in the above table are subject to a 70 per cent. allowance.

BUNDLING AND BALING.

Overseer	Rs. 30 <i>plus</i> 70 per cent. up to 10 bales per day; above Rs. 35 <i>plus</i> 70 per cent.
Weigher	As. 2 per 100 bundles of 10 lbs. <i>plus</i> 80 per cent.
Knotter	As. 6 " " "
Pressers or Bundlers ..	As. 5 " " "
Wrapper or Bundle Boy ..	As. 1/3 " " "
Balers	1 anna per bale <i>plus</i> 80 per cent.
	Rs.
Labeller	14 per month <i>plus</i> 70 per cent.
Number Marker	18 " " "
Coolies	14 " " "
Nawganies or Bigarries ..	18 " " "
Balestackers	20 " " "
Hoop Cutters	17 " " "

Above piecework rates are for counts 6s to 30s ordinary bundles with or without cardboards.

For 5 lbs. Bundles, an increase of 15 per cent. on above rates to be given.

For counts 31s to 40s *plus* 10 per cent. on the above.

" " 41s to 50s " 20 per cent. " " "

" " 51s to 60s " 30 per cent. " " "

In case of Mills that find it is to their advantage to arrange a contract for Bundling and Baling, it is suggested that As. 16½ per 100 bundles is a suitable rate excluding pay of Overseers.

ALTERNATIVE TO PIECEWORK.

FIXED RATES.

	Rs.
Weigher	20 <i>plus</i> 70 per cent. per month.
Knotter	22 " 70 " "
Presser	23 " 70 " "
Bundle Boy	14 " 70 " "
Baler	20 " 70 " "

(List page 21.)

MISCELLANEOUS DEPARTMENTS.

10-HOUR DAY.

	Wages.	Number.
Carpenter	Rs. 35 <i>plus</i> 70 per cent.	2 per 40/45,000 spindles.
Mochi	18 <i>plus</i> 70 per cent.	2 " " "
Wrapping Boy	14 <i>plus</i> 70 per cent.	2 " " "
Roller Coverers	1 at Rs. 25 <i>plus</i> 70 per cent. 2 at Rs. 18 <i>plus</i> 70 per cent.	3 per 40/45,000 spindies.
Rope Splicers	Rs. 20 <i>plus</i> 70 per cent.	

LINE LEVELLING.

		Wages.	Number.
		Rs.	
Blow Room	.. ..	50 plus 70 per cent.	1 Fitter per 8 lines.
Cards	.. ..	50 „ 70 „	1 Card clothier per 140 cards and setter of backs.
Frame	.. ..	50 „ 70 „	1 Frame fitter per 14 preparations.
Ring	.. ..	50 „ 70 „	1 Ring Fitter per 40,000 spindles.
Mule	.. ..	50 „ 70 „	1 Mule fitter when more than 7 pairs of mule.

In view of varying nature and conditions of machinery at different mills, it is suggested that the number of men employed on Line Levelling Staff be left to the discretion of the management concerned. The above rates are given as an indication.

(List page 22.)

DOUBLING.

Men.	Pay.	Number.	
		Rs.	
Siders	15 plus 70 per cent.	1 per 140/160 spindles.
Doffers	12 „ 70 „	1 „ 450/500 „

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.

APPENDIX VIII—(contd.)

PART II—WEAVING SECTION.

NOTES.

1. All the rates are based on full 10 hours working day for all adult male operatives.
2. 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.
3. No further bonuses to be allowed as the existing bonuses have been consolidated in the rates of wages fixed.
4. Wages should be calculated to actual pies and percentage calculated on pies as well, but if the total amount shows 5 pies or less, then the amount is to be reduced to the next lower anna, or, if 6 pies and above, then the amount to be raised to the next higher anna.
5. 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.*
6. All references to counts in the list are to nominal counts and not actual wrapped counts.

(List page 1)

GREY WINDING.

- Datal Hands.**—The Association recommends that the employment of Head Jobbers and Assistant Jobbers be discontinued, and has not therefore provided a rate for them.
- Naikens.**—Rs. 30 plus 70 per cent. without any bonus, for under 3,000 winding spindles. Over this number, an Assistant Naiken at Rs. 25 plus 70 per cent. to be employed.
- Begarries.**—To deliver yarn from spinning to bins and from bins or baskets to scale, wage—Rs. 14 plus 70 per cent. Number cannot be fixed on account of varying distances and conditions.
- Bander and Oiler.**—Upto 3,000 grey winding spindles, one man at Rs. 18 plus 70 per cent. Over 3,000 grey winding spindles, Rs. 20 plus 70 per cent.
Duties :—To keep all spindles running efficiently and oil machines.
- Number Marker.**—Up to 3,000 grey winding spindles, Rs. 14 plus 70 per cent. Above 3,000 grey winding spindles, Rs. 16 plus 70 per cent. Where work is sufficient, two men at Rs. 14 plus 70 per cent. may be employed.
Duties :—To number bobbins and see to proper stacking of same.
- Bobbin Carrier.**—Wage Rs. 14 plus 70 per cent.
Duties :—To deliver full warper's bobbins to creels or bobbin racks and return empty bobbins to winding frames. The number cannot be fixed and each mill will vary same to suit existing conditions.
- Sweepers.**—Women : Rs. 10-8 plus 70 per cent. Men : Rs. 13-8 plus 70 per cent. One sweeper to 600-800 looms for all weaving preparatory departments.
- Hoistman.**—Throughout the mill where necessary, Rs. 17 plus 70 per cent.

(List 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. No. of Drums—10.

Average Rs. 14 plus 70%

Counts.	Rate per 10 lbs.	Counts	Rate per 10 lbs.
2s and below ..	Pies 18	24s	Pies 53
3s	„ 21	26s	„ 56
4s	„ 24	28s	„ 60
6s	„ 27	30s	„ 64
8s	„ 30	32s	„ 67
10s	„ 33	34s	„ 70
12s	„ 36	36s	„ 73
14s	„ 39	38s	„ 76
16s	„ 42	40s	„ 80
18s	„ 45	42s	„ 84
20s	„ 48	44s	„ 88
22s	„ 50		

N. B.—Two-fold yarn at the price of its resultant count less two, i.e., 2/30s=13s; three and more fold yarns as actual resultant count. The number of drums or spindles per winder to be adjusted to the counts being wound so as to permit an average winder earning the wage that would be obtained on the standard of 10 drums or spindles on 20s. Winding coloured yarn from cheeses to warper bobbin on grey winder or vertical spindle coloured winding machine to be paid at Grey rates. Winding coloured yarn from cones to warper bobbins on grey winding or vertical spindle coloured winding machine to be paid at Grey rates, less 10 per cent.

Note.—Turkey Red and Aniline Black in all winding Departments to be paid 10 per cent. extra. Bleached and Cashmere (Dyed Cotton) to be taken as Coloured Yarn when in hanks.

All winding, warping and sizing piece work list to be tried out. The basic wage to be as shown on each sheet.

In arriving at the average wage the lowest one-fourth wage-earners should be eliminated, this to cover learners and inefficient and the average of remaining three-fourths to be ascertained.

(List page 3.,

GREY WINDING RATES.

Basis : 20s at 9 annas per 100 pounds—20 Spindles per Winder

Basis : Twist Ring Bobbins—6" Lift.

Average Rs. 12-8 plus 70%

Counts.	Up to 5" Lift.	5½" Lift.	6" Lift.
6s and below	7 3	7 0	6 0
8s	7 6	7 3	7 0
10s	7 10	7 7	7 4
12s	8 4	8 0	7 7
14s	8 6	8 3	8 0
16s	9 0	8 9	8 6
18s	9 3	9 0	8 9
20s Standard	9 6	9 3	9 0
22s	10 0	9 9	9 6
24s	10 6	10 3	10 0
26s	11 0	10 10	10 6
28s	11 6	11 4	11 0
30s	12 0	11 10	11 6
32s	12 6	12 4	12 0
34s	13 0	12 10	12 6
36s	13 6	13 4	13 0
38s	14 0	13 10	13 6
40s	14 9	14 4	14 0
42s	15 3	14 10	14 6
44s	15 9	15 4	15 0

Mule cops to be taken on the basis of 5" lift.

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.

Note.—The number of spindles per winder to be adjusted to the counts being wound so as to permit of an average winder earning the wage that would be obtained on the standard of 20 spindles for 20s.

No provision has been made for winding, warping and sizing artificial silk. These lists will be prepared after 6 months' further experience. The present rates to continue for the time being.

Cashmere yarn, Mock Grandrelle yarn and yarn spun from Dyed cotton (dyed roving) to be paid 5 per cent. more over Grey winding rates when wound from Ring bobbins.

(List page 4.)

HANK TO PIRN ON CUP TYPE WINDING MACHINES.

Basis of production—daily 20lbs. of 20s.

Average Rs. 14 plus 70%

							<i>Pies per 10 Pounds.</i>
8s and below	..	..	..	..	..	..	36
10s	..	..	..	..	..	..	39
12s	..	..	..	..	..	..	42
14s	..	..	..	..	..	..	45
16s	..	..	..	..	..	..	48
18s	..	..	..	..	..	..	51
20s	..	..	..	..	..	..	54
22s	..	..	..	..	..	..	57
24s	..	..	..	..	..	..	60
26s	..	..	..	..	..	..	64
28s	..	..	..	..	..	..	70
30s	..	..	..	..	..	..	75

Note.—The number of spindles per winder to be adjusted to the counts being wound so as to permit an average winder earning the wage that would be obtained on the standard of 20 pounds of 20s.

Hank to pirn Universal Winding Machines—above rates less 10 per cent.

COLOURED PIRN WINDING.

From warper's bobbins, cheese to pirn on Cup Type Winding Machines.

Basis : 180 pies per 100 lbs. of 20s.

Average Rs. 14 plus 70%

							<i>Pies per 100 Pounds.</i>
8s and below	..	..	..	..	..	..	128
10s	..	..	..	..	..	..	135
12s	..	..	..	..	..	..	142
14s	..	..	..	..	..	..	150
16s	..	..	..	..	..	..	158
18s	..	..	..	..	..	..	170
20s	..	..	..	..	..	..	180
22s	..	..	..	..	..	..	190
24s	..	..	..	..	..	..	200
26s	..	..	..	..	..	..	210
28s	..	..	..	..	..	..	225
30s	..	..	..	..	..	..	240

Note.—From cones to pirns on Cup Type Winding Machine—rates as above less 30 per cent.

The number of spindles per winder to be adjusted to the counts being wound so as to permit an average winder earning the wage that would be obtained on the standard of 180 pies per 100 pounds of 20s.

(List page 5.)

WINDING FROM TWIST OR WEFT BOBBINS TO UNIVERSAL WINDING
No. 90 PIRN WINDING MACHINE.

Spindle Speed 2,000-2,500 revolutions per minute.

Rate in pies per 100 lbs. of Yarn.

Average Rs. 13 plus 70%

TWIST BOBBINS.				WEFT PIRNS.								
Counts.	Spindles.	Lift.			Spindles.	Lift.			Spindles.	Lift.		
		5"	5½"	6"		4½"	5"	5½"		6"	6½"	7"
		Pies	per	100 lbs.		Pies	per	100 lbs.		Pies	per	100 lbs.
8s and below	8	170	165	160	6	215	205	195	8	185	175	170
9s	10	175	170	165	8	220	210	200	10	190	180	175
10s	10	180	175	170	8	225	215	205	10	195	185	180
11s	10	185	180	175	8	230	220	210	10	200	190	185
12a	10	185	180	175	8	230	220	210	10	200	190	185
13a	12	190	185	180	10	235	225	215	12	205	195	190
14s	12	190	185	180	10	235	225	215	12	205	195	190
15a	12	195	190	185	10	240	230	220	12	210	200	195
16a	12	200	195	190	10	250	240	230	12	215	205	200
18a	15	205	200	195	12	255	245	235	15	220	210	205
20a	15	210	205	200	12	260	250	240	15	230	220	210
22a	18	220	215	210	15	270	260	250	18	240	230	220
24a	18	230	225	220	15	280	270	260	18	250	240	230
26a	18	240	235	230	15	290	280	270	18	260	250	240
28a	20	255	250	245	18	305	295	285	20	275	265	255
30a	20	270	265	260	18	320	310	300	20	290	280	270
32a	20	290	285	280	18	340	330	320	20	310	300	290

Half counts to be calculated at the next higher rate, e.g., 8½s to be called 9s.

For "S" type Winder—the above rates less 20 per cent.

Mule cops to be taken on the basis of 1" less lift e.g., 6" Lift, to be taken as 5" Lift for calculating rate.

(List page 6.)

FROM WARPERS BOBBIN, CHEESE AND CONES TO No. 90
UNIVERSAL PIRN WINDER.

Spindle speed—2,500.

20 Spindles per Winder on 20s.

Average Rs. 13 plus 70%

	Pies per 100 lbs.	
	Cones.	Warper's Bobbins and Cheeses.
8s and below	88	105
10s	94	112
12s	100	120
14s	106	128
16s	118	135
18s	118	142
20s	124	150
22s	131	158
24s	138	165
26s	146	172
28s	156	188
30s	166	200
32s	176	208

Note.—The number of spindles per winder to be adjusted to the count being wound so as to permit an average winder earning the wage that would be obtained on 20s count 20 spindles per winder.

