

GIPE-PUNE-009229



ROYAL COMMISSION ON LABOUR IN INDIA

REPORT

of the

Royal Commission on Labour in India

CALCUTTA: GOVERNMENT OF INDIA
CENTRAL PUBLICATION BRANCH
1931

X : 9 . 2 . N 2 9 t

F 9

9 2 2 9 . .

The total cost of the Commission is estimated at Rs. 10,50,000
(about £78,750).

ROYAL COMMISSION.

GEORGE R. I.

GEORGE THE FIFTH, by the Grace of God, of Great Britain, Ireland and the British Dominions beyond the Seas King, Defender of the Faith, Emperor of India, to

Our Right Trusty and Well-Beloved Counsellor John Henry Whitley ;

Our Right Trusty and Well-Beloved Counsellor Valangimon Shankaranarayana Srinivasa Sastri,

Our Trusty and Well-Beloved :—

Sir Ellice Victor Sassoon, Baronet ;

Sir Ibrahim Rahimtoola, Knight Commander of Our Most Exalted Order of the Star of India, Companion of Our Most Eminent Order of the Indian Empire ;

Sir Alexander Robertson Murray, Knight Commander of Our Most Excellent Order of the British Empire ;

Andrew Gourlay Clow, Esquire, Companion of Our Most Eminent Order of the Indian Empire, Indian Civil Service ;

Kabeer-ud-Din Ahmed, Esquire ;

Ghanshyam Das Birla, Esquire ;

John Cliff, Esquire ;

Narayan Malhar Joshi, Esquire ;

Diwan Chaman Lall ; and

Beryl Millicent le Poer Power, Spinster ;

Greeting !

Whereas We have deemed it expedient that a Commission should forthwith issue to enquire into and report on the existing conditions of labour in industrial undertakings and plantations in British India, on the health, efficiency and standard of living of the workers, and on the relations between employers and employed, and to make recommendations :

Now know ye that We, reposing great trust and confidence in your knowledge and ability, have authorised and appointed, and do by these Presents authorise and appoint you the said John Henry Whitley (Chairman) ; Valangimon Shankaranarayana Srinivasa Sastri ; Sir Ellice Victor Sassoon ; Sir Ibrahim Rahimtoola ; Sir Alexander Robertson Murray ; Andrew Gourlay Clow ; Kabeer-ud-Din Ahmed ; Ghanshyam Das Birla ; John Cliff ; Narayan Malhar Joshi ; Diwan Chaman Lall and Beryl Millicent le Poer Power to be Our Commissioners for the purposes of the said Inquiry :

And for the better effecting the purposes of this Our Commission We do by these Presents give and grant unto you, or any three or more of you, full power at any place in Our United Kingdom or in India to call before you such persons as you shall judge likely to afford you any information upon the subject of this Our Commission; and also whether in Our said United Kingdom or in India to call for information in writing; to call for, have access to and examine all such books, documents, registers and records as may afford you the fullest information on the subject, and to inquire of and concerning the premises by all other lawful ways and means whatsoever:

And We do by these Presents authorise and empower you, or any of you, to visit and inspect personally such places as you may deem it expedient so to inspect for the more effectual carrying out of the purposes aforesaid:

And We do by these Presents will and ordain that this Our Commission shall continue in full force and virtue, and that you Our said Commissioners, or any three or more of you, may from time to time proceed in the execution thereof, and of every matter and thing therein contained, although the same be not continued from time to time by adjournment:

And We do further ordain that you, or any three or more of you have liberty to report your proceedings under this Our Commission from time to time if you shall judge it expedient so to do:

And Our further will and pleasure is that you do, with as little delay as possible, report to Us under your hands and seals, or under the hands and seals of any three or more of you, your opinion upon the matters herein submitted for your consideration.

Given at Our Court at Saint James's the Fourth day of July
One thousand nine hundred and twenty-nine; In the
Twentieth Year of Our Reign.

By His Majesty's Command.

J. R. Clyne

TABLE OF CONTENTS.

	Page.
CHAPTER I.—INTRODUCTION—	
Tours	1
Assistant Commissioners	2
Procedure	2
The Evidence	2
Arrangement of the Report	3
The Survey of Conditions	3
The Recommendations	4
The Political Outlook	5
CHAPTER II.—MIGRATION AND THE FACTORY WORKER—	
(1) DISTRIBUTION OF FACTORIES—	
Cotton Textiles	7
Jute Mills	8
Engineering and Metals	8
Other Factories	9
Main Centres	9
(2) SOURCES OF LABOUR—	
Centres Recruiting from Short Distances	10
Centres Recruiting from Long Distances	10
(3) THE FACTORIES AND THE VILLAGES—	
Temporary Migration	11
The Factory Worker not an Agriculturalist	12
Connection with Agriculture	12
Permanent Factory Population	13
Relations with the Country	13
Contact with the Village	13
(4) CAUSES OF MIGRATION—	
Economic Pressure	14
Village Crafts	15
Disabilities	15
Causes of Retention of Village Connection	16
The Family and the Village	16
Contrast of Environment	16
(5) EFFECTS OF MIGRATION—	
A Strange Environment	17
Dangers to Health	17
Change of Work	18
Home-sickness	18
Turnover	18
Economic Advantages of Contact with Villages	18
Educative Effects	19
The Future	19
CHAPTER III.—THE EMPLOYMENT OF THE FACTORY WORKER—	
Supply of Labour	21
Causes of Scarcity	21
Future Prospect	22
Effect on Labour	22
Recruiting of Labour	22
Position of the Jobber	23
The Jobber as Intermediary	23
The Jobber and Bribery	24
Origin of Bribery	24

	Page.
✓ CHAPTER III.—THE EMPLOYMENT OF THE FACTORY WORKER— <i>contd.</i>	
Labour Officers	24
Control over Appointments and Dismissals	25
↳ The Supervision of Women	25
Turnover	26
Holidays	26
Holiday Allowances	27
Lack of Education	27
Education of Half-timers	27
Education of Workers' Children	28
Assignment of Responsibility	28
Application of Compulsion	28
Promotion of the Workman	29
Apprentices	29
Apprenticeship in the Textile Industries	30
Adult Education	30
The Education of Selected Operatives	31
Industrial Unemployment	31
The Existence of Unemployment	32
Unemployment in Specific Industries	33
Prospect for the Future	34
Efficiency and Unemployment	34
Employment Exchanges	35
The Relief of Unemployment	35
✓ CHAPTER IV.—HOURS IN FACTORIES—	
The Present Law	37
Statistics of Hours	37
Cotton Textile Factories	38
Jute Mills	38
Engineering and Metal Works	39
Factories Running Continuously	39
Minor Industries	39
Opinions	40
Needs of the Operative	40
Effects of Reduction	40
Nominal and Actual Hours	41
Attitude of the Operative	41
Effect on Wages	42
Previous History	42
The Outlook	43
Other Industries	44
A 54 Hour Week	44
Views of Members Advocating a 48 Hour Week	45
Distribution of Hours	46
Suitable Intervals	46
Spreadover: the Present Position	47
Spreadover and Night Work	47
Multiple Shifts in Jute Mills	48
Objections to Multiple Shifts	48
Some Effects of the System	50
Conclusion regarding Overlapping Shifts	50
Hours for Women	51
Work of Half-timer	51
Children's Ages and Hours	52
A Minority View	52
Intervals for Children	53

	PAGE.
CHAPTER IV.—HOURS IN FACTORIES—<i>contd.</i>	
Young Persons	53
Day of Rest	54
Grant of Exemptions	54
Principles Governing Exemptions	55
CHAPTER V.—WORKING CONDITIONS IN FACTORIES—	
I.—HEALTH—	
Dust and Dirt	56
Sanitation	56
Temperatures	57
Official Proposals	57
Suggested Solution	58
Humidification	58
II.—SAFETY—	
Reporting of Accidents	59
Actual Increase in Accidents	60
Prevention of Accidents	61
Safety Provisions of the Law	61
Danger from Buildings	62
Control of Construction—	
(a) <i>With a view to safety</i>	62
(b) <i>With a view to health and comfort</i>	63
III.—WELFARE—	
Need for Greater Uniformity	63
Welfare Orders	64
First Aid	64
Water	65
Creches	65
Refreshment Sheds and Canteens	66
IV.—ADMINISTRATION—	
The Inspectorate	67
Enforcement of the Factories Act	68
Control of the Inspectorate	68
Part-time Inspectors	69
Medical Inspectors	70
Recruitment of Inspectors	70
* Women Inspectors	71
Strength of the Inspectorate	72
Conferences of Inspectors	73
Work of Magistrates	73
Defects in the Law	74
Conduct of Prosecutions	74
CHAPTER VI.—SEASONAL FACTORIES—	
Seasonal Industries	75
General Characteristics	76
Cotton Ginning and Pressing	76
Tea Factories	77
Rice Milling	77
Jute Presses	78
Special Treatment of Seasonal Factories	79
Power of Granting Exemptions	79
Special Exemption to Meet Press of Work	80
Justification of Longer Hours	80
Needs of Industries	81
Pooling of Factories	81