(List page 7.)

UNIVERSAL CHEESE WINDING No. 50 AND No. 160 LEESONA OR SIMILAR
TYPES OF MACHINES.

Average Rs. 13 plus 70%

Rate for 3' and 6' cheeses per 100 lbs.

8s	165	pies per 100 lbs.
10s	165	" " " "
12s	170	" " " "
14s	170	" " " "
16s	170	" " " "
18s	180	" " " "
20s	180	" " " "
22s	185	" " " "
24s	185	" " " "
26s	190	" " " "
28s	190	" " " "
30s	195	" " " "

Note.—Spindles to be increased as counts go finer to enable winder to earn average pay.

Winding Yarn for Doubling.

2, 3 or 4 ends up in the Stop Motion—10 per cent. on above rates to be calculated as under:—

Example.—When winding say 20s with three ends up take the total weight wound and pay the rate, on this weight, as for 20s in the list plus ten per cent.

DRUM WINDING.

(List page 8.)

Datal Hands.—The Association recommends the abolition of Head Jobbers and Assistant Jobbers in this Department.

Naiken.—Rs. 30 plus 70 per cent.

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.

Duties:—To number bobbins and to see to the correct stacking of same.

PIRN WINDING—Cup Type.

1 Jobber at Rs. 25 plus 70 per cent.

PIRN WINDING—Universal Type of Machine No. 90.

1 Jobber at Rs. 35 plus 70 per cent.

If combined with other similar type of machines in same department and/or if there are above 30 machines of No. 90 style, the assistance of an Oiler at Rs. 18 plus 70 per cent. may be allowed.

Labourers.—The number cannot be fixed and each mill will vary same to suit existing conditions.

Wages.—Rs. 14 plus 70 per cent.

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

Coloured winding	..	..	..	8 as. plus 70 per cent. per day.
Grey winding	..	..	..	7 as. ,, 70 per cent. ,,
Universal winding	..	..	..	8 as. ,, 70 per cent. ,,

(List page 9.)

WARPING DEPARTMENT.

Warping.—

Jobber.—One to a Department where deemed necessary.

Wage:—Rs. 35 plus 70 per cent.

Where mills have one Head Jobber for Warping and Sizing Departments, combined wages to be Rs. 75 plus 70 per cent.

Warper.—One to each machine.

Wage:—Piecework. Average Rs. 52.

Fixed Wage—Re. 1/2+70 per cent. when on samples or special work.

Creel Boys.—One to 2 machines.

Wage:—Rs. 12 plus 70 per cent.

Beam Carriers.—As required.

Wage:—Rs. 19 plus 70 per cent.

Piece Work Rates :

All counts the same rate :

Grey

Upto 380 ends .. .. .	..	..	..	As. 6 per 10,000 yards.
.. 381-400 ends .. .. .	..	..	..	6½ " "
.. 401-420 " .. .. .	..	..	..	6½ " "
.. 421-440 " .. .. .	..	..	..	6½ " "
.. 441-460 " .. .. .	..	..	..	7 " "
.. 461-480 " .. .. .	..	..	..	7½ " "
.. 481-500 " .. .. .	..	..	..	7½ " "
.. 501-520 " .. .. .	..	..	..	7½ " "

Plus As. 3 per Beam

Rates for Warping Colour Single Yarn in Annas per 10,000 Yards.

	PATTERN BEAMS			Self Colour with or with- out border 96 % to 100 %
	Above 16 ends and upto 25 % Colour	26% to 50%	Pattern Beam 51 % to 100 %	
Upto 380 ends	8½	9	9½	9
.. 381-400 ends	8½	9½	9½	9½
.. 401-420 "	9	9½	10	9½
.. 421-440 "	9½	9½	10½	9½
.. 441-460 "	9½	10	10½	10
.. 461-480 "	9½	10½	10½	10½
.. 481-500 "	10	10½	11	10½
.. 501-520 "	10½	10½	11½	10½
Plus per Beam warped ..	2½	3	3	2½

Coloured Beam with 16 ends of Colour or less to be treated as Grey.

SIZING.

(List page 10.)

Head Jobber.—One to a Department.

Wage : —Rs. 60 plus 70 per cent. upto and including 10 slashers, over 10, Rs. 65 plus 70 per cent.

Where mills have one Head Jobber for Warping and Sizing Departments, combined wages to be Rs. 75 plus 70 per cent.

Fitter.—If necessary Rs. 35 plus 70 per cent.

Sizing Machines.

1 Front Sizer and 1 Back Sizer per machine on Piecework or Fixed Wage.

Fixed Wages.—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.

Size Mixing.

Head Size Mixer.—1 to a Department.

Wage :—Rs. 22 plus 70 per cent.

Size Mixers.—2 men for 1,000 looms.

Wages : Rs. 16 plus 70 per cent.

Labourers.—Where necessary, Rs. 15 plus 70 per cent.

Beam Carriers.—2 to 1,000 looms.

Wages : Rs. 20 plus 70 per cent.

PIECE-WORK RATES FOR SIZERS.

(List page 11.)

Counts.	Rate for Grey and upto 25 per cent. colour.		Allowance for Gaiting		Rate above 25 per cent. colour.	Gaiting above 25 per cent.
	Grey.	Tinting.	Grey and Tinting upto 16 ends colour.	Above 16 ends and upto 25 per cent.		
Up to 8s	38	41	2	5	40	6
Above 8s & upto & including 10s	36	39	2	5	38	6
.. 10s .. 12s	34	37	2	5	36	6
.. 12s .. 14s	32	35	2½	5½	34	6½
.. 14s .. 16s	30	33	3	6	32	7
.. 16s .. 20s	27	30	4	7	29	8
.. 20s .. 24s	24	27	4	7	26	8
.. 24s .. 30s	21	24	5	8	23	9
.. 30s	18	21	6	9	20	10

Note.—The above rates are in annas per 12,000 yards per 2,000 ends.

For each 100 ends above 2,000 an addition of ¼ anna per 12,000 yards to be paid.

For each 100 ends less than 2,000 a deduction of ¼ anna per 12,000 yards to be made.

No deductions for ends below 1,200.

Fractions of a number of ends to be treated as the next higher ends, i.e., 1,740 ends to be treated as 1,800 ends.

WHERE SIZE PER CENT. ON YARN IS ABOVE 50 PER CENT. 10 PER CENT. EXTRA ON ABOVE RATES, BUT NOT ON GAITING ALLOWANCES.

DRAWING-IN

(List page 12.)

Jobber.—One to a department—Up to 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.One Assistant at Rs. 30 *plus* 70 per cent. in sheds over 2,000 looms when on fancies, if found necessary.**Drawers.**—As required. Wage :—Piece-work.**Reachers.**—As required. Wage :—Piece-work (50 per cent. of Drawer's Rate).

One Heald Repairer.—Rs. 18 *plus* 70 per cent. }
 One Reed Repairer.—Rs. 18 *plus* 70 per cent. } Where two jobs can be combined in
 small sheds, Rs. 20 *plus* 70 per cent.

Beam Carriers.—Two for 1,000 looms. Wages :—Rs. 18 *plus* 70 per cent.

Duties :—To bring beams from sizing to drawers.

Samples.—Fixed wages Re. 1-2 and 70 per cent. per day.

PIECE-WORK RATES FOR DRAWING-IN 1,000 ENDS.

Dosuti (Double drawn)	14	pies.
Plain and Twill including plain dhoties with borders up to 2" width	21	"
Plain and Twill including plain dhoties with borders 2" and over	22	"
Susia	22	"

All Over Straight vandyke.	Patterns : point or drafts.	Spaced Drafts and Fancy Draft and dobbie stripes.	Dobby Dhotie border styles.	Dobby Dhotie in the borders and runners.
5 shaft	24 pies	28 pies	....	....
6 "	26 "	30 "	....	....
7 "	28 "	32 "	....	....
8 "	30 "	34 "	22 pies	24 pies.
9 "	32 "	36 "	24 "	26 "
10 "	34 "	38 "	24 "	26 "
11 "	36 "	40 "	24 "	26 "
12 "	38 "	42 "	24 "	26 "
13 "	40 "	44 "	26 "	28 "
14 "	42 "	46 "	26 "	28 "
15 "	44 "	48 "	26 "	28 "
16 "	46 "	50 "	26 "	28 "

Drills 2 and 1, and 3 and 1 are covered by the first list of All Over Patterns.

Two Beam Work.—3 pies over the above rates.**Double Drawn.**—3 quarters of the above rates.**Slider Healds** to be paid 10 per cent. extra over above rates.

(List page 13.)

STANDARD LIST FOR WEAVING.

List calculated in pies showing uniform standard rate per square yard for all classes of cloth including allowances for percentages of colour and artificial silk per picks per inch ranging from 30 to 70. Picks not included in the following list to be taken in proportion.

(Standard rates in Pies per square yard)

Picks per Inch.	Grey Plain Cloth.	Colour			Artificial silk		
		More than 16 ends and upto and including 25 per cent. and Dyed Cotton Sorts and Mock Grandrille.	26 to 50 Per cent.	51 to 100 per cent.	Upto and including 25 per cent.	Above 25 per cent. and upto and including 50 per cent.	Above 50 per cent.
30	1.02	1.09	1.20	1.30	1.50	1.56	1.62
32	1.09	1.16	1.28	1.38	1.60	1.66	1.73
34	1.16	1.23	1.36	1.46	1.70	1.77	1.83
36	1.22	1.31	1.44	1.55	1.80	1.87	1.94
38	1.30	1.38	1.52	1.63	1.90	1.97	2.05
40	1.36	1.45	1.60	1.72	2.00	2.08	2.16
42	1.43	1.52	1.68	1.81	2.10	2.18	2.27
44	1.50	1.60	1.76	1.89	2.20	2.29	2.38
46	1.56	1.67	1.84	1.98	2.30	2.39	2.48
48	1.63	1.74	1.92	2.06	2.40	2.49	2.59
50	1.70	1.82	2.00	2.15	2.50	2.60	2.70
52	1.77	1.89	2.08	2.24	2.60	2.70	2.81
54	1.84	1.96	2.16	2.32	2.70	2.81	2.92
56	1.90	2.03	2.24	2.41	2.80	2.91	3.02
58	1.97	2.10	2.32	2.49	2.90	3.01	3.13
60	2.04	2.18	2.40	2.58	3.00	3.12	3.24
62	2.10	2.25	2.48	2.66	3.10	3.22	3.35
64	2.18	2.32	2.56	2.75	3.20	3.33	3.45
66	2.24	2.39	2.64	2.84	3.30	3.43	3.56
68	2.31	2.47	2.72	2.92	3.40	3.53	3.67
70	2.38	2.54	2.80	3.01	3.50	3.64	3.78

Note.—Plain cloth includes cloth containing up to 16 ends other than Dhories for which Colour Allowances are made.

(List page 14.)

ALLOWANCES.

Splits.—Add 5 per cent. for each split cut or uncut.

Note.—The calculations for a split cloth will be made on the full width of the cloth assuming splits to be uncut.

Reeds.—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.

Counts of Warp.	Standard.	Standard.
	Reed or ends per inch for plain ; two ends in a dent.	Ends per inch for Drill Sateen or Ducks ; three or more ends in a dent.
Upto and including 8s	36	54
Above 8s and upto and including 12s	40	60
" 12s " 14s	44	66
" 14s " 18s	48	72
" 18s " 22s	52	78
" 22s " 26s	56	84
" 26s " 30s	60	90
" 30s " 40s	68	102
" 40s " 50s	72	108
Above 50s	80	120

The allowance is to be given at the counts next higher than above standards, i.e., at 46 reed for 10s to 14s warp for Plain and 69 for Drill.

Shafts.—Allowance for Shafts:—4/6 shafts 12 per cent.

7	16
8	16
9	16
10	18
11	18
12	19
13	20
14	22
15	23
16	24
17	25
18	26
19	27
20	28

The above allowance does not apply to Dobby dhories or Cumber Board work.

Where Cumber Board work is employed for border and shaft work for ground, then allowance must be taken for both, i.e., 12 shafts for Cumber and 8 for Dobby ground; allowance would then be :

10	for Cumber Board.
19	for Dobby Ground.
<hr/>	
29	per cent. Total Allowance.

Where more than one count of yarn is used, the correct calculated average to be taken.

(List page 15.)

WEFT ALLOWANCES AND DEDUCTIONS.

Counts.	Mule Cops.	Upto 5" lift.	5½" lift Ring Pirns (additions).	6" lift and lifts over 6" but below 7".	7" and over.	Universal (additions).
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
8s and below	56	65	60	50	35	35
4s ..	44	59	48	40	28	28
5s ..	35	53	44	33	22	22
6s ..	30	48	40	28	18	18
7s ..	25	43	35	23	16	16
8s ..	22	38	30	20	13	13
9s ..	17	31	24	16	10	10
10s ..	14	26	20	13	8	8
11s ..	11	20	15	10	7	7
12s ..	9	17	12	8	6	6
13s ..	8	12	9	7	4½	4½
14s ..	7	11	8	6	3	3
15s ..	6	10	7	5	Standard	Standard
16 ..	3	9	6	....	....	Deductions.
17 ..						
18 ..	2½	5	3	....	....	2 "
19 ..						
20s and finer ..	2	2	....	....	....	3 "

Note.—Dusuti weft to be treated as resultant count, e.g., 16s Dusuti weft on Universal Pirns as 8s and would have 13 per cent. added as above list.

Two and more fold twisted weft to be treated as resultant count *plus* two counts, e.g., 2/16s would be treated as 10s and be paid 8 per cent. extra if on Universal Pirns; 3/30s would be treated as 12s and paid 6 per cent. if on Universal Pirns.

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.

$$\begin{array}{r} 8 \text{ picks of } 20\text{s} = 160 \\ 24 \text{ picks of } 8\text{s} = 192 \end{array}$$

$$352 \div 32 = 11\text{s counts actual average.}$$

SCALE OF WIDTH ALLOWANCES.

(List page 16.)

To the Standard List, the following additions are to be made for width of cloth.

*Width of Cloth.	Allowance for Plain Looms.	†Allowance for Drop Box Looms : 2 shuttles.
17" ..	78 per cent.	125 per cent.
18" ..	68 "	112 "
19" ..	57 "	100 "
20" ..	51 "	92 "
21" ..	44 "	84 "
22" ..	37 "	75 "
23" ..	35 "	70 "
24" ..	34 "	64 "
25" ..	33 "	58 "
26" ..	32 "	58 "
27" ..	30 "	55 "
28" ..	24 "	50 "
29" ..	20 "	48 "
30" ..	15 "	44 "
31" ..	12 "	31/34" 40 "
32" ..	9 "	35/38" 32 "
33" ..	8 "	39/41" 24 "
34" ..	6 "	42/46" 15 "
35" ..	3 "	47/82" standard
36/66" ..	Standard	83" and up. 10 per cent.
67/74" ..	10 per cent.	
75/82" ..	15 "	
83" and upwards ..	25 "	

* In looms upto 32" reed space, when the cloth width is more than 6" less than the reed space of the loom in which it is woven, then for purposes of calculation, the cloth is to be taken 6" less than reed space, e.g., 24" cloth working on 32" loom would be taken as 26" cloth, and the square yards and allowances calculated on 26" although 24" cloth is being woven.

In looms above 32" reed space, when the width of the cloth is more than 10" less than the reed space of the loom in which it is woven, then for purposes of calculation, the cloth is to be taken 10" 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.

Fractions of one inch to be taken to the next higher inch, e.g., 28½" cloth to be treated as 29".

† Additional width allowance on drop box sorts for 3 shuttles :—5 per cent. over the above rates ;

Additional width allowance on drop box sorts for 4 shuttles :—10 per cent. over the above rates.

One shuttle sorts up to and including 46" width cloth working in drop box looms will be calculated according to the style of cloth working with basis and allowances for those sorts plus 15 per cent.

One shuttle sorts over 46" width cloth working in drop box looms will be calculated according to the style of cloth working with basis and allowances for those sorts plus 10 per cent.

Repp Heading.—5 per cent. to be added to the Standard List and the following allowance in addition :—

Up to 20 shuttle changes in 40 yards to have 1 pie added for 40 yards piece.			
" 40 do. do.	2	do.	
" 60 do. do.	3	do.	
" 80 do. do.	4	do.	
" 100 do. do.	6	do.	
" 120 do. do.	8	do.	
" 140 do. do.	10	do.	
" 160 do. do.	12	do.	
" 180 do. do.	16	do.	
" 200 do. do.	20	do.	

For every additional 10 changes over 200, to have 1 pie added to the above.

Gold Headings.—Cloth containing Gold Headings to be paid at the rate of .08 pie per pick.

Example.—30 picks of Gold per piece.

$$30 \times .08 = 2.4 \text{ pies plus } 80 \text{ per cent. allowance.}$$

$$2.4 \text{ plus } 1.9 = 4.3 \text{ or } 4\frac{1}{2} \text{ pies per piece.}$$

Spiral Heading.—To be paid at the rate of .1 pie per pick per piece.

Example.—Cloth with 70 picks of Spiral Heading to be paid $70 \times .1 = 7$ pies plus 80 per cent. allowance.

$$7 \text{ plus } 5.6 = 12.6 \text{ pies per piece to be added.}$$

SCALE FOR HEADING ALLOWANCES, ETC. (List page 17.)

The following allowances are to be paid for short length pieces, but not for dhoties and saris, which are provided for separately.

Cloth with more than 12 and less than 18 simple headings in 24 yards, 5 per cent. should be added; for more than 18, 10 per cent. to be added; with less than 12 but more than 6 headings in 24 yards, $2\frac{1}{2}$ per cent. to be added.

By simple heading is meant a heading that requires not more than 8 shuttle changes.

When the shuttle changes are 9 to 15—3 per cent. extra to above.

Do. do. 16 to 23—4 per cent. extra to above.

Do. do. 24 and over—5 per cent. extra to above.

Coloured Weft.—Ring and Universal Firns and Cotton Dyed Cashmere and Mock Grandrille Weft, 5 per cent. to be added. Artificial Silk, 10 per cent. to be added. This note does not apply to Drop Box sorts. These allowances are to be made in addition to additions or deductions required by list of weft allowances on List page 15, e.g., 20s universal wound coloured weft would have 5 per cent. added as per this note and 3 per cent. deducted as per page 15.

Crammed Stripes.—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.

Crammed Reeds.—For purposes of this note double-drawn warps (Dosuti) to be treated as an increase in reed of 25 per cent., e.g., 14s warp Dosuti in 48 reed would be treated as 60s reed and have 6 per cent. allowance added as per list.

Mixed Denting.—Average reed to be taken for allowances.

Example.—Total number of ends, say 2,200, divided by reed space, say $28'' = 78$ reed with 24s warp would have an allowance of 11 per cent. added.

Two Beams.—Cloth in which top beams are used, to have an allowance of $2\frac{1}{2}$ per cent. added to list.

Cloth woven on Fast Reed Looms to be paid 10 per cent. extra.

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

SCALE FOR DHOTIE AND SARI ALLOWANCES. (List page 18.)

Eight Yards per pair and over.

	Counts below 28s Warp.	For Counts 28s upto 32s warp from Uganda or American cotton.	For Counts 28s upto 32s warp from Indian cotton.	For Counts above 32s warp.
		(The following additions to be made to grey plain cloth in the case of dhoties, in the Standard List on List page 13.)		
	Per cent.	Per cent.	Per cent.	Per cent.
Upto 5/8" wide, plain weave border.	10	5	15	15
Over 5/8" and upto 1 1/4" ..	13	8	18	18
Over 1 1/4" and upto 2 1/4" ..	17	12	22	22
Over 2 1/4" and upto 3 1/4" ..	20	15	25	25
Over 3 1/4"	25	20	30	30

FOR DHOTIES BELOW 8 YARDS PER PAIR, 7 1/2 PER CENT. MORE TO BE ADDED.

Extra Allowance for Dobby Dhoties.

Cumber Board Sorts.

Allowance for Shafts :— 4/6 shafts — 6 per cent.

7 „ — 8 per cent.

8 „ — 8 per cent.

9 „ — 8 per cent.

10 „ — 9 per cent.

11 „ — 9 per cent.

12 „ —10 per cent.

13 „ —10 per cent.

14 „ —11 per cent.

15 „ —12 per cent.

16 „ —12 per cent.

17 „ —13 per cent.

18 „ —13 per cent.

19 „ —14 per cent.

20 „ —14 per cent.

Runner Styles to be calculated as follows.—Total width of border and runner to be divided by two to determine class for calculation, e.g., 2 borders and 1 runner 1 1/2" each wide—total 4 1/2" divided by two equals border 2 1/4" and will be costed as dhoties 1 1/4" to 2 1/4".

Coloured Sarries.—These are to be taken as Standard List according to the percentage of colour and to have allowances for doobby headings and border as in Dhoties.

(List page 19.)

SCALE OF ALLOWANCES FOR FANCIES AND CHECKS.

- Dobby Drop Box** to have shaft allowance.
- Fancy Border Drop Box** to have dhoty border allowance.
- Double Weft Faced Check Cloths** whose pick finding is absolutely necessary, 15 per cent. over above.
- Twills** to be treated same as Plain cloth.
- Drills.**—2/1 and 3/1 drills, 15 per cent. to be added.
- Dobbies.**—As per list with shaft allowance.

(List page 20.)

WEAVING SHED.

- Shed Foreman or Head Jobber.**—At a rate up to $1\frac{1}{4}$ per cent. of Weavers' earnings.
- Dobby Jobbers or Fancy Jobbers.**—One for 350 dobbies. Wage—Rs. 60 *plus* 70 per cent.
- Dobby Pegger or Assistant Fancy Jobber.**—One for 350 dobbies. Wage—Rs. 30 *plus* 70 per cent.
- Line Jobber.**—One to 40/50 mixed section, one to 50 looms grey section. Wages—on 11 per cent. of weavers' earnings.
- Weaving Shed Fitter.**—One for 400 to 600 looms according to conditions. Wage—Rs. 50 *plus* 70 per cent.
- Carpenters.**—One sley maker carpenter per 1,000 looms. Wage—Rs. 45 *plus* 70 per cent.
One carpenter per 1,000 looms. Wage—Rs. 35 *plus* 70 per cent.
One assistant per 1,000 looms. Wage—Rs. 25 *plus* 70 per cent.
- Beam Carriers.**—One Muccadam—*If necessary*. Wage—Rs. 20 *plus* 70 per cent.
2 beam carriers to 500 looms. Wage—Rs. 19 *plus* 70 per cent.
- Sweepers.**—If men—2 sweepers to 500 looms. Wage—Rs. 13-8 *plus* 70 per cent.
If women—3 sweepers to 500 looms. Wage—Rs. 10-8 *plus* 70 per cent.
- Humidifier Fitter.**—Rs. 40 *plus* 70 per cent.
- Weft Cellar.**—Muccadam—Rs. 20 *plus* 70 per cent. Weft cooly—Rs. 15 *plus* 70 per cent.
- Mochies.**—One to 500/600 looms. Wage—Rs. 18 *plus* 70 per cent.
- Coolies.**—(Where necessary) Rs. 15 *plus* 70 per cent.
- Beam Painter.**—(Where necessary) Rs. 20 *plus* 70 per cent.

(List pages 21 & 22.)

CLOTH WAREHOUSE, CALENDERING AND BALING.

- Cutlookers.**—One to 200 to 250 looms (including Head and 1st Assistant).
Wages—Head Cutlooker, Rs. 30 *plus* 70 per cent.
1st Assistant, Rs. 25 *plus* 70 per cent.
Other assistants (if necessary), Rs. 20 *plus* 70 per cent.

- Stampers.**—Head Stamper. Wage—Rs. 24 *plus* 70 per cent.
 Assistant Stamper—according to conditions.
 Wage—Rs. 17 *plus* 70 per cent.
- Number Markers.**—One to 500 looms. Wage—Rs. 16 *plus* 70 per cent.
- Stitchers.**—Number according to conditions. Wage—Rs. 14 *plus* 70 per cent.
- Bundlers.**—One to 500 looms. Wage—Rs. 15 *plus* 70 per cent.
- Scalemans.**—One to 500 looms. Wage—Rs. 15-8 *plus* 70 per cent.
- Coolies.**—According to conditions. Wage—Rs. 15 *plus* 70 per cent.
 Duties—to handle all cloth in folding.
- Sweepers.**—As required. Wage—Rs. 13-8 *plus* 70 per cent. (for men).
 Rs. 10-8 *plus* 70 per cent. (for women).
- Ticket Appliers.**—As required according to conditions. Wage—Rs. 14-8 *plus* 70 per cent.
- Piece Sorters.**—One for 1,000 looms. Wage—Rs. 17 *plus* 70 per cent.
- Dampers and Mote Cleaners.**—According to conditions. Wage—Rs. 15-8 *plus* 70 per cent.
- Nowganies.**—Baling: Muccadam—Rs. 21 *plus* 70 per cent.
 3 Nowganies per 1,000 looms. Wage—Rs. 18 *plus* 70 per cent.
- Oiler.**—One, if necessary. Wage—Rs. 15 *plus* 70 per cent.
- Calendering.**—Calenderman: Muccadam. Wage—Rs. 33 *plus* 70 per cent.
 Front Calenderman: One per Calender. Wage—Rs. 18 *plus* 70 per cent.
 Back Calenderman: One per Calender. Wage—Rs. 16-8 *plus* 70 per cent.
- Head Finishing Man.**—If required, one only. Wage—Rs. 18 *plus* 70 per cent.
 Where desired, head finishing and calendering Muccadam may be combined.
 Wage—Rs. 40 *plus* 70 per cent.

Where a Finishing Master in Muster or Abstract is employed, no Head Finishing or Calender Muccadam need be Employed.

- Cloth Carriers, Finishers, Sewers or Silkers.**—Number according to conditions.
 Wage—Rs. 15-8 *plus* 70 per cent.
- Bundlers.**—Number according to conditions. Wage—Rs. 15 *plus* 70 per cent.
- Folding.**—Jobbers.—One to a department. Wage—Rs. 45 *plus* 70 per cent.
 Front Folder.—Wage—Rs. 16-8 *plus* 70 per cent.
 Black Folder.—Wage—Rs. 16 *plus* 70 per cent.
 Table Folder—Wage—Rs. 17 *plus* 70 per cent.
- Balers.**—Piecwork. (1) Ordinary packing, Anna 1-0 per bale.
 (2) Cross Hoops, As. 1-3 per bale.
 (3) Blanket Bales, As. 1-3 per bale.
 (4) Special Packing. (Boards on top and bottom), As. 1-3 per bale.
 (5) Japanese Packing (i.e., boards top and bottom and sides),
 As. 2-0 per bale.