	PAGE.
CHAPTER VI.—SEASONAL FACTORIES—<i>contd.</i>	
Suitable Exemptions	82
Demarcation	82
Differential Hours for Women	83
Spreadover for Women	83
Dust in Cotton Ginneries	84
Dust in Tea Factories and Rice Mills	84
Exclusion of Infants from Factory Premises	85
Sanitation	85
Guarding of Machinery	86
Safety of Buildings	86
The Certification of Children	87
Difficulties of Inspection	87
Part-time Inspectors	88
Control of Inspection	89
CHAPTER VII.—UNREGULATED FACTORIES—	
Extension of Factory Legislation	90
Gradualness the Keynote in the Past	90
Utilisation of Local Governments' Powers	91
Need for Further Advance	92
Small Factories Using Power	92
Extent of Regulation Recommended	93
The Criterion of Numbers	93
Main Defects of Factories not Using Power	93
Mica Factories	94
Wool Cleaning	94
Shellac Manufacture	95
Labour in Shellac Factories	95
“ Bidi ” Making	96
Child Labour in “ Bidi ” Factories	96
Carpet Weaving	97
Children in Amritsar Carpet Factories	97
Tanneries	98
The Principle of Gradualness	99
Compulsion and the Parent	99
Type of Regulation Recommended	100
Exclusion of Young Children	101
Hours of Children	101
Homework and Overtime	102
Pledging of Child Labour	102
Weekly Holidays	102
Protection of Health	103
Inclusion of Smaller Factories	103
Further Advance after Five Years	103
Registration of Factories	104
Extent of Inspection	104
Sympathetic Administration	105
CHAPTER VIII.—MINES—	
Manganese Mines	107
Mica Mines	107
Salt Mines	108
Health and Sanitation at Khewra	108
Lead and Silver Mines	109
Official Regulations	110
Mineral Oil	111
Other Mines	112
The Coalfields	112

	PAGE.
CHAPTER VIII.—MINES—<i>contd.</i>	
Production in Recent Years	113
Working Conditions	114
Ventilation	114
Sanitation	115
Industrial Disease	115
Sources of Labour	115
Recruitment of Labour	116
Mining and Agriculture	117
Irregularity of Working	117
Cost of Recruitment	118
Tenancy and Labour	118
Raising Contractors	119
Labour Officers	120
Regularity of Working	120
Drink and Drugs	120
Payment of Wages on the Rest Day	121
Shortage of Tubs	121
Payment for Standard Output	122
Variations in Tubs	123
Legislation and Administration	123
Existing Hours	124
Shifts in Collieries	124
Registration of Hours	124
The Working Day	125
A Minority View	126
Action in the Meantime	126
The Exclusion of Women	127
Effects in Metalliferous Mines	127
Effects in Collieries	127
The Ten Year Period	128
Open Workings	128
Method of Selection	129
Age of Employment	129
Incidence of Accidents	129
Reporting of Accidents	130
Training of the Miner	131
Mining Boards	131
Courts of Enquiry	131
Inspectorate	132
Boards of Health and Welfare	132
Extension of Health and Welfare Activities	133
Health in Giridih	134
Educational Facilities	134
Conclusion	135
CHAPTER IX.—RAILWAYS—	
Railway Systems	136
Railway Administration	137
Recruitment of Labour	138
Engineering	139
Transportation and Commercial	139
Mechanical Workshops	140
Medical Examination	141
Racial Discrimination	141
Holidays and Leave	143
Revised Leave Rules	144
Labour Costs	145

	PAGE.
CHAPTER IX.—RAILWAYS—<i>contd.</i>	
Wage Movements	147
Revisions of Wages	147
Methods of Payment	150
Standardisation of Wages	151
Provident Funds	151
Gratuities	153
Debits	153
APPENDIX	155
CHAPTER X.—RAILWAYS—(<i>Contd.</i>).	
Hours of Employment	156
Actual Hours	156
Hours of Employment Rules	157
Application of the Rules	157
Uniformity Undesirable	159
A Minority View	159
Security of Service	160
Service Agreement	161
Appeals against Dismissal or Discharge	161
Appeals against Disciplinary Action	162
Reduction of Establishments	162
Labour Turnover	163
Works Committees and Employment Officers	163
Joint Standing Machinery	164
Trade Unions	165
Relations Between Administrations and Workers	167
Constitution of New Machinery	168
Railway Councils and Committees	169
Contractors	170
Evictions	170
Health and Welfare	170
Welfare Committees	171
Statistics	171
Conclusion	172
CHAPTER XI.—TRANSPORT SERVICES AND PUBLIC WORKS—	
Employment of Indian Seamen	173
The Seamen's Recruitment Committee	175
Method of Recruitment Recommended	175
Action on Committee's Report	176
Orders of Government	176
Improvements Effected	177
Extent of Bribery	177
Unemployment	177
Position in Calcutta	178
Principle of Rotation	178
Reduction of Unemployment	179
Registration in the Shipping Office	179
The Employer's Choice	180
Abolition of Licensed Brokers	180
Allotment of Wages	181
Articles of Agreement, Signing on and Discharge	181
Seamen's Welfare	182
Inland Steam Navigation	182
Conditions of Employment	182
Docks	183
Labour in Docks	184

	Page.
CHAPTER XI.—TRANSPORT SERVICES AND PUBLIC WORKS	
<i>—contd.</i>	
Unemployment and Under-employment	185
Decasualisation and Registration	186
Safety in Docks	187
Hours of Work	187
Employment of Children	188
Tramways and Motor Buses	189
Control of Hours	190
Public Works	190
Employment of Contractors	191
Fair Wages	191
Health on Public Works	192
Direct Employment	192
✓ CHAPTER XII.—THE INCOME OF THE INDUSTRIAL WORKER—	
I	
Statistical Material	194
Evidence Obtained	195
Special Enquiries	195
Inadequacy of Material	196
Movements of Prices and Wages	196
II	
Earnings of Cotton Mill Operatives	197
Earnings in Jute Mills	198
Wages in Engineering and Metal Industries	199
Wages in Seasonal Factories	200
Earnings in Mines	200
Earnings of Dock Labourers	202
Unskilled Labourers	203
Wage Levels in Different Provinces	203
III	
Family Income	204
Expenditure	206
The Outlook	207
IV	
Efficiency and Quality	208
V	
Conception of Fixed Standard	209
Raising Wages	210
Profit Sharing	210
Regularity of Employment	210
VI	
Industry and the Community	211
The Minimum Wage Convention	211
Possible Application of Minimum Wages	212
Preliminary Enquiries	212
Problem of Enforcement	213
Industries Requiring Investigation	214
VII	
Standardisation of Wage Rates	214
Position in Cotton Mills	215
Position in Jute Industry	215
Need of Standardisation in Jute Mills	216

CHAPTER XII.—THE INCOME OF THE INDUSTRIAL WORKER
—contd.

VIII					
Deductions from Wages .. .. .	..	..	..	..	216
Need for Legislation .. .. .	..	..	..	..	217
Possibility of Abolishing Fines .. .. .	..	..	..	..	218
Regulation of Fines .. .. .	..	..	..	..	219
Deductions for Damage or Loss .. .. .	..	..	..	..	219
A Minority View .. .. .	..	..	..	..	220
Other Deductions .. .. .	..	..	..	..	220
Enforcement .. .. .	..	..	..	..	221
Proceedings for Contravention .. .. .	..	..	..	..	221

IX					
Consumption of Drink .. .. .	..	..	..	..	222
Restrictions on Sale .. .. .	..	..	..	..	222