APPENDIX IX

THE "RATIONAL" OR "EFFICIENCY" STANDARDISATION SCHEME.

PART I—EFFICIENCY SYSTEM "A."

(As applicable to Mills under the agency of Messrs. E. D. Sassoon & Co., Ltd.)

[In those Departments for which no particulars are given, the rates as given in the Main Standardisation Scheme (Appendix VIII) apply.]

MIXING DEPARTMENT.

Number of men and rate of Pay as per Standard List.

BLOW ROOM DEPARTMENT.

One man to two Machines. Rate of Pay as per Standard List.

CARDS.

Designation.	Wages.	Duties.	Machines per man.
Head Jobber ..	Rs. 80 plus 70 per cent.	Head Jobber is general Supervisor of all workers and responsible for any change of wheel or Mixing.	1 per 140/160 Cards.
Assistant Jobber.	Rs. 40 plus 70 per cent.	The Assistant Jobbers are directly responsible for the setting of the cards and generally responsible for the efficient working of the cards in their own section.	1 Assistant Jobber per 70/80 Cards.
Front and Back Jobber.	Rs. 26 plus 70 per cent.	The remaining workers, Front and Back Jobbers, Lap Carrier and Fly Gatherer and Card Tenters or Can Boys work in a team and strip cards, grind, clean, bring laps and feed same, remove fly, oil machines, remove full can and put in empty can. Remove Waste to Willow Department and keep Department clean. 1 Card in each section of 30 cards is ground and set daily.	Staff for 30 Cards, i.e.—1 Front Jobber. 1 Back Jobber. 1 Lap Carrier and Fly Gatherer. 2 Can Minders or Card Tenters. Total 5 Men.
Lap Carriers and Fly Gatherers.	Rs. 16 plus 70 per cent.		
Can Minder or Card Tenter.	Rs. 15-8-0 plus 70 per cent.		
Flat Grinders ..	Rs. 16-8-0 plus 70 per cent. (Single Machine); Rs. 18 plus 70 per cent. (Two Machines).			Clean flats when removed from Cards, grind and test same.	1 Man to 2 Flat Grinding Machines.

DRAWING AND SPEED FRAMES.

Head Jobber	..	1	Rs. 80 plus 70 per cent.	} Number required for 16 preparations.
Assistant Jobber	..	2	" 55 " 70 "	
Drawing Jobber	..	1	" 50 " 70 "	
Doffer Jobber	..	4	" 35 " 70 "	
Oilers	..	1 to 3	" 18 " 70 "	

According to whether scaffolding is provided or not for oiling Gallows Pulleys.

Drawing Frame Tenters:

Average Wage Rs. 40/41, i.e., 7/8th of Slubber's Standard rate per hank plus 25 per cent. plus 80 per cent. dear allowance, when working 2 men on 3 heads.

Can Carriers (where necessary) Rs. 15 plus 70 per cent.

Slubbing Tenters: Av. Wage Rs. 38 Nett. .. 1 Man to each Frame.

Intermediate " " " Rs. 35 Nett. .. 1 " "

Roving " " " (See Scale).. 1 Man to a pair of Roving over 2.5 Hank Roving.

Scale of Roving Frame Tenters earnings.*

Upto 2.5 Hank Roving Standard rate.

Over 2.5 to 4.0 Hank Roving Standard rate plus 50 per cent.

" 4.0 to 4.9 " " " " " 40 "

" 5.0 to 7.0 " " " " " 30 "

" 7.0 to 8.0 " " " " " 25 "

" 8.0 and upwards " " " " " 20 "

Back Tenters in lieu of Doffer Boys.

Slubbing { 1 per Slubbing frame .45 to .75 Hanks 60 per cent. of his tenter's earnings.
1 " Pair over .75 Hank 60 per cent. of average of his tenter's earnings.

Inter. 1 per pair of Intermediate frame 60 per cent. of average of pair of intermediate tenter's earnings.

Roving 1 per pair up to 2.25 Hank roving 60 per cent. of average of his Roving Tenter's earnings.

1 " 3 frames over 2.25 upto 4.0 Hk. Rovg. " "

1 " 4 " 4.0 " 6.0 " " "

1 " 5 " 6.0 " 8.0 " " "

1 " 6 " 8.0 Hank and up. " "

e.g. If one Roving Tenter earns Rs. 45 on 4.0 Hank Roving and

one " " " 48 on 4.0

Back Tenter would earn 60 per cent. of Rs. 46-8-0, viz., Rs. 27-14-0.

Bigarics for full and empty bobbins and Sweepers: As per Standard List.

RING FRAMES.

Head Jobber	..	Rs. 90 plus 70 per cent.	1 to 40/45,000 spindles.
Assistant "	..	" 55 " " " "	2 to 40/45,000 "
Doffer "	..	" 32 " " " "	Same as Standard List.
Oiler and Bander	..	" 26 " " " "	1 to 7,000 spindles.

WAGES OF DOUBLE SIDERS.

Spindles in Frame.	Twist.		Weft.	
	Rs.	a. p.	R.	a. p.
Up to 300	22	8 0
301 to 360	23	0 0
361 to 420	23	8 0
421 and over	24	8 0

All above rates plus 70 per cent.

Single Siders: As per Standard List.

Tarwallas and Doffer Boys: Number and rates of pay as per Standard List.

Bigarics, Doff Carriers and Sweepers. } As per Standard List.

Weaving Department.

3 Loom Weavers will receive 82 per cent. of total earnings on 3 looms as per Standard List.

4 " " " " 75 " " " " 4 " "

PART II—EFFICIENCY SYSTEM “B.”

(As applicable to the Mills under the Agency of Messrs. James Finlay & Co.)

[In those Departments for which no particulars are given, the rates as given in the Main Standardisation Scheme (appendix VIII) apply.]

MIXING DEPARTMENT.

Number of Men and rate of pay as per Standard List.

BLOW ROOM DEPARTMENT.

One Man to two Machines. Rate of Pay as per Standard List.

CARDS.

Designation.	Wages.	Duties.	Machines per man.
Head Jobber ..	Rs. 80 plus 70 per cent.	The Head Jobber is simply for supervision.	1 per 180 Cards.
Grinders. ..	.. 32	This team does all the work for the Carding, bring laps from Blow Room, attend to cards, oil, grind, strip, gather and remove the fly and sweep their section.	1 per 22/23 Cards.
Strippers ..	.. 20		1
Lap Carriers ..	.. 18		1
Fly Gatherers ..	.. 18		1
Card Tenters ..	.. 16	There is one card ground daily and one card set daily.	1

RING FRAMES.

Head Jobber ..	Rs. 90 plus 70 per cent.	1 to 40/45,000 spindles.
Assistant Jobber ..	.. 55	2 to 40/45,000 ..
Doffer Jobber ..	.. 32	Same as Standard List.
Oiler and Binder ..	.. 26	1 to 7,000 spindles.

WAGES OF DOUBLE SIDERS.

Spindles.	Twist.	Woft.
	Rs. a. p.	Rs. a. p.
Up to 300	22 8 0	23 0 0
301 to 360	23 0 0	23 8 0
361 and over	23 8 0	24 0 0

All above rates plus 70 per cent.

Single Siders: As per Standard List.

Helpers in lieu of Tarwallas and Doffer Boys.

Helper ..	Rs. 16 plus 70 per cent.	1 per frame. To do all the work of Tarwallas and Doffer Boys.
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DRAWING AND SPEED FRAMES.

Head Jobber	.. 1	Rs. 80	plus 70 per cent.	} Number required for 16 preparations.
Assistant Jobber	.. 2	" 55	" " "	
Drawing Jobber	.. 1	" 50	" " "	
Doffer Jobber	.. 4	" 35	" " "	
Oilers	.. 1 to 3	" 16	" " "	
According to whether scaffolding is provided or not for oiling Gallows Pulleys.				
Drawing frame Tenter : Average wage Rs. 40/41, i.e.,	..	7/8th of Slubber's Standard rate per Hank plus 25 per cent. plus 80 per cent. dear allowance, when working 2 men on 3 heads.		
Can Carriers: (Where necessary) Rs. 15 plus 70 per cent.				
Slubbing tenters: Average wages Rs. 38 nett	..	1 Man to each frame.		
Intermediate tenters: Average wages Rs. 35 nett	..	1 " " "		
Roving Tenter (See scale)	..	1 Man to a pair of Roving over 2.5 Hank Roving.		

Scale of Roving Frame Tenters' earnings.

Upto 2.5 Hank Roving	Standard rate.
Over 2.5 to 4.0 Hank Roving	Standard rate plus 50 per cent.
" 4.0 to 4.9	" " " " " 40 "
" 5.0 to 7.0	" " " " " 30 "
" 7.0 to 8.0	" " " " " 25 "
" 8.0 and upwards	" " " " " 20 "

Helpers in lieu of Doffer Boys.

Slubbing	.. { 1 per Slubbing frame .45 to .75 Hanks.
	.. { 1 " pair over .75 Hank.
Inter.	.. 1 per pair of Inter Frame.
Roving	.. 1 per pair upto 2.25 Hank Roving.
	1 " 3 frames over 2.25 upto 4.0 Hank Roving.
	1 " 4 " " 4.0 " 6.0 " "
	1 " 5 " " 6.0 " 8.0 " "
	1 " 6 " " 8.0 Hank Roving and up.

Pay will be 2/3rd of average of their Tenters' pay when on Piece work. When on Fixed pay Rs. 20 plus 70 per cent.

APPENDIX X

*Resolutions passed by the World Economic Conference held at Geneva in May 1927
on Rationalisation*

Resolutions.

"The 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 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 a 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.

"The Conference accordingly recommends that Governments, public institutions, trade and industrial organisations or public opinion as the case may be :

(1) Should lead producers to direct their endeavours along the lines indicated above, and, in particular :

- (a) To encourage and promote in every way the investigation and comparison of the most adequate methods and most practical processes of rationalisation and of scientific management, and of the economic and social results obtained thereby ;
- (b) To apply these endeavours in industry, agriculture, trade and finance, not merely to large but also to medium and small undertakings, and even to individual workers and handicraftsmen, bearing in mind the favourable effects which they may have in household organisation and amenities ;
- (c) To give special attention to measures of a kind calculated to ensure to the individual the best, the healthiest and the most worthy employment, such as vocational selection, guidance and training, the due allotment of time between work and leisure, methods of remuneration giving the worker a fair share in the increase of output, and, generally, conditions of work and life favourable to the development and preservation of his personality ;

(2) Should carry on systematically on an international as well as a national basis the standardisation of materials, parts and products of all types which are of international importance, in order to remove the obstacles to production and trade which might arise from a purely national policy of standardisation ;

(3) Should undertake on an international basis investigations for ascertaining the best methods employed and the most conclusive results obtained in every country in the application of the principles set out above, utilising the investigations already made in certain countries and encouraging the exchange of information among those concerned ;

(4) Should spread in all quarters a clear realisation of the advantages and the obligations involved in rationalisation and scientific management as well as of the possibility of their gradual achievement."

APPENDIX XI.

Mediation rules as approved by the Millowners' Association and the Joint Strike Committee.

Objects.—The object of these rules is to secure the consideration and settlement of trade disputes in their early stages, and thereby to preserve good feeling between Employers and Operatives. For the purpose of carrying out this object, it is agreed as follows:—

1. In the event of a trade dispute arising between any member of the Millowners' Association, Bombay, and any operative(s), member or members of a Trade Union registered in accordance with the provisions of the Trade Union Registration Act, 1927, in any mill or mills in Bombay City and Island, other than a trade dispute as to the correct interpretation of the Standard Orders or the Standardisation rate of wages laid down for Bombay Mills which are members of the Bombay Millowners' Association, the following course shall be taken:—

- (I) Before any notice shall be given by either party to terminate employment for the purpose of a lockout or strike, the dispute shall be brought forthwith before a joint meeting consisting of not less than two and not more than six authorised representatives of the mill or mills concerned and an equal number of representatives of the Trade Union or Unions of which the operative(s) is a (are) member(s) and such meeting shall be called within four days from the date of a written application by either party for such a meeting; and if a settlement of the dispute is not come to at such meeting or at an adjournment thereof, then
- (II) Before any notice shall be given by either party to terminate employment for the purpose of a lockout or a strike, the dispute shall be brought before a joint meeting consisting of two or more members of the Employers' Mediation Panel and an equal number of the Textile Trade Union Mediation Panel, and such meeting shall be called within seven days from the date of an application by either party for such a meeting, and if a settlement of the dispute be not come to at that meeting, or at an adjournment thereof, then
- (III) Before any notice shall be given by either party to terminate employment, for the purpose of a lockout or strike, the dispute shall be brought before a joint meeting of the Committee of the Millowners' Association, Bombay, and the representatives of the registered Textile Trade Unions of Bombay, and such meeting shall be called within seven days from the date of an application by either party for such meeting, and if a settlement be not come to at such meeting, or at an adjournment thereof, then either party shall be at liberty to take whatever course it thinks fit.