✓CHAPTER XIII.—INDEBTEDNESS—

The Burden of Debt .. .. .	..	..	..	..	224
Interest Rates .. .. .	..	..	..	..	224
Payments on Debt .. .. .	..	..	..	..	225
Indebtedness and Efficiency .. .. .	..	..	..	..	226
Causes of Indebtedness .. .. .	..	..	..	..	226
Special Position of Industrial Worker .. .. .	..	..	..	..	227
Co-operative Credit .. .. .	..	..	..	..	227
Danger of Credit .. .. .	..	..	..	..	229
Laws against Usury .. .. .	..	..	..	..	229
Objections to Legislation .. .. .	..	..	..	..	230
Credit of the Worker .. .. .	..	..	..	..	231
Attachment of Wages and Salaries .. .. .	..	..	..	..	231
Imprisonment for Debt .. .. .	..	..	..	..	232
Provident Funds .. .. .	..	..	..	..	232
The Assistance of the Law .. .. .	..	..	..	..	232
Summary Liquidation Proceedings .. .. .	..	..	..	..	233
A New Law .. .. .	..	..	..	..	233
Class of Workers to be Covered .. .. .	..	..	..	..	234
Old Debts .. .. .	..	..	..	..	234
Periods of Limitation .. .. .	..	..	..	..	234
Enforcement of Legal Rights .. .. .	..	..	..	..	235
Besetting an Industrial Establishment .. .. .	..	..	..	..	235
Recruiting Advances .. .. .	..	..	..	..	236
Periods of Wage Payment .. .. .	..	..	..	..	236
Delays in Payment .. .. .	..	..	..	..	237
Weekly Payments Bill .. .. .	..	..	..	..	237
Delayed Payment and Debt .. .. .	..	..	..	..	237
Short Wage Periods and Debt .. .. .	..	..	..	..	238
Attitude of Labour .. .. .	..	..	..	..	239
Desirability of Weekly Payments .. .. .	..	..	..	..	240
Legislation for Shorter Period .. .. .	..	..	..	..	240
Period of Notice .. .. .	..	..	..	..	240
Prevention of Delayed Payments .. .. .	..	..	..	..	241
Importance of Action .. .. .	..	..	..	..	242

CHAPTER XIV.—HEALTH AND WELFARE OF THE INDUSTRIAL WORKER—

Health and Housing : the Long View .. .. .	..	..	..	..	243
The Importance of Health .. .. .	..	..	..	..	244
Physique .. .. .	..	..	..	..	244
Adjustments Necessary .. .. .	..	..	..	..	245

	Page.
CHAPTER XIV.—HEALTH AND WELFARE OF THE INDUSTRIAL WORKER—<i>contd.</i>	
Lack of Family Life	245
Effects of Sex Disparity	246
Cotton Mill Workers	246
Bengal Jute Mill Workers	247
Iron and Steel Workers	247
Miners	247
Railway Employees	248
Dock Labourers	248
Seasonal Factory Workers	248
The Problem of Population	249
Vital Statistics	249
Sickness Statistics	250
Inferences from Available Figures	250
Medical Registrars	250
Institute of Nutrition	250
Markets and Co-operative Stores	251
Food Adulteration	252
Industrial Hygiene	252
Industrial Disease	252
Industrial Health Research	253
Agency for Industrial Research in India	253
Health Administration	254
Public Health Acts	255
Water Supplies	255
General Sanitation	255
Malaria	256
Anti-Malarial Work	257
Existing Medical Facilities	257
Employers' Efforts	258
Medical Facilities in New Areas	258
Survey of Industrial Areas	259
The Scope of Welfare Work	259
Welfare Schemes	260
Women Doctors	261
Health Visitors and Child Welfare Centres	261
Employment of Trained Midwives	263
Maternity Benefits	263
Financial Aspect of the Scheme	264
Amount and Period of Payment of Benefit	264
Benefits and Medical Facilities	265
The Need of Provision for Sickness	265
International Labour Conventions	265
Statistics of Sickness Incidence	266
A Method of Attack	267
A Tentative Scheme	268
Medical Attendance and Cash Benefit	269
Provision for Old Age	269
CHAPTER XV.—HOUSING OF THE INDUSTRIAL WORKER—	
Origin of the Housing Problem	270
Overcrowding	270
Mortality Rates	271
Housing in Urban and Industrial Areas	271
The "Bustees" of Bengal	272
Employers' Schemes in Howrah	272
Employers' Schemes in the Jute Mills Areas	272

CHAPTER XV.—HOUSING OF THE INDUSTRIAL WORKER—*contd.*

The "Chawls" of Bombay	273
Housing Schemes of Bombay Development Department	274
The "Cheries" of Madras	274
Employers' Schemes in Madras	275
Cawnpore	276
Employers' Schemes in Cawnpore	276
The Cawnpore Improvement Trust	276
Ahmedabad	277
Nagpur	277
Karachi and Ajmer	278
Mining Areas	279
Prevention of Overcrowding	280
Sanitary Arrangements	280
Moratoria	280
Giridih Area	281
Metalliferous Mining Areas	281
Yenangyaung	281
Jamshedpur	282
Railway Quarters	283
Scales of Accommodation	284
Isolation in Industry	284
Local Self-Government	285
Responsibility of Municipal Councils	285
Responsibility of Governments	286
Responsibility of Employers	286
Co-operation	287
Government Action	288
Town Planning Acts	288
Improvement Trusts	289
Land Acquisition Act	290
Cheaper Types of Houses	291
Co-operative Building Societies	291
Erection of Houses by Workers	292
Workers' Outlook	292
Action by Municipal Councils	293
Conclusion	294

CHAPTER XVI.—WORKMEN'S COMPENSATION—

The Existing Law	295
Proposals for General Revision	295
Character of the Act	295
Working of the Act	296
Causes of Success	296
Workmen Covered	296
Objections to Limitations on Classes of Workmen	297
Objections to Including all Workers	297
A Scheme of Extension	298
Expansion of Existing Classes	298
Seamen and the Act	299
Further Protection for Seamen	300
Fresh Classes	301
Numbers Involved	301
Qualifications of Definition of "Workman"	302
Existing Scales	302
Lump-sum Payments	302
Expenditure of Lump Sums	303

	Page.
CHAPTER XVI.—WORKMEN'S COMPENSATION—<i>contd.</i>	
Lump Sums and Administration	303
Dependants	304
Minimum and Maximum Scales	304
Proposed Scale	305
Waiting Period	306
Exceptions	306
Industrial Diseases	307
Commissioners	308
Specialist Officers	308
Administrative Arrangements Recommended	309
The Increase of Claims	309
Knowledge of the Law	310
Ignorance of Dependants	311
Procedure in Fatal Accidents	311
Notice of Accidents	312
Funeral Expenses	313
Minor Points of Procedure	313
Employers' Liability	314
✓ CHAPTER XVII.—TRADE UNIONS—	
Employers' Associations	316
Beginnings of Labour Unions	317
The " Outsider " Controversy	317
Legal Position	318
Cohesion	318
The Trade Unions Act	318
Internal Difficulties	319
Types of Unions	319
Numerical Strength	320
Internal Difficulties	321
Fundamental Deficiencies	321
Need for Development	322
Necessity of Encouragement	323
Controversy regarding Recognition	323
Implications of Recognition	324
Recognition of Weak Unions	324
Outsiders and Recognition	324
Registration and Recognition	325
Recognition of Government Employees' Unions	326
Collection of Subscriptions by Employers	326
Self-reliance	327
Multiplication of Activities	327
Present Leaders	328
Need of Paid Officials	329
Training of Officials	329
Outside Assistance	330
Revision of the Act	330
Annual Audit	331
Other Amendments	331
Conclusion	332
✓ CHAPTER XVIII.—INDUSTRIAL DISPUTES—	
Emergence of Strikes	333
Statistics of Disputes	333
Wider Economic Causes	334
Causes Unconnected with Industry	334
Political and Other Influences	335

	PAGE.
CHAPTER XVIII.—INDUSTRIAL DISPUTES—<i>contd.</i>	
Experience of Works Committees	335
The Ahmedabad Machinery	336
Working of the Ahmedabad System	337
The Employers and Workmen (Disputes) Act	337
Consideration of External Machinery	337
The Trade Disputes Act	338
Conciliation and Arbitration	339
Gulf between Employers and Employed	339
Differences of Race	340
Language Difficulty	341
Difficulties Arising from Industrial Organisation	341
Means of Establishing Contact	342
Formation of Works Committees	342
Value of Internal Settlement	343
Organisation of Joint Machinery	343
Future Legislation	344
Demand for Compulsion	345
Objections to Compulsion	345
Enforcement of Awards	345
Public Utility Services	346
Permanent Courts	346
Amendment of the Trade Disputes Act	347
Neglect of Conciliation	347
Conciliation Officers	347
Government's Contact with Disputes	348
CHAPTER XIX.—THE PLANTATIONS—	
Plantation System	349
Migration	349
Plantation Crops	350
Tea	351
Coffee	352
Rubber	353
Plantations in Burma	353
Planting Areas in India	353
Plantations in South India	354
Coorg	354
Recruitment in the South	355
Penal Contracts	355
Planting Areas of North India and their Labour Supply	356
Darjeeling and the Terai	356
The Doocars	357
Assam	357
CHAPTER XX.—RECRUITMENT FOR ASSAM—	
Scarcity of Labour	359
Principle of Indenture	360
Reform of the System	360
Character of Migration	361
Advantages of Migration	362
Restrictions on Recruitment	362
Present Procedure	363
Defects of Act VI	364
Propaganda	365
Control over Recruitment	366
Composition and Working of Assam Labour Board	367
Extent of Abuses	367
Ideal of Free Recruitment	368

CHAPTER XX.—RECRUITMENT FOR ASSAM—*contd.*

	PAGE.
Recruitment and Forwarding	369
A New Act	369
Essentials of Any Scheme	369
Free Recruitment	370
Control over Forwarding	370
Possibility of Removing Control	371
Power to Re-introduce Control	372
Definition of Assisted Emigration	372
Scope of the Act	373
Abolition of the Assam Labour Board	373
Supervision of the Emigrant	373
Protector of Immigrants	374
Cess on Emigrants	375
Powers of Central and Provincial Governments	375
Need of Constructive Policy	375
Contracts and the Worker	376
Restraints on Workers' Movements	376
Employers' Agreements	377
Knowledge of the Law	377
Access to Workers' Houses	378
Publicity in Recruiting Districts	378
Difficulty of Return	379
Right of Repatriation	379
Transferred Workers	380
Earlier Repatriation	380
General Comments	381

CHAPTER XXI.—WAGES ON PLANTATIONS—

System of Wage Payment in Assam	383
Land for Private Cultivation	384
Other Concessions	385
Other Factors	385
Importance of Cash Wage	386
Average Earnings	387
Absenteeism	387
Effect of Increase of Wages	388
Methods of Determining Wage Rates in Assam	388
Wage-fixing Machinery and the Employer	389
Basic Rate and Wage Level	390
Experience in Ceylon	391
Objections to Statutory Wage Regulation	391
Piece Rates and Time Rates	392
The "Hazira" and Unit Systems	393
The Basic Rate and the Present System	393
Preliminary Investigation	394
Collection of Returns	394
Type of Machinery	395
Points for Consideration	396
Inspection	397
Wages in the Dooms	398
Other Tea Planting Areas in North India	399
Employers' Organisation in South India	399
System of Advances	400
Prevailing Rates of Wages	400
Concessions	401
Defects of System of Wage Payment	401
NOTE ON WAGE-FIXING MACHINERY IN ASSAM BY SIR ALEXANDER MURRAY	402

CHAPTER XXII.—HEALTH AND WELFARE IN PLANTATIONS—	PAGE.
Health Conditions and Health Statistics	405
Physique, Nutrition and Dietary	406
Supply of Milk and Vegetables	406
Malaria	406
Anti-Malarial Measures	407
Water Supplies	407
Housing Construction	408
Minimum Requirements	408
Experiments and Improvements	409
Bathing and Washing Places	409
Sanitation	409
Attitude of Workers	410
Medical Facilities	410
Central Hospitals	411
Need of Co-ordination	411
Women Doctors	411
Sick Benefits	412
Maternity Benefit Schemes	412
Welfare	413
Recreation	413
Welfare Centres	414
Orphans	414
Employment of Children	414
Exclusion of Young Children	415
Claims of Education	415
Co-operation between Government and Planters	416
Official Supervision of Health and Welfare	417
Boards of Health and Welfare	418
Principle of the Scheme	418
Previous Experience	419
Suitable Areas	419
Inclusion of Other Areas	419
Finance	420
Staff and Procedure	421
Administration of Maternity Benefit Schemes	421
Government Control over Regulations	421
Other Powers of Government	422
Official Inspectorate	423
 CHAPTER XXIII.—BURMA AND INDIA—	
Industrial Differences	424
General and Special Questions	425
Employment of Indian Labour	425
Immigrant Labour	426
Recruiting of Immigrants	426
Protector of Immigrants	427
Streams of Industrial Migration	428
Employment through Intermediaries	429
Direct Payment of Wages	429
Unemployment and Under-employment	430
Assisted Immigration for Rice Mills	430
Competition from Burmans	431
Settlement of the Dispute	432
Decasualisation	433
Health Conditions	433
Housing Conditions	434
Non-enforcement of Bye-Laws	435
Inadequacy of Water Supply	435

	PAGE.
CHAPTER XXIII.—BURMA AND INDIA—<i>contd.</i>	
Municipal Administration	436
The Development Trust	436
Under-development of Available Sites	437
Previous Investigations	438
Responsibility for Conditions in Rangoon	438
A Joint Conference	439
Attraction to Immigrant	439
Immigration Policy	440
Statistics	441
Weakness of Labour	441
CHAPTER XXIV.—STATISTICS AND ADMINISTRATION—	
I.—STATISTICS AND INTELLIGENCE—	
Factory Statistics	443
Mines Statistics	444
Plantation Statistics	444
Other Periodical Returns	445
The Need of Statistical Information	445
Wages	445
A Statistics Act	446
Earnings	446
Income and Expenditure	447
Training of Investigators	447
Sampling	448
Other Enquiries	448
Universities and Private Investigators	448
Investigation by Employers	449
Labour Bureau for Bengal	450
Investigations in Other Provinces	450
Possibility of Other Investigations	451
II.—ADMINISTRATION—	
Administration in Provincial Governments	451
Labour Officers in the Presidencies	451
Labour Administration in Other Provinces	452
Labour and the Government of India	453
Labour Commissioners	453
Duties of Provincial Labour Commissioner	453
Whole-time and Part-time Appointments	454
Duties of Central Labour Commissioner	454
Labour Ministers	455
CHAPTER XXV.—LABOUR AND THE CONSTITUTION—	
Present Constitution	456
Output of Legislation	456
Future Constitution	457
Argument for Co-ordination	457
Objections to Uniformity	458
Opinion on the Question	459
Central Authority over Administration	459
Central Administration	460
Central Legislation and Provincial Administration	460
Financing of Legislation	461
Central and Provincial Legislation	461
Labour and the Franchise	462
Labour Seats	462
Election and Nomination	463
A Method of Election	464

	PAGE.
CHAPTER XXV.—LABOUR AND THE CONSTITUTION—contd.	
Local Self-Government	464
Examination of Legislative Proposals.. .. .	465
Procedure in the Legislature	465
Defects of the Present System	466
An Industrial Council	467
The Organisation	468
Examination of Legislative Proposals.. .. .	468
Co-operation and Policy	468
Rule-making Powers	469
Economic Research	469
Provincialised Legislation and the Council	470
Functions of the Council	471
Administration and Finance.. .. .	471
Competition of Indian States	472
Effects of Competition	473
Need for Co-operation	474
The States and the Industrial Council	474
Acknowledgments	475
MINUTE BY SIR VICTOR SASSOON	478
OBSERVATIONS OF THE MAJORITY OF THE COM. MISSION ON SIR VICTOR SASSOON'S MINUTE	486
MINUTE BY MR. K. AHMED	490
APPENDICES—	
I.—SUMMARY OF RECOMMENDATIONS	494
II.—A.—TERMS OF REFERENCE AND LIST OF SUBJECTS WITH COVERING LETTERS TO WITNESSES	529
B.—SUPPLEMENTARY QUESTIONNAIRE	539
III.—LIST OF WITNESSES EXAMINED	542
IV.—LIST OF ASSISTANT COMMISSIONERS AND LADY ASSESSORS	561
V.—INDEX	563
	Facing page
MAPS—	
CENTRES VISITED BY THE COMMISSION, 1920-31	1
CHIEF FACTORY INDUSTRIES AND MAIN RAILWAY LINES	7
PRINCIPAL MINES AND OILFIELDS	107
PLANTATIONS	349

APPENDICES.

	PAGES.
I. Summary of Recommendations	494
II. A.—Terms of Reference and List of Subjects with covering letter to Witnesses	529
B.—Supplementary Questionnaire	539
III. List of Witnesses Examined	542
IV. List of Assistant Commissioners and Lady Assessors .. .	560
V. Index	563

APPENDIX I.

SUMMARY OF RECOMMENDATIONS.

This summary was prepared by the Secretaries after the Commission had dispersed. For authoritative statements of the recommendations reference should be made to the text of the Report.