2. In the event of a dispute arising as to the correct interpretation of the Standing Orders or the Standardisation Scheme of wages laid down for Bombay Mills which are members of the Bombay Millowners' Association, the following course shall be taken:—

- (I) The dispute shall in the first instance be investigated without delay by the management of the mills concerned who shall, after completing their investigations, in those cases in which a settlement is not arrived at, submit a report within seven days in writing to the Secretary of the Millowners' Association and to the Secretaries of the Textile Trade Unions registered in Bombay.
- (II) Upon receipt of such communication by the Secretary of the Millowners' Association, the dispute shall be brought before a joint meeting consisting of two or more members of the Employers' Mediation Panel, and an equal number of the Textile Trade Union Mediation Panel, to be called within seven days from the date on which the Secretary of the Millowners' Association received the notification referred to in sub-clause (I), and if a settlement of the dispute be not come to at that meeting, or at an adjournment thereof, then
- (III) Upon application of either party to the dispute, the dispute shall be brought before a joint meeting of the Committee of the Bombay Millowners' Association and the representatives of the registered Textile Trade Unions of Bombay to be called within seven days from the receipt of an application by either party for such a meeting, and if a settlement be not come to at such a meeting, or at an adjournment thereof, then either party shall be at liberty to take whatever course it thinks fit.

3. Whenever a settlement of any trade dispute shall not have been come to and the operatives are on strike, or have been locked out, meetings shall be held periodically between the representatives of the Millowners' Association and representatives of the

members of the Trade Unions concerned in the dispute. The first of such meetings shall be called within four weeks after the commencement of the strike or lockout, and subsequent meetings at monthly or shorter intervals thereafter. The exact date, time and place of the first of such meetings shall be decided at the last joint meeting previous to the commencement of the strike or lockout.

4. *Special Proviso if only one Union.*—Upon an application from either the Millowners' Association, or at least one-half of the registered Textile Trade Unions, a joint meeting of the Committee of the Millowners' Association and the representatives of the registered Textile Trade Unions shall be called within 28 days from the date of such an application to discuss any suggestions for altering or amending terms and or conditions of employment affecting or likely to affect more than one quarter of the Cotton Textile Mills in Bombay.

5. The Secretary of the Millowners' Association, Bombay, shall record the decisions of any joint meeting held in accordance with the terms of Rules 1 (II), 1 (III), 2 (II), 2 (III), 3 or 4.

APPENDIX XII.

*The Written Statement submitted by the Millowners' Association on the "Rational" or "Efficiency" System.**

A careful survey of the international textile situation made in 1923 brought to light the fact that Japan and China were easily able to undersell their competitors in every line of textiles in which they had specialised. Investigations showed that the principal advantages possessed by Japan were :—

1. The advantage accruing by the employment of women and children on night shifts, which the Textile Tariff Board of 1926 have found to be "unfair" competition.
2. Lower costs of production with, in many cases, individually higher wages than paid in India.
3. Absolute vertical specialisation on certain qualities enabling them to practically control the market in these styles.

Other minor advantages were found such as cheaper power, etc., but as these do not come within the scope of a statement on the "New" system, they need not be dealt with here. Every advantage that Japan possesses has been carefully scrutinised by the Bombay Millowners as a body and by individual members, and attempts made with varying success to reduce our charges to the same or less than similar charges existing in Japan.

The advantage due to what the Tariff Board found to be "unfair" competition need not be dealt with here. If the Japanese Government insist on the full terms of the Washington Convention being carried out in July 1929, this cause for complaint is removed, and in any case, it has little or no connection with the "new" system.

For purposes of comparison, the cost of making a Standard Sheet of the style made in enormous quantity by Japan is given under various conditions. (See appendix 1).†

Appendix 1A† shows the cost of manufacture in one of our mills on the basis of costs in 1923.

- Do. B † shows the cost of the same sheeting on the basis of 1927 costs.
 Do. C † is the cost of the new system with three looms per weaver.
 Do. D † is the cost of the new system with four looms per weaver.
 Do. E † is the cost on the High Draft and new system with three looms per weaver.
 Do. F † is the cost on High Draft and the new system with four looms per weaver.

Labour.—It will be noted, is the highest charge of all (excepting raw materials) but any attempt to reduce the rate of wages of labour in the past, has resulted in strikes to the disadvantage of all parties concerned.

We considered the possibility of increasing the wage of the operative by asking him to tend more machines; at the same time assisting the operative by introducing better methods of working. Tests were made in several of our mills as to the feasibility of what may be termed "Fordising" the industry. By this we mean the allocation to each operative of enough work to keep him healthily employed throughout the working day and paying him the maximum rate of pay that the work he is doing will permit of.

With the idea of reducing costs and increasing wages, it was essential that we should make a complete survey of the industry with a view to providing every means in our power to make the work lighter for the operative, our aim always being that there should be the same or less real work for the operative under any new system, we might establish, than was done formerly under the old system, except in cases where the operative was formerly employed on real work for a ridiculously low period of the working day.

Our survey convinced us that in many sections of the industry, operatives were not doing from more than three to four hours actual work, and the actual amount of work that could be done in these particular departments could easily be doubled without unduly taxing the worker.

* This statement refers in the main to the mills under the agency of Messrs. E. D. Sassoon and Co., Ltd.

† These are not printed.

Before proceeding with the installation of the scheme, small experiments were made in various directions and we decided to proceed on the following lines:—

1. Fix standards of production and quality for each machine in the mill.
2. Arrange systematic checking so that these standards are maintained.
3. Fix a standard of cotton for each mixing, below which we were not permitted to go and arrange the quality of mixing to suit quality of fabrics we manufactured.

These standards to be fixed so that the maintenance of the standards fixed for quality, production and machine should not be made difficult for the operative.

4. Adjust each machine in process so that it will work at
 - (a) maximum efficiency;
 - (b) permit of good wages to the worker;
 - (c) reduce the cost by making each worker handle a very much increased outturn without being overworked.

As a preliminary, it was decided to pay the worker 33 per cent. to 50 per cent. more than the previous wage for twice the number of machines attended, but conditions were adjusted so that in spite of attending more machines, less than twice the work was done.

In this connection we would point out that in the English List (Oldham Masters Cotton Association) it will be noticed that the rates for two frames are only about 30 per cent. more than the rates provided for one frame and from such information as has been obtained from Japan and America, the total increase in wage to the worker has only been from 10 per cent. to 20 per cent. in spite of much greater multiplication of the machines tended.

We have referred to the intense vertical specialisation adopted by the Japanese and to make the position clear, an explanation is perhaps necessary.

All cotton manufacturing countries use one of the two methods of manufacturing or a combination of both in varying degrees, *viz.*,

1. Horizontal specialisation linked up by different classes of middlemen, which permits of small units.
2. Vertical specialisation in which all processes are concentrated in one hand from the raw material to the finished product, necessitating large units and limitation of style.

The latter is the system developed by the Bombay Mill Industry and is the ideal system for the production of cloth and yarn required in huge quantities, but fails where small quantities of varied products are required, or where flexibility and ability to meet rapid changes of styles are necessary.

Lancashire has almost entirely built up its huge business on the horizontal system while our Japanese competitors have carried vertical specialisation to an extent unknown elsewhere in the Textile Countries of the World. Germany and Italy also have the vertical system, but more approaching the Bombay development of the same; in fact Bombay, Italy and Germany may be said to be of the same vertical type which gives more flexibility than with the out and out vertical style of the Japanese, but which suffers in the intense competition for the manufacture and sale of bulk products.

Lancashire, America and India have lost trade to China and Japan in grey goods of types suitable for bulk production and it is worthy of note that it is only in this class of goods in which Japanese and Sino-Japanese Mills have been enormously successful.

Bombay Mills are arranged for vertical specialisation and are better placed particularly on the lower Counts than the Lancashire Mills, from this point of view, to meet the intense Japanese competition. The difficulty as far as the general run of Bombay Mills is concerned is that while organised vertically, there is too much variety in the equipment to permit of intensive competition with the Japanese. This is due to the requirements of the internal trade for which the Mills were designed and which requires varying widths and styles of cloth for different periods of the year. It cannot be laid at the door of the individual Millowner who, in the majority of cases, put in looms to replace trade lost in Yarn for China and naturally put in the style and width of Loom to suit his home trade and its seasonal variations.

We decided to try and work a Mill on this intensified vertical specialisation and for this purpose endeavoured to compete with the Japanese 3 lbs. Sheeting or Cabot and Grey Drills. We purchased the Hongkong Mills and re-named it the Manchester Mills with a two-fold object. The first was to ascertain if the vertical system of production could be intensified on Japanese lines and the second was to ascertain if the Manchester

or rather Lancashire method of allocating work and payment could be adopted in a rational form suited to the conditions prevailing in Bombay.

We have been able to dispose of our production but in the export market we were compelled to sell at a loss in spite of realising slightly higher prices than our competitors. In India a very small profit was possible and we are satisfied that more intense specialisation can be made a success if the whole-hearted co-operation of labour can be secured.

It is essential here to point out that no attempt has been made or is intended to be made to establish the new system where the conditions we have laid down for success are not at present possible. Under this head we place the spinning of coarse counts 10s and below and the old system continues where these Counts are spun. In the Weaving Departments the only sections in the whole of our group where the three and four loom systems have been attempted has been on plain or drill Cloth on an easy class of work. On fancy and more difficult cloth the old system is prevailing, and will prevail until we can find means to fulfil the conditions laid down for the success of any new Scheme. On certain qualities and styles we have moved in the other direction by placing one loom per weaver, and it is certain that for some time to come there will be very little displacement of labour in the Weaving Section unless we are driven by the continuance of non-co-operation from labour to instal Automatic Looms with which we are experimenting with some measure of success.

Appendix 2* gives the dates in which the new system was introduced into the various departments in each of our Mills.

Dealing first of all with the Spinning Section of the Industry it will be noticed that all Sections of the Spinning Department of the Manchester Mills (except the Weft Frames) commenced work on the new system from the re-opening of the Mill in May 1926, and very little difficulty was experienced at the commencement in this Mill due probably to the fact that it was a Mill that had been stopped for a long period and there was therefore increased employment and not a displacement of labour.

The Manchester Mill is one of the oldest Mills in Bombay dating back to 1874 and has changed hands several times. On taking the Mill over we spent over six months repairing the Plant and Buildings. Old and out-of-date machinery was scrapped and machinery not suitable for the manufacture of Standard Sheeting was transferred to sister Mills and replaced by suitable machinery either new or from sister Mills. Full details of the system and personnel as compared with the previously existing system are given below, department by department.

Spinning Section.

Mixing Room.—The old system of hand mixing was done away with and a completely new Pneumatic Mixing Plant installed. This results in a much better opening and blending of the Cotton and a saving of labour. (See Appendix 3*).

Blow Room.—The old Plant was scrapped and replaced by two Exhaust and four Finisher Scutchers, the number of machines being reduced and the Cotton handled automatically by the machines except for removing the laps. On the Scutchers we have one man to two machines the wage being increased from Rs. 25-8-0 to Rs. 35-7-0. For many years the David Mills had been running a section of their Blow Room on this system without extra pay. The system has been in existence in a Mill in Delhi since the inception of the Mill at a wage at present of Rs. 25. The system was so successful that this was the first portion of the new scheme to be put into work at sister Mills in our group.

Cards.—The Cards in the Mill were completely overhauled and where any case of doubt of the quality of the Card Fillet occurred the Card was entirely reclothed. Additional Cards were installed and the weight of Cotton treated per Card reduced.

A team system as near as possible to the English system was introduced splitting the Cards into sections of 30 Cards or 3 Preparations.

Each team consists of :—

	Rs.	a.	p.
1 Front Jobber 44 2 0
1 Back Jobber 44 2 0
1 Lap Carrier and Fly Gatherer (combined) 27 2 0
2 Can Minders 23 8 0

For settings and general supervision of Cards one Head Jobber and one Assistant Jobber are employed and no other men are employed. Oiling is done by the Front and Back Jobbers and the sweeping is done by the men.

* This is not printed.

Drawing Frames.—Three preparations of old machines were scrapped and replaced by new machines, the balance of the old machines being thoroughly overhauled.

Instead of one man to each head two men were put on three heads. The old wage was about Rs. 33 and the new wage is Rs. 41.'

Slubbing Inter-Frames.—The old system was continued but all the machines in this Department were completely overhauled and old machines scrapped.

Roving Frames.—All machines were overhauled and old machines scrapped. One man tended two machines instead of the usual Bombay practice of one machine. No additional assistance was given other than the existing Doffer Boys. The wage was increased by 50 per cent. although the difference in the same system in the English list is 30 per cent. In all cases the increases given were in our opinion too high but were given to encourage the adoption of the system.

Ring Spinning.—The alteration in this section was to place a side boy in charge of two sides instead of one side as formerly, the number of Tarwallas and Doffer Boys being the normal number employed in sister Mills on similar Counts. Wages were increased from Rs. 25-8-0 to Rs. 39 and with the quality of work there is no reason why a Side-Boy should not mind up to 600 Spindles, which Mr. Sasakura maintains is done in Japan.