	PAGE.
CHAPTER II.—MIGRATION AND THE FACTORY WORKER.	
1. In present circumstances, the aim should be to maintain the factory worker's link with the village and, as far as possible, to regularise it	20
CHAPTER III.—THE EMPLOYMENT OF THE FACTORY WORKER.	
2. (a) Jobbers should be excluded from the engagement and dismissal of labour	24
(b) Wherever the scale of the factory permits it, a labour officer should be appointed directly under the General Manager. His main functions should be in regard to engagements, dismissals and discharge	24-5
(c) Where it is not possible to employ a whole-time labour officer, the manager or some responsible officer should retain complete control of engagements and dismissals	25
(d) Employers' associations in co-operation with trade unions should adopt a common policy to stamp out bribery	25
3. Where women are engaged in substantial numbers, at least one educated woman should be appointed in charge of their welfare and supervision throughout the factory. She should be remunerated on a salary and not a commission basis and should be responsible to the labour officer or, if there is no labour officer, to the manager for the engagement and dismissal of all female staff	26
4. Workers should be encouraged to apply for definite periods of leave and should go with a promise that on their return at the proper time they will be able to resume their old work	26
5. Wherever possible, an allowance should be given to the worker who goes on leave after approved service	27
6. The education of the industrial worker should receive special attention, but, in preference to concentrating on the education of half-timers, employers should try to develop the education of their workers' children in their factory schools	28
7. In applying compulsory education,	
(a) municipalities should have regard to the special claims of wards inhabited by mill workers;	
(b) it is desirable that the upper age-limit should be brought up to at least 12 years; and	
(c) employers might assist by lending buildings, by equipping schools and in other ways	29
8. The textile industries should endeavour to secure apprentices with a preliminary education	30
9. The Indian Jute Mills Association should combine to maintain a part-time school for selected adult and adolescent workers. Wherever there is a concentration of industry, the possibilities of similar co-operative action deserve examination by employers	31
10. Where any comprehensive scheme for reducing staff is contemplated in an industry, the introduction of a joint scheme of unemployment insurance, e.g., the one outlined by the Fawcett Committee of 1928-29, should be considered	35

	PAGES.
11. Government should examine the possibilities of making preparations to deal with unemployment when it arises, and of taking action where it is now required, on the lines of the system devised to deal with famine in rural areas	36
CHAPTER IV.—HOURS IN FACTORIES.	
12. The weekly limit of hours for perennial factories should be reduced to 54 and the daily limit to 10	44-5
13. Factories working on continuous processes or supplying daily necessities may be allowed a 56 hour week, subject to an average week of 54 hours for the operative and to conformity with the provisions in respect of holidays	45
14. The statutory intervals should ordinarily amount to not less than an hour in the aggregate. Employers should be at liberty to distribute this hour in such periods as they think best after consultation with the operatives and subject to the sanction of the Chief Inspector of Factories	46-7
15. Spreadover	
(a) for individual adults: should not exceed 13 hours;	
(b) for men: this need not be limited to the calendar day and may be subject to exemptions in the interests of the workers and acceptable to them;	
(c) for women: no exemptions should be permissible and the rest period should include the hours between 10 P.M. and 5 A.M.; and	
(d) for children: should not exceed 7½ hours and the rest period should include the hours from 7 P.M. to 5-30 A.M.	47-8
16. Local Governments should have the power to control overlapping shifts	51
17. Special and continuous attention should be given by the Government of Bengal and its officers to the evil arising out of the double employment of children	52
18. The maximum daily hours for children should be limited to 5	52
19. Employers should arrange to give children at least one rest interval	53
20. (a) Persons between the ages of 15 and 16 years should not be employed as adults without a medical certificate of physical fitness	53
(b) Their employment should be prohibited when women cannot be employed	54
21. The minimum rate for overtime should be 1½ times the normal rate where work exceeds 54 hours a week, and 1¼ times the normal rate for work in excess of 60 hours a week	55
22. Exemptions	
(a) should be based on more uniform standards throughout India;	
(b) should be for specified periods with a maximum of three years;	
(c) should be reduced to the smallest dimensions possible; and	
(d) should carry with them, wherever possible, some benefit, not merely monetary, to balance the deprivation involved ..	55

	PAGES.
23. Where weekly rest days cannot be given, two rest days should be required at the end of the fortnight or failing this either a continuous period of rest of 24 hours once a week or of 48 hours once a fortnight	55
24. A week of 60 hours should be a limit to be exceeded only in most exceptional circumstances	55
CHAPTER V.—WORKING CONDITIONS IN FACTORIES.	
25. (a) The powers conferred on inspectors by Section 10 of the Factories Act for the reduction of dust should be more extensively used	56
(b) Rules under Section 37 of the Factories Act requiring factories to be cleaned annually should be made, where they do not exist, and strictly enforced in all cases	56
26. Every factory should be compelled to maintain separate and sufficient latrine accommodation for males and females and adequate staff to keep them clean	56
27. (a) Employers should study methods of reducing temperature	57
(b) Where a Chief Inspector is of opinion that (1) the cooling power in a factory is so deficient as to cause serious discomfort or danger to the health of the operatives, and (2) it can be appreciably increased by methods which do not involve unreasonable expense, he should be empowered to serve on the owner an order requiring the adoption of specified measures within a given time. An appeal to lie to a tribunal of three appointed by the local Government	58
28. (a) Rigorous action should be taken against those factories where conditions in regard to humidification are worst	59
(b) Attention should be given to the question whether the provisions of the Factories Act permit of the framing of all the rules that are desirable. In particular Section 9 should protect the worker from serious discomfort	59
29. Advance might be made along the lines of the Safety First movement in all branches of industry	61
30. The rule-making power under the Factories Act should be extended to cover the working of means of transport within factories	62
31. (a) A certificate of stability should be required before work is begun in larger factories, with power to local Governments to demand such certificates from smaller factories	62
(b) A similar procedure should be followed where important structural alterations are made	62
(c) Inspectors should be empowered to secure structural tests and to obtain plans and information for the measurement of the safety of buildings	62
32. Requirements of the Act relating to health and comfort should be brought to the notice of intending factory owners and authorities should advise on or approve plans when these are voluntarily submitted	63
33. Local Governments should be empowered under the Factories Act to issue Welfare Orders to classes or groups of factories; disputes as to reasonableness to be laid before a Referee	64
34. First-aid boxes should be provided in all factories using power and in departments of factories employing over 250 persons	64
35. The provision of water and places for washing should be obligatory for workers in dirty processes	65

	PAGES.
36. Creches should be provided for children up to the age of 6 years where considerable numbers of women are employed. This requirement should be statutory for places employing 250 women or more. The Factories Act could embody this with discretionary power to Governments in regard to factories with fewer women. The organisation of factory creches should be the duty of the woman inspector	66
37. The provision of shelter for rest and refreshment is in many cases necessary and the possibilities of workers' canteens should be examined with a view to their wider adoption	66-7
38. Greater rigour should be shown in the enforcement of the Factories Act in Bihar and Orissa	69
39. Subordination of Inspectors of Factories to Directors of Industries is undesirable	69
40. A Chief Inspector should not be required to submit to another authority proposals for individual prosecutions	69
41. An officer with medical qualifications should be appointed as an Inspector of Factories in every province, part or full time according to the requirements of the province. Certifying Surgeons should be empowered as inspectors	70
42. The system of appointing Assistant Inspectors might be more widely adopted	71
43. (a) Women Factory Inspectors are desirable in every province	71
(b) Women inspectors should be of Indian domicile and not less than 25 years of age, and their pay should be adequate to attract the right type	71
(c) If this be not immediately practicable, immediate appointment is recommended in Bengal and Madras, and for a limited period, of part-time women officials in provinces where there are fewer women and children in regulated industries	72
44. Boiler inspection should be separated from factory inspection	72
45. Ajmer-Merwara and Delhi should be separated from the Punjab for inspection purposes and a separate inspector appointed	72
46. The inspectorate should be kept at full strength by officiating and probationary appointments in leave vacancies	73
47. Conferences of Chief Inspectors from all provinces should be held biennially under the auspices of the Central Government	73
48. Conferences of all grades of factory inspectors and of as many <i>ex-officio</i> inspectors as possible should be held at intervals of about two years in the different provinces	73
49. More use should be made of appeal to High Court against inadequate sentences for infringements of the Act	74
50. In every district all factory cases should go before experienced magistrates, and where possible the same magistrate	74
51. The law should be amended	
(i) to make it possible to adduce evidence of previous convictions under the Act, after conviction and before sentence ;	
(ii) to provide for minimum fines for second and subsequent offences	74
52. Chief Inspectors in all cases and other factory inspectors when authorised by the local Government should be empowered by law to act as prosecutors	74

CHAPTER VI.—SEASONAL FACTORIES.

53. The law should establish standards for seasonal factories not necessarily identical with those for perennial factories, but enforced with equal vigour	79
54. The law should be framed with regard to the requirements of seasonal factories and exemptions to meet press of work limited to exceptional cases	80
55. The present limits of maximum hours, 11 per day and 60 per week, may remain for seasonal factories but the exigencies of seasonal industries do not justify any extension of those hours for the individual..	81
56. The power of exemption should be strictly limited—	
(a) Restriction of hours need not extend to persons employed in positions of supervision or management or in confidential capacities.	
(b) Limited exemptions may be given to those employed on preparatory or complementary work.	
(c) Exemptions in certain classes may be given in regard to intervals, but not the weekly holiday	82
57. The Act should include specified classes of factories within the definition of 'seasonal', local Governments having the power to add or subtract from 'seasonal' list subject to their being satisfied that the factory is or is not, as the case may be, normally open on more than half the days in the year	82
58. The 'seasonal' list should include in all provinces cotton-ginning factories, lac factories, indigo factories, coffee factories, rubber factories, jute presses and, in North India, tea factories. Other groups may be included with reference to particular provinces	82-3
59. Where overworking of women is prevalent, local Governments should have power to prohibit in any particular group or class of factory the employment of women outside such hours, not less than 11 in the aggregate, as they may specify	83
60. Before plans submitted under Section 9 (1) of the Cotton Ginning and Pressing Factories Act are approved, the prescribed authority should be satisfied that adequate ventilation will be secured	84
61. Section 10 of the Factories Act should be used more liberally in respect of existing factories in bad cases where improvement cannot be effected by increased window or roof ventilation	84
62. Owners of existing tea factories should be required to instal efficient dust-extracting machinery within a specified period and new factories should not be allowed to be built without it	85
63. In new rice mills steps should be taken to compel the installation of necessary protective machinery against the dissemination of dust, and freer use should be made of the power of inspectors to demand its installation in existing mills	85
64. Where women are employed in any process creating an impure atmosphere, the owner should be required to set up some temporary shelter in the compound for their infants	85
65. Simple literature in regard to safety might be distributed by factory departments	86
66. Local Governments should have power, for any or all classes of factories, to prescribe standards of height for children, employment of those under standard being made illegal	87
67. Inspectors should have power in all factories under the Factories Act to exclude any uncertified person whom they believe to be under 15 years pending examination and certification	87

68. The inspection of cotton-ginning factories and other seasonal factories should be largely carried out by part-time inspectors. Officers of the grade of Industrial Surveyors should not be employed for this purpose. Selected revenue officers of suitable grade should be given a short course of instruction under the Chief Inspector with a view to their employment in districts where such factories are found. This system should not apply to tea factories in Bengal and Assam. Regular forms should be prepared by the Factory Inspection Department for issue to part-time inspectors and a copy of the report of each inspection should be submitted to the Chief Inspector of Factories 88-9

CHAPTER VII.—UNREGULATED FACTORIES.

A.—Small factories using power.

69. In the case of factories using power and employing less than 20 but not less than 10 persons, only the following sections of the Factories Act should apply automatically :—

Section 5, Chapter III (excluding sections 12 and 15), section 37 and the appropriate parts of Chapter VIII with section 50. Local Governments should retain the power of applying the whole Act by notification, and should be given power to apply selected sections to any such factory 93

70. Local Governments should be given power to apply the sections specified above to similar places employing less than 10 persons where conditions are dangerous 93

71. The "number employed" for this purpose should be the aggregate number employed for any part of the 24 hours 93

B.—Factories not using power.

72. A separate Act, brief and simple, should be passed to apply to factories, without power machinery, employing 50 or more persons during any part of the year 100

73. The starting age for children under this Act should be 10 years in the first instance, and protection in the matter of hours should be confined to children between 10 and 14 years 101

74. Hours of children should fall within limits to be specified by local Governments, but in no case should the working hours exceed seven, nor should they fall outside a period of nine hours, with a rest interval of at least one hour. The overriding maxima should be embodied in the Act 101

75. No child who has been employed full time in a factory should be allowed to work overtime or to take work home after factory hours 102

76. The expediency of penalising the giving of advances to secure the labour of children and the execution of bonds pledging such labour should be examined by Government. In any case a bond pledging the labour of a person under 15 years executed for or on account of any consideration should be void.

The above recommendation is general and not confined to factories mentioned in this chapter 102

77. Every factory of this class should be entirely closed on one day of the week to be specified beforehand by the local Government. Subject to particular exemptions the closing day should be the same for all factories in the same district 102-3

78. The Act should require the observance of suitable standards in regard to buildings, latrines, ventilation, lighting and drainage, and might empower local Governments to apply welfare orders of a simple nature 103

	Page.
79. Local Government should have power to extend any of the provisions of this Act to factories employing less than 50 persons : this should be done forthwith in the case of offensive trades : the power should also be exercised in the case of industries, classes of establishments and individual establishments employing an appreciable number of young children or where larger places have been broken up to escape regulation ..	103
80. A time limit of five years should be put on the Act at the expiry of which Government should be prepared to make a further advance ..	104
81. Both classes of establishments dealt with in this Chapter should be required to register themselves with the Factory Inspection Department ..	104
82. Inspection, which need not be heavy, could be largely carried out by part-time inspectors, e.g., municipal health officers, sub-divisional magistrates and others, co-ordinated by the Chief Inspector in consultation with the medical authorities. Where whole-time officers are needed, a new grade of assistant inspector might be utilized ..	104-5
83. The policy of gradualness which underlies the proposals made for legislation should also influence its enforcement ..	105
CHAPTER VIII.—MINES.	
84. In the manganese mines in the Central Provinces, steps should be taken to apprise the workers of the repeal of the Workmen's Breach of Contract Act ..	107
85. At Khewra	
(a) The employment of ticket-of-leave men should be re-examined ..	108
(b) Workers and hours should be effectively checked, and numbers controlled ..	108
(c) Committees should be elected to represent the workers ..	108
(d) The sanitary condition of the workings and the settlement should be brought up to a reasonable standard ..	109
(e) Latrine accommodation should be provided near the entrance of the mine and improved latrines underground ..	109
(f) Sanitary staff should be provided and placed under the Medical Officer ..	109
(g) Engagement of fresh women workers should be discontinued ..	127
86. At Namtu and Bawdwin	
(a) A labour officer should be appointed and should direct his attention to the formation of works committees ..	110
(b) Government should frame regulations for the prevention of lead poisoning ..	110
(c) The omission of certain sections of the Factories and Mines Acts as applied to the Shan States should be reconsidered ..	111
87. In the oilfields statutory regulation of rest days, hours, health and safety should be undertaken. Government should consider whether this can be achieved by the application of appropriate sections of the Mines Act or by separate legislation ..	112
88. A separate Inspector of Mines and Oilfields for Burma should be appointed ..	112
89. The Mining Industries Act 1926 should be examined for the purpose of considering how far similar provisions would help to systematise mining leases ..	114
90. The coal industry should aim at eliminating recruiting costs ..	115

	PAGES.
91. On land away from the collieries new tenancies with colliery service as a condition should be made illegal and existing tenancies examined by Government to see whether they can be equitably converted to rent holdings	119
92. The raising contractor in coal mines should be gradually superseded by direct or sarkari working	120
93. A Labour Officer should be appointed in each important mine ..	120
94. Managements should arrange for wages not to be paid on a rest day : failing such arrangement Government should prohibit the practice	121
95. Underground pieceworkers should be credited for purposes of payment with a minimum output for each shift worked, not exceeding the normal daily output of a man of average skill and industry. This standard output should be fixed by Mining Boards with rules to prevent abuse	122
96. Mining Boards should examine the question of securing greater uniformity in size of tubs and of ensuring that remuneration bears a closer relation to output: the possibility of check-weighing in larger mines should be explored	123
97. Registers for metalliferous mines should be improved ..	125
98. As recommended by the Select Committee on the Amending Act of 1928, the hours of work underground should be reconsidered when that Act has been in operation for 3 years	126
99. Weekly hours above ground should be limited to 54 ..	126
100. Employers should experiment with 10, 9 and 8 hour shifts during the period before the Act is re-examined	126
101. Permissible loads for women should be prescribed in quarries where depth and lead exceed a certain standard. Both load and standard of depth and lead should be fixed by the Mining Board	129
102. (a) Employers should reserve vacancies occurring among surface workers for women excluded or about to be excluded from underground workings	128
(b) The system of selecting women for exclusion from underground workings should be considered by employers, workers and the inspectorate jointly	129
103. No child under the age of 14 years should be permitted to work in or about the mines	129
104. Minor accidents should be reported weekly to Chief Inspector through District Magistrate	130-1
105. The ordinary miner should be encouraged to qualify in first aid	131
106. Workers should have the same number of nominees on the Mining Boards as employers, and they should be chosen after consultation with the workers' organisations where these exist	131
107. In section 22 of the Mines Act the word 'shall' should be substituted for 'may'	132
108. The Chief Inspector should confer with representatives of employers and workers when the law is substantially changed ..	132
109. The needs of the inspectorate in consequence of new legislation should receive early and sympathetic consideration	132
110. The Jharia and Asansol Boards of Health should be called Boards of Health and Welfare and each should be enlarged so as to give increased representation to employers and to include representatives of the workers chosen where possible in consultation with their organisations, and at least one woman member	133