One feature of post-war development in the Cotton Trade has been the rapid increase in the use of High-draft Systems which eliminate at least one and possibly two processes in the Spinning Department. Yarn production is speeded up and Roving Frames eliminated, saving floor space and power which can be utilised for more Ring Frames. For some years we have been experimenting with the various types of High Drafting Systems on the market and have now decided on their respective merits for the type of Yarn we spin.

The Manchester Mills and a portion of the Jacob Sassoon Mills have been converted to one of these systems. As a result the former does not now require Roving Frames and therefore Operatives, Power, Stores or Space for same. In addition, the quality of the Yarn is improved and the Bobbins in the Creels of the Ring Frames last four times as long as before and so reduces the work of the Side-Boy.

Weaving Section

Warp.—The existing Grey Winding Machines were completely renovated and in addition a Schlafhorst "M" pattern High Speed Winding Machine was installed. Our experiment with this machine showed that on coarse counts the Indian operative was unable to keep pace with the speed of the machine and we transferred this machine to a sister Mill where the results are entirely satisfactory on finer counts. The old system of Grey Winding therefore continues and also the old rate of wages and conditions of employment.

Woft (Rewinding).—Universal Winding Machines No. 90 type and Schlafhorst High Speed Winding Machines "S" type were installed to re-wind all the Woft on to special large size Bobbins, so that the amount of Yarn wound on a Pirn was increased from 540 yards to from 1500/1750 yards depending on the size of Universal Pirn used. Rates were exactly as paid in our sister Mills on similar machines and no change was made in the rates of pay or conditions of employment. The employees on these machines are an addition to the number of employees previously engaged, i.e., the working staff of the Mill is increased by the total number of workers employed in this department.

Warping Department.—No alteration has been made in this department and the rate of pay and conditions of work are the same as existed formerly in sister Mills.

Sizing.—The entire department was completely overhauled and a much simpler and easier system of working established. The number of operatives employed remain the same as in our sister Mills. This department in particular is grossly overpaid when compared with other countries. A Sizer in Japan looks after one machine and is paid Rs. 55 per month whereas in Bombay he is paid over Rs. 90 and requires the assistance of a Back Sizer on Rs. 45. There is no reason, with the class of Yarn working at this Mill why one Sizer should not look after one machine with one Back Sizer to six machines.

Drawing-in.—The conditions here are exactly as before but a reduction in the number of men employed has been made by the installation of two Automatic Warp Twisting Machines in which the old sett of Healds from the Weaving Shed are twisted to the new Beam reducing the number of Drawers by two-third to three-fourth according to the life of a sett of Healds. This is to some extent counterbalanced by the employment of a team of higher paid men on the Warp Twisting Machines.

Weaving Shed.—As previously pointed out this Shed is now re-planned for vertical specialisation and only two qualities of Grey Cloth are made—the plain looms making 3 yard Sheeting and the Drill Looms 13½ lbs. Drills. Only one Count of Weft is used in the whole Shed, and headings are practically non-existent. Trouble for the Jobber and Weaver is saved; there is no change of Pick Wheel to be made and no need for a Weaver to worry as to the correct Count of Weft he has to use—any Weft at the Looms goes into any of the three or four Looms he has to tend. For the Line Jobber the whole process of gaiting up is simplified—all the work is straightforward and it should not take more than fifteen minutes for the Jobber to have a new Beam working after the old Beam is completed.

The Weaver is employed purely as a Weaver in that the Warp Beam is brought to the Loom by a coolie, it is gaited up by the Jobber and handed over to the Weaver in a working condition. Weft is brought to the Weaver by special Weft Coolies and woven Cloth is taken to the Cloth Warehouse for him. His work is reduced to reshuttling the Loom on the breakage of Weft and drawing in broken ends. The former is reduced by the fact that the length of Yarn in a Shuttle is increased from 540 yards to 1,500 yards, that is, he has less shuttling to do on three or four Looms than he formerly did on two Looms.

A much better class of Warp is supplied to him and the Cloth is of low reed and pick so that his work in this direction is also reduced, apart from the additional help given by supplying him with Weft at the Looms and taking his Cloth from him. Further help is given in that the Mill provides a spare Weaver for each double section, to help any Weaver who has a smash or is in any difficulty. This man also helps to tend the Looms of Weavers who have left their Looms as they occasionally must with five hour runs. On the quality of work supplied, the nature of the Cloth and the assistance given, we feel confident that any Weaver of average ability could mind six and not three or four Looms.

It is interesting to note from Mr. Sasakura that Mills in Japan are discontinuing the use of Universal Winding on account of the cost of same, although they are increasing the number of Looms per Weaver, whereas in Bombay, Trade Unions are resisting any increase on the number of Looms per Weaver in spite of the expense of this additional process and the assistance given.

Speaking in England, as recently as September 26th, 1928, Mr. Frank Nasmith made the following comment:—

“Throughout the Continent an effort is being made to-day to reduce the cost of production by installing improved machinery and methods. The rewinding of Weft is being very seriously and closely considered. By increasing the filling supply in the Shuttle, the Weaver can attend to more looms—from four to six being the increase in the majority of cases. Less wages per Loom are paid to the Weaver who has no more work to do, often less, and who earns weekly a higher wage than previously. The rewinding of Weft makes an ordinary Loom semi-automatic and in the Valley Field Mill, at Montreal, the automatic weft replenishing mechanism previously applied to the looms has been removed and rewound weft used. Weavers are looking after sixteen looms in this shed, being provided with assistants such as Weft and Cloth Carriers, who are, however, not on the same high rate of wages as the weaver. Making the Spinner or Weaver a full time producer is most essential”. (Textile Weekly, October 5th, 1928, page 119).

Line Jobbers.—Instead of an average of 40 Looms per Section a Line Jobber is asked to look after 60 Looms in view of the straightforward nature of the work.

Head Jobbers.—The conditions of work for Head Jobbers are the same as existed previously in sister Mills and there is no alteration in rates or conditions of work.

Cloth Warehouse.—No alteration is made in the Cloth Warehouse except that a few men such as Piece Sorters are not necessary in view of the Mill only making two styles of cloth—Drill and Sheetings—which cannot possibly be mistaken.

The Chief Inspector of Factories—Mr. T. W. Johnstone—took a keen interest in the Manchester Mill experiment and had many opportunities of studying same as he regularly visited the Mill in connection with some special experiments we were conducting on Ventilation and Humidification under his guidance. As a result the following comment was made on page 9 of the Annual Factory Report of the Presidency of Bombay 1927:—

“Wages generally remained steady throughout the year. The most important strikes occurred in two Bombay Mills controlled by a large firm of Managing Agents. An attempt was made to introduce the recommendations of the Tariff Board respecting,

an increase in efficiency as an alternative to a reduction in wages. In at least one of the Mills every effort was made by the management to secure efficiency. Machinery was re-organised and to a great extent replaced. Its lay-out was also improved. Weavers were required to work three looms instead of two, but every facility was given them. Larger Pirns were provided for the shuttles to cut down the labour involved in shuttling. Improved methods of handling the cloth and giving out work were adopted and it is doubtful whether the Weavers had, owing to the improvements effected, actually more work to do on three looms than on two under former conditions. The arrangements benefited the employer and the employee alike. Working costs were reduced but the employee received better wages. The strikes, which lasted throughout August, ended in favour of the employers. The system was extended to other mills under the same Agents but was followed in the early part of this year by a strike in all their Mills to be again followed by the surrender of the employees."

The system was slowly extended to our other Mills, the order being :—

Blow Room—

Meyer Sassoon Mills, Ltd.	..	..	..	July 1926.
Edward Sassoon Mills, Ltd.	..	..	..	August 1926.
David Mills Co., Ltd.	..	..	..	September 1926.
Alexandra Mill	..	..	..	December 1926.
Elphinstone Spg. & Wvg. Mills Co., Ltd.	..	..	..	February 1927.
Apollo Mills, Ltd.	..	..	..	July 1927.

Card Room—

Meyer Sassoon Mills, Ltd.	..	..	..	October 1926.
Alexandra Mill	..	..	..	October 1926.
Edward Sassoon Mills, Ltd.	..	..	..	June 1927.
E. D. Sassoon Mill	..	..	..	February 1927.
David Mills Co., Ltd.	..	..	..	March 1927.
Elphinstone Spg. & Wvg. Mills Co., Ltd.	..	..	..	April 1927.

Drawing Frames—

Edward Sassoon Mills, Ltd.	..	..	..	February 1927.
Apollo Mills, Ltd.	..	..	..	January 1928.

Frame Departments—

Apollo Mills, Ltd.	..	..	..	September 1927.
David Mills Co., Ltd.	September 1927.

Ring Frames—(Weft).

Manchester Mill	January 1927.
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Weaving Departments—

Manchester Mills—4 looms—January 1927. Part Sections.
3 and 4 Looms—August 1927, complete Shed.
Apollo Mills, Ltd.—3 and 4 Looms—August 1927.
Meyer Sassoon Mills—4 Looms—March 1928—Part Section.

The introduction of the system at the Apollo Mills led to a strike on August 1st, 1927, at that Mill in the Weaving Department. These Weavers brought the workers at the Manchester Mills on strike on August 5th, 1927. The Strikers resumed work at the Manchester Mills on August 27th, 1927, and at the Apollo Mills on September 1st, 1927, and the System has continued there since.

Shortly before the end of December, another group of Mills in Bombay issued a notice making the system optional in their Mills from January 1st, 1928, and we decided to issue a notice to the operatives in our Mills that the Spinning Departments would go on the new system from February 1st. Trade was in a terrible condition. Huge stocks of cloth were held by many Mills and offers for goods were at prices which showed such a loss as to make it worth consideration whether the Mills would not do better to close down rather than accept such prices.

If the Operatives were not prepared to co-operate in reducing costs it was certainly not advisable for the Mills to continue running and adding to the heavy existing stocks or selling forward at a huge loss. A strike occurred; the dates of striking and resuming being given in Appendix 4*. A feature of this strike was that the strike commenced at Mills in our group with the lowest number of Spindles per Frame, viz., 240 to 252.

* This is not printed.

The next strike was the last General Strike which commenced in the middle of April at the Currimbhoy Mills and Appendix 5* gives the dates each Mill stopped work. It will be noticed that it was some days afterwards that these Mills were brought out on Strike and in more than one case actual physical resistance was put up by the Operatives against Strikers from other Mills before the Mills were compelled to close down. Although our decision to adopt this system was arrived at before the Tariff Board sat and was in progress at the Manchester Mills during the sitting of the Tariff Board, the latter body arrived at a decision which we maintain advocates the system we have adopted, as a means of saving the industry in Bombay without reducing wages. Mr. Sasakura has given evidence showing the rapid strides Japan has made in this direction and we attach Appendices Nos. 6 and 7 showing a comparison with Bombay on the basis of information supplied by him as well as from official sources.

The objections made against the system by labour on various occasions have been:—

- (1) Physically impossible to work the system without detriment to health;
- (2) Fullest economic benefit not given to workers;
- (3) Unemployment;
- (4) Standard of efficiency of Jobbers not improved;
- (5) Provision should be made for greater facility for Technical Education;
- (6) Provision of proper raw materials.

(1) It is very difficult to counter this allegation as the Mills have never been able to settle down to a steady run through strikes. In addition, it is the experience of most Bombay Mills to date that higher wages mean a higher percentage of absenteeism. Certain operatives prefer a lower scale of wages in preference to increased pay for more work and these men have, in some cases, been weeded out. Appendix 8* shows the attendance on the new System as compared with the old where comparisons have been possible. We maintain that operatives can do the work we have asked them to do without danger to health, in fact, in many cases much more work than the tasks allotted could easily be done.

(2) We have erred in the liberal side in giving the Operatives 50 per cent. increased wage for the increased work. The Tariff Board have commented on this point and we have already drawn attention to the fact that the proportion given is much less in other countries. The 50 per cent. is not all saving to the Mills, in fact, the amount of saving is far less than would be warranted by the position of the Industry, bearing in mind that the major portion of this saving goes in the provision of additional plant and labour.

(3) Unemployment is a national problem and a question that cannot be handled by individual mills. This system is a means of maintaining present employment for the majority of the workers in the Industry and if successful may lead to the re-starting of many Mills now closed down or the partial adoption of double shift working.

(4) The Millowners' Association have dealt with this problem but individual Millowners have contributed plant to the School started by the Social Service League, which to date has not been successful.

(5) Facilities are given for Technical Education. Appendix 9* shows the number of employees from our Mills attending the Apprentice Classes at the Victoria Jubilee Technical Institute.

(6) We maintain that better Cotton has been given at all our Mills for the spinning of all Counts above 10s the latter not being on the new system.

*These are not published.

APPENDIX XIII.

WRITTEN STATEMENT SUBMITTED BY THE JOINT STRIKE COMMITTEE ON THE
THREE-LOOM AND TWO-FRAME SYSTEMS.

The introduction of three-loom and the two-frame systems in some mills has caused discontent among the employees of these mills and fear among the employees of the rest that those systems in the course of time might be made universal in the Bombay Mill industry. While making suggestions for obtaining increased output per operative, the Tariff Board made the following observations in their report :—

“In India, the number of looms attended by one weaver is usually two though in some upcountry centres, notably Madras, it is only one. In Japan it averages 2½, in the United Kingdom it is usually four to six and in the United States nine. Even now, both in Bombay and other centres, there are weavers who look after three and four looms. An increase in their number would obviously tend to economy and give increased earnings to the weaver even when accompanied by a slight reduction in rate.”