	PAGE.
111. A resident medical officer with public health experience should be appointed at Giridih, and the health staff completely re-organised	134
112. Compulsory primary education should be introduced in the coalfields	134
113. Percentage grants might be given to Boards of Health and Welfare for approved activities in relation to health, welfare and education	134
114. The Salt Department and the Punjab Government should co-operate with a view to the introduction of compulsory education in the Salt Range	135
CHAPTER IX.—RAILWAYS.	
115. Registers should be kept of all workers appointed to the engineering department, appointments and dismissals being reported for entry. The registers should be examined regularly by administrative and personnel officers	139
116. Similar procedure should be adopted for the transportation and commercial departments	139
117. The system of selection boards or committees should be used for selecting firemen, shunters and drivers for appointment and promotion, and should be put into force on all railways for both recruitment and promotion of categories classed as literate and those in which employees start as apprentices	139
118. Sons and near relations of railway servants have a special claim to enter the service and wherever possible facilities for suitable education and training should be afforded them	139-40
119. In mechanical workshops the system of recruitment through labour bureaux is capable of development and together with the system of selection boards or committees would go far to remove grounds of complaint of favouritism and bribery in regard to recruitment and promotion	140
120. All new entrants should be handed a printed statement of their duties and rights in the service, with a specific warning as to bribery ..	141
121. (a) Workers required, after confirmation, to undergo a further medical examination should have the right to be examined, if they desire, by an independent specialist.	
(b) Should a worker be adjudged medically unfit for a particular post, every effort should be made to find him other work ..	141
122. In regard to racial discrimination, definite steps should now be taken which will lead in a specified term of years to the progressive elimination of any form of discrimination as regards both appointments and promotions to all grades and classes	143
123. The whole subject of the leave rules should continue to be examined in consultation with representatives of the workers ..	144
124. The Administration should endeavour to maintain leave reserves adequate to meet requirements spread over the year ..	145
125. The claims of low-paid workers to improved wage standards should continue to receive careful consideration from the Railway Board and the Administrations	150
126. After 12 months' continuous service, all employees should be monthly rated and as soon as possible made eligible for all service privileges which that carries	150
127. Enquiries now in progress should be extended to cover the comparative merits of the system of time-scales and that of beginners' rates increasing within a short period to fixed standard rates ..	150

	Page.
128. Additional steps should be taken to fix standard rates for similar classes and grades, subject only to variation in districts where there are material differences in economic conditions	151
129. On completion of one year's continuous service, all employees should be eligible to join a provident fund, membership being optional for those drawing under Rs. 20, compulsory for those drawing Rs. 20 or over per mensem	152-3
130. The limitation on the grant of retiring gratuity to subordinates retiring after 15 years' qualifying service should be modified to permit of voluntary withdrawal from the service subject only to adequate notice	153
131. In regard to debits, an effort should be made to arrive at the root cause of the trouble and to see how far it is due to faults in rating and routing methods and how far to inefficiency on the part of the staff: careful analysis of numbers and amounts should be made with a view to the adoption of changed methods of disciplinary action. Pending enquiry a system of maximum amounts, related to pay, with definite periods for recovery, might be adopted	153-4

CHAPTER X.—RAILWAYS—(Contd.).

132. The weekly rest of not less than 24 hours provided under the Act of 1930 should be granted subject to the usual emergency exceptions to all continuous workers as soon as necessary arrangements can be made	158
133. (a) Special efforts should be made to put into operation as soon as possible the regulations devised to give effect to the Washington and Geneva Conventions in the case of railway employees ..	159
(b) It should be possible after consultation with the workers to arrive at an understanding regarding the general lines of classification of essentially intermittent workers	159
(c) The Railway Board should reconsider the practicability of reducing the hours for intermittent workers and of giving days of absence at reasonable intervals where weekly rest days cannot be given ..	159
134. As soon as experience of the altered hours is available, the case of individual branches should be examined in turn to determine to what extent the prevailing hours need reduction; action should be taken thereafter on all railways to secure the reduction necessary	159
135. All classes of workers should enter into a simple service agreement providing for:—	
(a) Probationary period of 12 months.	
(b) Confirmation after 12 months' approved continuous service.	
(c) Confirmed service to be terminable on one month's notice.	
(d) A declaration that service is liable to termination in any of six specified circumstances	161
136. The power of terminating service should reside solely in the district or divisional officers or officers superior to them	161
137. A confirmed employee charged	
(a) with an offence which if proved may involve dismissal or discharge should be given a charge sheet, returnable with his explanation within 7 days;	
(b) The competent officer (district, divisional or superior officer) may make enquiry and, if the case is to proceed may summon the employee before him;	

- (c) The employee should be entitled to be accompanied by the representative of an accredited trade union of which he is a member or by a fellow workman.
- (d) Time limits for disposal should be fixed and the power to suspend should remain.
- (e) Men overstaying leave or absent without leave except in a genuine case of sickness should be presumed to have left the service and to have forfeited the right of appeal, subject to the discretion of the competent officer .. 161-2
138. (a) Appeal against discharge or dismissal should lie to the head of the department or Divisional Superintendent with final appeal to the Agent except where dismissal involves loss of provident fund bonus when further appeal should lie to the Railway Board.
- (b) Facilities for representation on appeal should be the same as at the first hearing.
- (c) The time limit for further appeal should be one month from the time the decision is notified ; within this time no appeal should be withheld 162
139. In less serious cases a charge sheet should also be given returnable within 7 days. Appeal against the order then issued should lie to the district or divisional officer with right of representation as above. This appeal should be final except in case of reduction of grade when appeal should lie to the head of the department or Divisional Superintendent 162
140. Proper records of disciplinary action should be kept, and watched by personnel officers 162
141. (a) Discharge on reduction of establishment should be differentiated from disciplinary or inefficiency cases.
- (b) Other things being equal, the principle of seniority should apply.
- (c) Registers of discharged men should be kept.
- (d) Where more than 100 men are affected, recognised trade unions should be informed as early as possible and reasons given .. 162-3
142. Proper leave records should be kept 163
143. Records should be kept of temporary service where practicable with a view to priority for permanent employment 163
144. Channels for appeal in regard to conditions of service should be made uniform : local or district and divisional committees and railway councils are suitable channels for dealing with grievance : establishment officers are of assistance and should be appointed on all railways .. 164
145. A more generous policy in respect of recognition of trade unions is desirable 166
146. A stage has been reached in the development of some unions where facilities might with advantage be conceded 167
147. Joint Standing Machinery should be established.
- (a) A Joint Standing Central Board, containing representatives of the Agents and workers in equal proportions elected by the Indian Railway Conference Association and the All-India Railwaymen's Federation respectively charged with the consideration and, when possible, settlement of—
- (i) general questions common to all railways,

	PAGE.
(ii) matters common to one or more grades where agreement has not been reached in Railway Councils, which would come up automatically, and	
(iii) references from Railway Councils.	
Where a dispute is apprehended and cannot be settled on the Railway Council it should be referred automatically, it being agreed that no stoppage shall take place meanwhile	168
(b) Failing agreement on the Joint Standing Central Board, if either party desires, the dispute should be referred to a Tribunal of five representatives from either side of the Board and five persons from outside	168-9
(c) Each railway should have a Railway Council working in conjunction with divisional or district and local or works committees. All workers should be eligible for election but where there is a recognised union, workers' representatives on committees should be entitled to assistance from an officer of the union. On Railway Councils the union should be consulted as to constitution and direct representation of the union : failing agreement the Central Board should advise	169
(d) The Central Board should consider the constitution and functions of the various bodies	169-70
(e) Meetings should be held at regular intervals and, where possible, time limits fixed for each stage	170
(f) Printing and publication of verbatim reports at any stage is not advised	168
148. Departmental labour should be substituted for contract labour wherever practicable	170
149. Railway Medical Officers should be precluded from private practice except in case of families of railway servants	171
150. The importance of public health qualifications should be recognised : Chief Medical Officers in particular should be required to give more time to inspection	171
151. The medical department should have executive charge of sanitation and health	171
152. The functions of local and sanitary committees should extend to welfare work and, wherever possible, each committee should include a proportion of elected representatives	174
153. In regard to statistics,	
(a) nomenclature should be standardised ;	
(b) figures should be available (i) of salaries and wages separate from provident fund contributions and gratuities (ii) of contractors' labour in different branches ;	
(c) Statistics of labour turnover, and absenteeism (showing whether due to sickness or otherwise) should be maintained and analysed	172

CHAPTER XL.—TRANSPORT SERVICES AND PUBLIC WORKS.

Seamen.