“Similar economies to those we have suggested in the spinning and weaving departments can, in our opinion, be effected in the preparatory departments. For example, there appears no reason why one operative should not look after two roving frames instead of one and we would recommend, as a commencement, that experiments should be made in the direction on frames used for spinning of higher counts.”

Those who have studied the report of the Tariff Board will have to recognise that the Board has made these remarks casually and did not investigate all the aspects of the question thoroughly from all points of view as the question of rationalisation was not prominently before them.

But some millowners decided to take advantage of the recommendations without any previous discussion with the representatives of workers. About the middle of 1927, the Apollo and the Manchester Mills belonging to the Sassoon Group tried to give effect to the first of the above-mentioned two recommendations of the Tariff Board by asking some of their workers to work on three, instead of two, looms. The workers rightly refused to accept the new system without being sure that their interests were fully protected and went on strike. This strike lasted about two months and ended in a compromise which gave an option to the workers either to work two or three looms. This condition of compromise was not observed long, the Mills having adopted a policy of retrenching the men on two looms as soon as their beams were finished. The Manchester Mill was subsequently closed down and a good many looms of the Apollo Mill remained idle as a result of this policy.

As regards the wages, the Management had stated that the average wages of those working two looms were Rs. 51 and those of the workers minding three looms were Rs. 65. These figures were worked out at the rate of 5½ pies per yard of cloth for two-loom weavers and pies 4½ per yard of cloth for three-loom weavers, plus 80 per cent. high prices allowance which was common to both.

Towards the end of December 1927, the Sassoon Group and the Wadia Group thought of giving effect to the second of the above recommendations of the Tariff Board. The Sassoons put up notices that the side-boys in the spinning departments would have to mind two frames instead of one frame, as was the practice till then in all the Bombay Mills. The Wadias also put up a similar notice with this difference that while the Sassoons made it compulsory for the operatives to work the new system, the Wadia Group gave an option to the workers either to work the new system or to continue the old one. An increase of 50 per cent. in wages was promised to those working the new system which was to come into force from 1st February 1928 in the Sassoon Group and from 1st January 1928 in the Wadia Group—in the latter on the optional basis.

This innovation led to strikes in eight mills in the Sassoon Group and in the Spring Mill in January 1928.

The workers object to the new systems on various grounds that it is physically impossible for them to work on three looms, two frames or two machines from day to day and from month to month, under the present conditions, without detriment to their health, that they do not get its fullest economic benefit to which they are entitled and that these systems would entail considerable unemployment in the ranks of the workers. If an innovation of this kind is to become acceptable, a proper scheme, which fulfils all essential conditions for the protection of all interests, must be evolved by joint consultation and agreement.

In connection with the introduction of the new systems, the Strike Committee desire to draw the attention of the Committee of Enquiry to the following remarks of the Tariff Board in their report :—

“ All efforts to improve the efficiency will be greatly hampered if there is no corresponding improvement in the standard of efficiency of the jobber who overlooks them. The remedy, therefore, lies in the provision of greater facilities for technical education, a point to which we refer in paragraph 68 below.” (Page 137.)

“ We cannot too strongly emphasise that no increase in outturn from operatives can reasonably be expected, unless they are provided with proper raw material. There undoubtedly exists a tendency in Indian Mills to spin higher counts of yarn from cotton than the quality of the cotton warrants. This reduces production, is injurious to quality and what is of the greatest importance in the present connexion, increases the work of the operative both in the spinning and weaving departments owing to the large number of breakages he has to piece together. There is also a tendency to speed up machinery in order to secure increased production without any alteration in the character of the mixing. This, too, leads to the same result. The introduction of the changes we suggest in this paragraph will undoubtedly be very greatly facilitated if special attention is paid to the provisions of cotton suitable for the counts spun and the speed at which the machinery is run.” (Page 138.)

With regard to the condition relating to the efficiency of the jobbers referred to in the first paragraph of the above extracts, the Strike Committee would extend the condition to the efficiency of head jobbers, assistants and the heads of the departments also.

The recommendations made by the Tariff Board in their report are, it will be plain to the Committee of Enquiry, subject to certain conditions, and the Strike Committee desire to point out that all these conditions and others implied in them, as well as equally essential, have not been fulfilled by the Mill Agents who introduced those changes in their mills.

First of all, if such important changes are to be introduced, it is necessary for the employers to discuss them with the representatives of workers before they are introduced. Any new systems introduced by the employers are looked upon with suspicion by the workmen not only because they are conservative by nature but the relations between the employers and the employed being not of a friendly nature and their every day experience in the mill being not such as would create in the minds of the workers faith in the good intentions of their employers, every change is looked upon with distrust by the former. But the Mill Agents, who introduced these changes, did so without discussing them with the representatives of workers and without convincing them that all measures necessary for the protection of the interests of the workers had been taken.

Again, it must be noted that the Tariff Board had recommended, as a commencement, *experiments on Frames used for the spinning of higher counts.*

The spinner who worked two frames or the weaver who minded three looms has been given an increase in wages. Still they are unwilling to accept the new systems. Why? Is it because of the inherent cussedness of the Bombay workers? The Committee of Enquiry will not, the Strike Committee hope, be disposed to take this view. The fact is that the workers feel that the higher wages they are able to earn owing to the introduction of the new systems are quite incommensurate with the additional physical and nervous strain they have to undergo, some times they are not even able to earn the expected wages owing to the absence of the facilities and the essential conditions, and, above all that, they are cheated out of a large portion of the wages due to them for increased output. They have also no guarantee that the increased output may not ultimately result in the reduction of the present rates of wages. Moreover, they are afraid that should these systems be universally adopted, a large number of them may be thrown out of employment.

The question about the working of three looms by one weaver is not merely a question of proving by arithmetic that by adopting the three-loom system both the owners and the weavers will reap pecuniary gains. It is possible for a weaver to mind three looms only under certain conditions. The cloth to be woven must be plain, the looms must be narrow and the yarn must be of a suitable quality. The better the yarn the less the number of breakages in the warp. Also much depends on what sort of weft pin is used. If the quantity of yarn on the weft pin is larger and consequently the yarn is longer, there are less shuttlings and less stoppages, which helps the weaver in looking after more than two looms. The mills which have adopted the three loom system, it is true, claim to have changed the lay-out of the looms in a manner suitable to the system, but most of the other conditions essential for the success and popularity

of the system have not been fulfilled. This system can never be popular in the weaving of coarser counts of yarn. An expert writes as follows in this connection :—

“According to the old system an operative has to look after two looms. With coarse counts the beam is finished in a short time, say, a week. That means that in a week a weaver completes two beams of coarse counts. Now it is a common knowledge that each beam takes at least half a day to be properly arranged, put on the loom and set to work. It is obvious, therefore, that a weaver has to spend a full day during the week for the preparation of the two beams to be woven on two looms. Under the three-loom system an operative has to look after three looms and with coarse counts he will be asked to finish three beams instead of two. The arrangement of three beams will take a day and a half and consequently the wage-earner will lose half a day in a week, *i.e.*, two days in a month. The situation will be quite different if, instead of coarse counts, the mills use fine counts, 40s and above. It takes nearly a month for a weaver to finish a beam with fine counts. Even if a man is entrusted with three looms, he will lose only a day and a half in a month in properly arranging the three beams.”

There is another consideration which renders the three-loom system objectionable in the eyes of the weavers. Whenever a weaver has to be away from his looms for bringing in the weft, for going to the cut looker, for going to take tiffin or refreshment or to answer his nature's call, etc., he asks his neighbour to look after his looms and the latter does so during the short absence of the former, in addition to looking after his own. Now owing to the three-loom system each weaver has to look after six looms at a time in the absence of his neighbour and finds it very difficult to manage six looms single handed, for some minutes each time though he may have to do it. It is, therefore, the opinion of some experienced and successful managers and weaving masters, that it would be easier for a weaver with a boy under him to look after four looms than it is for a weaver alone to mind three looms, provided, of course, all other conditions, *viz.*, those about the sort of cloth, the width of looms, the quality of yarn, etc., are fulfilled. During the absence of the weaver the boy will look after the looms and only if necessary take the neighbour's help. Those who introduced the three-loom system did not anticipate this difficulty of one weaver having now and again to look after six looms.

If the weaver is expected to work on three or four looms, his looms must be kept in first class condition, he must be supplied with faultless beams from the sizing, and to get faultless beams from the sizing, the warping and winding departments would require first class superintendence and skill. To ask the weaver to mind three looms in the absence of such all round efficiency is to put him to unnecessary trouble. In his evidence before the Tariff Board Mr. P. A. Baptist referred to the opinion of the men coming from England who said that in England the weavers would absolutely refuse to work a loom which an Indian weaver has to look after. Mr. G. Findlay Shirras, an *ex-Director* of Labour, in his evidence before the same body declared that an Indian weaver was not at all a bad weaver and he would show the same efficiency as was customary in Lancashire. It is not only unreasonable but cruel to ask a worker to show efficiency in the absence of machinery and material of the requisite standard and to blame him for cussedness if he refuses to accept the new system though offered a few rupees in addition to his former wages.

As regards the two frame system, the causes of its unpopularity also must be carefully sought. It is contended on behalf of the Millowners who have introduced that system that it is not altogether an innovation in the Bombay Mills and in support of this contention the “*double Badli*” system is pointed out. The Strike Committee admit the existence of the *double Badli* system in some mills. When a man worked two sides of a frame instead of one side it was understood to be the *double Badli* system. Usually one man minded one side only and if he minded two sides he was paid 50 per cent. more wages. But the most notable fact in this connection is that though many men applied for leave to work two sides only a select few were allowed this privilege by the management. The addition of 50 per cent. was temptation to some of the workers but the management knew that it was not possible for all men to mind two sides and to turn out satisfactory work, and it was that consideration that prevented the management from allowing all and sundry to work on the *double Badli* system. To have the opinion of working one or two sides is one thing and to impose the system on all the men wholesale is quite another.

The two frame system can never be successful on coarse counts. Cotton mixing forms one of the most important factors in spinning and for it the management and not the men are responsible. The quality of cotton and the skill in the cotton mixing must be of the requisite standard if the system is to prove acceptable and successful.

That the weavers and the spinners are dissatisfied with the new systems shows that all the conditions essential for the success of the systems have not been fulfilled.

The workers who are asked to follow the new systems rightly contend that the profits resulting from the system should not be appropriated by the Millowners, and that all the profits except such portion of them as is due to the owners on account of the additional investment made and expenses incurred by them which are not covered by the depreciation fund, should go to the workers, to whose additional labour the increased output is due.

The Strike Committee desire to bring to the notice of the Committee of Enquiry the fact that *Rationalisation of Industry* has become a world problem and in all industrially advanced countries it has become a subject of controversy between capital and labour, and that the introduction of the three-loom and two-frame systems forms a part of the rationalisation so far as the Bombay Cotton Mill Industry is concerned. Rationalisation aims at economy and it is an endeavour to increase output with less expenditure from the capitalist point of view, and increase of the public welfare through cheapening, increase and improvement of goods from the public point of view. The opposition of the workers to rationalisation can easily be explained by the fact that though they see that the first result has been achieved mainly at their cost there are no signs of the second result being followed. So far it is only the capitalist who has gained by the process of rationalisation and has resulted in at least some harm to the workers in respect of health and by way of employment. But as rationalisation is generally accompanied by monopoly by means of trusts and cartels public welfare through cheapening and abundance of goods is hardly realised anywhere and this can hardly be expected as long as industry is in private hands. If evil effects of rationalisation are to be avoided and the expected public welfare is to be secured rationalisation must be under public control, the workers having their due share in that control.

The Strike Committee are quite aware of the industrial competition going on in the world and are not blind to the necessity of reorganising the cotton mill industry in Bombay on a rational basis. The textile workers depend upon the rehabilitation of the mill industry for their livelihood, and they wish to accelerate and not impede a rational reconstruction. But it must be remembered that rationalisation implies certain limitations and obligations, without the recognition of which it may end in chaos. Rationalisation can never be complete if it concentrates its attention on the reduction of labour cost alone. The economy must be all-sided. The economy in labour cost should come last and not first. In this connection, it is worthy of note that 'in Germany in 1927 the most striking progress did not take form of an increase in output so much as the adoption of more rational methods of utilising the energy contained in fuel so that this energy might be exploited up to the very last foot-pound.'

If the rationalisation in the form of reducing the number of hands is not to have adverse effects on social welfare, provision must be made for meeting the uncertainty of employment and the unemployment as the inevitable result of rationalisation in the said direction. Either men thrown out of employment must be absorbed in the same industry in other ways or a provision on lines of unemployment insurance must be made if the workers are to be persuaded to accept any scheme for rationalisation.

It may be said that if the workers do not accept rationalisation even knowing that there is a danger of unemployment they will be faced with the danger of unemployment on a larger scale by at least the weaker units in the industry going out of existence permanently. But it is probable that when faced with a crisis the weaker units, by reorganisation or by going into stronger hands, may be able to survive. But even supposing that the danger of unemployment in any case is real and workers are placed on the horns of a dilemma the workers will at least refuse to be a consenting party to bring about a situation by which a number of their fellow workers will be thrown on the street without any provision. It may be said that the unemployment caused by rationalisation is only temporary but the experience of the world has yet to prove that the danger is only temporary, and even granting that the evil is temporary, the workers knowing that the measures can be adopted to remedy the evil of employment, refuse to be a consenting party to the bringing about of even temporary unemployment unless means are adopted to relieve the distress of unemployment.

Since the worker has to bear all the added physical and nervous strain which is almost invariably the result of new methods, he must be given not only sufficient wages, but also shorter hours, intervals of rest, safety measures, leave with wages for some days in a year and other necessary facilities must also be provided.

It is a common experience with regard to rationalisation or even ordinary work, that the proportion of profit that goes to the workers diminishes as the number of units

he produces over the basic number increases, so that the worker does not actually get the full reward for his harder work and greater skill, and the employer gets the larger share, for which arrangement there is no just reason. Even now in the Bombay mills in which the new systems have been introduced, only 50 per cent. wages are promised to the spinners for the additional work, and in the case of weavers working three looms more than Rs. 10-8-0 are pocketed by the employers per each weaver per month.

In conclusion, the Strike Committee submit that the new systems have been introduced not with a view to secure public welfare but to secure greater profits for the capitalists and even without previous discussion with the representatives of workers, without fulfilling the conditions essential for their success and acceptability, and without offering the workers the just proportion of savings effected, without making any provision for the protection of his interests and without making provision against unemployment. In the words of Mr. George Lansbury, the attitude of labour is "*Rationalisation by all means, but rationalisation under public control and for the public good.*"

APPENDIX XIV.

Efficiencies in the Frame Department.

(REFERENCE.—PAGE 6 OF THE AMENDED STANDARDISED RATES OF WAGES FOR SPINNING.)

The following efficiencies were finally agreed to by both sides on the 9th March 1929. They will be tried out for a period of three months and then revised if necessary in the light of the experience gained.

		Counts at Ring or Mule.								
		4s—6s.	7s—10s.	11s—12s.	13s—17s.	18s—21s.	22s—27s.	28s—36s.	Over 36s.	
		Upto and including 1'4 Hank.	Over 1'4 and upto and including 1'7 Hank.	Over 1'7 and upto and including 2'00 Hank.	Over 2'00 and upto and including 2'75 Hank.	Over 2'75 and upto and including 3'25 Hank.	Over 3'25 and upto and including 4'00 Hank.	Over 4'00 and upto and including 5'00 Hank.	.	Over 6'25 Hank
Roving Frames—										
Standard	Efficiency	72%	75%	78%	80%	83%	86%	87%	89%	92%
Intermediate Frames—										
Standard	Efficiency	72%	73%	75%	77%	80%	82%	84%	86%	..
Slubbing Frames—										
Standard	Efficiency	67%	68%	72%	74%	77%	79%	80%	82%	..
Drawing Frame :—		Drawing rate when working 3 men to 3 heads—ths of Slubbing rates.								

*Note.—The percentage efficiency laid down is for 5 Hank Roving upto but not including 6'25 Hanks. If the Hank Roving being worked is over 6'25 Hank, the rate will be calculated on the basis of 92 per cent. efficiency.

APPENDIX XV.

Revised Tables submitted by the Joint Strike Committee regarding allowances for Weft, Width, Saris and Dhotis, and Drop Boxes

TABLE I.

Weft Allowances—Additions.

(Re. List page 15)

Counts.	Upto 5" Lift.	5½" Lift Ring Pirns.	6" Lift and over Ring Pirns.	Universal.
3s and below	52 per cent.	48 per cent	40 per cent.	22 per cent.
4s	44 "	38 "	35 "	18 "
5s	40 "	35 "	30 "	17 "
6s	38 "	32 "	25 "	16 "
7s	34 "	19 "	24 "	15 "
8s	32 "	26 "	23 "	14 "
9s	29 "	23 "	22 "	13 "
10s	26 "	20 "	18 "	12 "
11s	22 "	18 "	16 "	11 "
12s	19 "	16 "	14 "	10 "
13s	14 "	13 "	12 "	9 "
14s	13 "	12 "	11 "	8 "
15s	13 "	11 "	10 "	7 "
16s	} 12 "	18 "	8 "	6 "
17s				
18s	} 10 "	8 "	6 "	4 "
19s				
20s				
21s				
22s	} 8 "	6 "	4 "	2 "
23s				
24s				
25s and finer	6 "	5 "	3 "	Standard.

Mule cops to be given extra allowance over the above list for 6" pirns as below :-

8s and below	.. ..	9 per cent. addition.
9s	.. ..	8 "
10s	.. ..	7½ "
11s—15s	.. ..	6 "
16s—20s	.. ..	5 "
21s—24s	.. ..	4 "
25s and finer	.. ..	3 "

The other rates on this page of the amended scheme of the Millowners should be the same:

TABLE II.

Scale of Width allowances, etc.

To the standard list, the following additions are to be made for-width of cloth.

(Re. List page 16.)

Width of cloth in inches	Allowances to be made	Width of cloth in inches.	Allowances to be made
17"	74 per cent. to be added.	32"	29 per cent. to be added.
18"	71 " "	33"	26 " "
19"	68 " "	34"	23 " "
20"	65 " "	35"	20 " "
21"	62 " "	36"	17 " "
22"	59 " "	37"	14 " "
23"	56 " "	38"	11 " "
24"	53 " "	39"	9 " "
25"	50 " "	40"	7 " "
26"	47 " "	41" to 44"	5 " "
27"	44 " "	45" to 55"	Standard.
28"	41 " "	56" to 60"	10 per cent. to be added.
29"	38 " "	61" to 66"	15 " "
30"	35 " "	67" to 80"	20 " "
31"	32 " "	81" and upwards	30 " "

Heading allowances should be increased slightly.

The other rates on this page of the amended Scheme of the Millowners should be the same.

TABLE III.

Scale for Dhoti and Sari allowances—8 yards per pair and over

(Re. List page 18.)

Borders of Dhotis and Saries	Counts below 28s warp	Counts 28s upto 32s warp inclusive	Counts above 32s upto 40s warp inclusive	Counts above 40s upto 50s warp inclusive	Counts above 50s warp
Up to $\frac{1}{2}$ " wide plain ..	20 per cent.	30 per cent.	40 per cent.	50 per cent.	60 per cent.
Over $\frac{1}{2}$ " and upto $1\frac{1}{2}$ " plain ..	23 " "	33 " "	43 " "	53 " "	63 " "
Over $1\frac{1}{2}$ " upto 3" ..	27 " "	36 " "	46 " "	56 " "	66 " "
Over 3" ..	30 " "	40 " "	50 " "	60 " "	70 " "

For Dhoties below 8 yards per pair $7\frac{1}{2}$ per cent. more to be added.

Other allowances as on page 18 of the amended Scheme of the Millowners.

Scale of allowances for warp of finer counts :—

These allowances will be available on plain, Dobby, Drop box sorts and not on Dhoties and Saries.

For 28s upto 32s inclusive .. 25 per cent. to be added.

Above 32s .. 35 per cent.

TABLE IV.

Drop Box Allowances.

(Re. List page 19.)

Scale of allowances for Fancies and Checks. Checks to be paid as per list with the following additions :—

2 Shuttle work Drop Box	..	..	65 per cent. extra.
3 Shuttle " " "	..	..	70 "
4 " " " "	..	..	75 "

One shuttle sort worked in Drop Box looms to be paid as follows :—

Upto 36" Looms	..	..	22 per cent. extra.
40" to 46"	..	..	18 "
48" and over	..	..	15 "

Dobby Drop Box to have shaft allowances.

Fancy Border Drop Box to have Dhوتي border allowances.

Double weft faced check or any cloth whose pick finding is necessary 20 per cent. over above.

Twills :—10 per cent. to be added.

Drills :—30 per cent. to be added.

Dobbies :—As per list with shaft allowances.

APPENDIX XVI.

Note on allowances for width.

The arrangement of these allowances should be such that the earnings of a weaver should increase with the width of the cloth, having regard to all the factors involved. The Millowners have proceeded on this principle to a very large extent, but some anomalies have arisen, probably owing to want of system in distributing the allowances for different widths of cloth on the same loom. To make the matter clear it will be best to go into the details of the calculation. If "s" be the speed of a loom, *i.e.*, the number of picks per minute it would lay when working with maximum efficiency, "p" the number of picks per inch in the cloth, and "e" the percentage efficiency of the work, then the length of the cloth in yards woven in a day of 10 hours, *i.e.*, 600 minutes, on the loom would be $\frac{s}{36p} \times \frac{e}{100} \times 600 = \frac{6e}{p}$. This multiplied by the width "w" in inches divided by 36 would give the square yards per day, which would thus be $\frac{6ew}{216p}$. This multiplied by the rate "r" in pies would give the daily earnings of the weaver in pies, if no allowance were given. If a percentage allowance "a" be given, the earnings would come to $\frac{6ewr \times 1.1a}{216p}$. Hence it will be seen that for any particular kind of cloth for which "r" and "p" remain constant for all widths, the weaver's earnings would vary with the product "sew", and the allowance "a" should be so regulated as to give a gradual increase inch by inch. The Millowners for facility of calculation have chosen cloth with 44 picks whose rate is 1.5 pies per square yard; as it happens the earnings with this example for a width of 36", *viz.*, Rs. 43.2, come very near to the average earnings of Rs. 44-8-0 for 26 days which they desire, to give to the weaver. They also desire to make an allowance of 68 per cent. to the weaver who weaves 18" width cloth on a 28" loom, and this is very near the allowance also proposed by the other party; this would give the weaver a monthly wage of Rs. 39. Now the product "sew" for 36" is 561600; in this case there is no allowance and so the earnings will be exactly proportional to this figure, which would be multiplied only by unity. The product "sew" in the case of the 18" cloth is 302400, and that multiplied by the allowance factor 1.68 gives 508032 as the dividend, which would correspond to the earnings. What we propose is that the earnings for the intervening widths should be graded so that for each additional inch the weaver gets the same addition of a little under 4 annas. This can be done by dividing the difference between the two dividends 561600 and 508032 by 18, and adding the quotient 2976 inch by inch to the lower dividend. The dividend for any width "w" would be 508032 + (w-18) 2976, and that divided by the product "sew" for that particular width would give the allowance factor 1.1a for that width. The details of this are worked out in the following table. The allowances will be found to be near those in the Millowners' list, but the anomalies would be avoided. It is true that the allowances will not vary evenly, but that cannot be expected, considering the change from loom to loom with varying speeds, but the earnings will be quite evenly

graded, which is what is wanted. The allowances taking the fractions as whole numbers so as to be more favourable to the operatives, will thus be for each of the widths from 18" to 35", respectively, 68, 60, 53, 47, 41, 36, 31, 32, 28, 24, 20, 17, 14, 11, 8, 8, 5 and 3.

It may be noted that if "sew \times l'a", which we call dividend, is divided by 6336 it will give the number of pies per day per one loom the weaver will earn without the 80 per cent. allowance, and if it be divided by 12997 or practically 13000 it will give the weaver's wages in Rupees for 26 days for two looms, including the 80 per cent. allowance.

Working on the same principles we give in the table the figures for cloth of 64", 65" and 66" width which will show how the drop occurs on account of which we limit the standard at 64". The same principles may well be considered when revising the allowances, in order to even out the differences between two assigned limits.

TABLE.

Width of loom in inches.	Speed in picks. s	Efficiency per-centage. e	Width of cloth. w	Product s \times e \times w	Allowance factor l'a	Dividend s \times e \times w \times l'a	Daily wages for 44 pick cloth per loom in pies.	26 days wages for 2 looms plus 80 per cent. in Rupees.
28"	210	80	17"	285600	1.768	505056	79.71	38.85
"	"	"	18"	302400	1.68	508032	80.18	39.08
"	"	"	19"	319200	1.60	511008	80.65	39.31
"	"	"	20"	336000	1.53	513984	81.12	39.54
"	"	"	21"	352800	1.465	516960	81.59	39.76
"	"	"	22"	369600	1.406	519936	82.06	39.99
"	"	"	23"	386400	1.353	522912	82.53	40.22
"	"	"	24"	403200	1.304	525888	83.00	40.45
32"	200	80	25"	400000	1.32	528864	83.47	40.68
"	"	"	26"	416000	1.278	531840	83.94	40.91
"	"	"	27"	432000	1.238	534816	84.41	41.14
"	"	"	28"	448000	1.20	537792	84.88	41.37
36"	200	80	29"	464000	1.166	540768	85.35	41.60
"	"	"	30"	480000	1.132	543744	85.82	41.83
"	"	"	31"	496000	1.102	546720	86.29	42.06
"	"	"	32"	512000	1.073	549696	86.76	42.28
40"	195	80	33"	514800	1.073	552672	87.23	42.51
"	"	"	34"	530400	1.047	555648	87.69	42.74
"	"	"	35"	546000	1.023	558624	88.17	42.97
"	"	"	36"	561600	1	561600	88.64	43.2
48"	195	80	37"	577200	1	577200	91.09	44.4
"	"	"	40"	624000	1	624000	98.48	48.0
68"	160	76	64"	778240	1	778240	122.8	59.86
72"	150	76	65"	741000	1	741000	116.9	57.0
"	"	"	66"	752400	1	752400	118.7	57.87

CHECKED.
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