154. (a) For a period of 12 months no fresh continuous discharge certificates should be issued, unless the Shipping Master is satisfied that the recruit is required for employment and that suitable men are not already available ;

	PAGE
(b) Thereafter continuous discharge certificates should be issued only to persons for whom posts are available and unnecessary recruiting should be discouraged ;	
(c) If necessary, after a suitable break there should be a further period of 12 months in which recruitment is again restricted ..	179
155. Shipping Masters should be authorised forthwith to exclude from the register all seamen who have not been in employment for a period of three years and, to begin with, a seaman should be struck off the register automatically on the expiry of three years from his last discharge. The period of three years should be steadily reduced to 18 months, but the latter period may be altered, if necessary, in consultation with representatives of shipowners and seamen	179-80
156. Shipping companies should have liberty of choice from men who have been in their employment within a specified period. To begin with, this period should be 2 years, but it should be steadily reduced to 9 months. This latter period may also be altered, if necessary, in consultation with representatives of both sides	180
157. If a shipowner is unable to fill his crew from those of whom he is entitled to make free choice, he should be required to take men selected from the register by the Shipping Office	180
158. The licenses granted under section 24 of the Indian Merchant Shipping Act should not be renewed	181
159. (a) Shipping Masters should encourage seamen to use the provisions of the Indian Merchant Shipping Act relating to the allotment of wages ;	
(b) The shipping office should remit the amount of the allotment by money order ;	
(c) The maximum limit of allotment should be raised to two-thirds of the seamen's wages	181
160. Government should enquire into the alleged delays between signing on and actual engagement and between discharge and final payment. The possibility of reducing the maximum period for the payment of wages on discharge and also of signing on taking place in the Shipping Office should be considered	181-2
161. Consideration should be given to the provision in ports of welfare institutions for Indian seamen	182
162. The Governments of Bengal and Burma should undertake an enquiry into the conditions of employment on inland steam vessels ..	183
<i>Docks.</i>	
163. The practice of nominating a representative of labour on Port Trusts should be extended to all the major ports	184
164. With a view to decasualisation and to secure more equitable distribution of employment, a system of registration of dock labour should be introduced in each of the main ports, supervised and controlled by the port authority assisted by representatives of shipowners, stevedores and labourers	186
165. (a) Local Governments should be empowered by law to frame safety regulations for docks ;	
(b) Chief Inspectors of Factories should be consulted and should be responsible for enforcement ;	
(c) Regulations should provide for the reporting of serious accidents	187

166. (a) The normal daily hours prescribed by law should be nine, with overtime permissible up to three hours ;
 (b) Payment for each hour of overtime should be required at not less than 33½ per cent over the ordinary rates ;
 (c) The minimum age of employment should be raised to 14 years ;
 (d) Enforcement should be entrusted to the factory inspection department 188-9

Road Transport.

167. Trazway companies should endeavour to restrict working hours to 54 a week and so to arrange the hours of duty as to compel the workers to take one day's rest in seven 190
 168. In granting licences for motor buses, the authorities should consider whether, in particular cases, a limitation on hours is required, and if so, how it can be enforced 190

Public Works.

169. Public Works contracts should stipulate :—
 (a) the wages to be paid, and
 (b) a minimum age for employment not less than 12 years .. 192
 170. In regard to large construction works whether carried out departmentally or by contract :—
 (a) the Medical and Public Health Departments should be consulted beforehand ;
 (b) Rules should be framed as to housing, sanitation and medical treatment and facilities ;
 (c) The Medical Department should be responsible for the workers' health 192
 171. The possibilities of the wider application of departmental working should be considered by the Public Works Departments generally 193

CHAPTER XII.—THE INCOME OF THE INDUSTRIAL WORKER.

Regularity of Employment.

172. As far as possible the regular worker should be substituted for the irregular worker 211

Minimum Wages.

173. Before minimum wage-fixing machinery can be set up :
 (a) the industries in which there is a strong presumption that the conditions warrant detailed investigation should be selected,
 (b) a survey of conditions in each such industry should be undertaken as the basis on which it should be decided whether the fixing of a minimum wage is desirable and practicable,
 (c) the trade should be demarcated and the composition and number of the Wage Boards should be decided, and
 (d) as much as possible of the information likely to be needed by the Wage Boards, if appointed, should be collected .. 212-3
 174. When a decision has been reached as to whether the conditions in any case justify the setting up of machinery, particular attention must be given to the cost of enforcement and the policy of gradualness should not be lost sight of 213-4

	PAGE.	
175. The industries referred to in Chapter VII should be examined in the first instance with a view to the need and possibility of instituting minimum wage-fixing machinery	214	
176. If the results of investigation show the need for minimum wage-fixing machinery in industries of this kind the necessary legislation for setting up such machinery should be undertaken	214	
<i>Standardisation of Wages.</i>		
177. Every effort should be made to put into operation a policy of standardised wages in the Bombay cotton mills	215	
178. The Jute Industry in Bengal should take early steps to investigate the possibility of standardisation of wage rates, both for time and piece workers, associating with it representatives of bona fide trade unions	216	
<i>Deductions from Wages.</i>		
179. Legislation regarding deductions from wages and fines is necessary and desirable	218	
(a) Fines—		
(i) The fining of children should be prohibited.		
(ii) The payment of the fine should not be spread over more than one month from the date on which it was imposed.		
(iii) The maximum amount deducted in fines should not exceed in any month half an anna in the rupee of the worker's earnings.		
(iv) The sums received from fines should be credited to a purpose beneficial to the employees as a whole and approved by some recognised authority.		
(v) Employers should be required to post notices specifying the acts or omissions in respect of which a fine may be imposed. Fines for acts or omissions not so specified should be made illegal		219
(b) Deductions for damage or loss—		
The law should provide that the amount of such deduction should in no case exceed the whole-sale price of the goods damaged		220
(c) Other deductions, i.e., in respect of specific causes or benefits—		
(i) Deductions may be allowed on account of the provision of housing accommodation and of tools and raw materials. In other cases they should only be permissible after the general or special approval of the provincial Government or some authority appointed by it.		
(ii) In all cases, the amount of the deduction should not exceed the equivalent of the services rendered		220-1
(d) Application and enforcement—		
(i) Legislation should, in the first instance, apply only to employees in receipt of less than Rs. 100 a month in factories under the Factories Act and on railways.		
(ii) Employers should be required to maintain registers showing the three classes of deductions separately. The particulars to be entered in the registers and the form in which they are to be kept should be prescribed by provincial Governments.		

- (iii) In the case of factories the inspection staff should be responsible for enforcement and the Chief Inspector of Factories should review the position in his annual report. As regards railways the registers should be scrutinised at intervals by the audit officer.
- (iv) The imposition of a deduction not permissible by law should be punishable, but the usual form of proceeding should not be a prosecution but an application before specially empowered magistrates and other officers for the recovery of the wrongful payment and for compensation. Such an application may be made by an inspector, by the workman aggrieved or by any person acting on his behalf. The procedure should be summary and the amount of compensation should not exceed ten times the sum wrongfully deducted.
- (v) A prosecution should only be instituted with the sanction of an inspector or an officer before whom a proceeding for contravention has been taken 221

Restrictions on sale of liquor.

- 180. (a) In all large cities and industrial areas a general policy should be adopted of restricting the facilities for the sale of liquor.
- (b) The areas selected should be sufficiently wide to ensure the policy of restriction being effective.
- (c) The number of drink shops should be reduced.
- (d) Hours of opening should be limited, and should in no case include any part of the forenoon. Outside the stated hours the sale of liquor should be prohibited.
- (e) The possibility of an extension of the system by which spirituous liquor may not be supplied except in sealed bottles should be examined 222

CHAPTER XIII.—INDEBTEDNESS.

- 181. All railway administrations should make persistent efforts to help their workers by means of co-operative credit. A study should be made of the methods adopted on the Bombay, Baroda and Central India Railway 228
- 182. The salary and wages of all workmen receiving less than Rs. 300 a month should be exempted entirely from the possibility of attachment. Failing extension to all persons below this salary limit, the definition of workman in the Workmen's Compensation Act might be suitable 232
- 183. At least so far as industrial workers in receipt of wages or salary of less than Rs. 100 a month are concerned, arrest and imprisonment for debt should be abolished except where the debtor has been proved to be both able and unwilling to pay 232
- 184. Workers' contributions to provident funds maintained by private employers and certified by Government for the purpose should be safeguarded against attachment 233
- 185. Legislation should be enacted providing a summary procedure for the liquidation of workers' unsecured debts.. .. . 233
 - (a) The court should be required to estimate the probable income and reasonable expenditure of the worker during the ensuing two years 233
 - (b) The amount of the decree issued should be based on the difference between the two sums 233

	Pages.
(c) It should not be possible to keep the decree alive for more than three years in all	233
(d) Debts should rank preferentially in order of their age ..	233
(e) The possibility of appointing special courts for summary liquidation proceedings should be considered	234
(f) If the law cannot be applied to the poorer classes generally, "industrial workers" would have to be defined, and, in the first instance, it may be necessary to limit the operation of the measure to scheduled industrial areas with power to extend it to other areas	234
(g) If a monetary limit is required, the law may be applied only to workmen in receipt of wages or salary of less than Rs. 100 a month	234
(h) During the first three years of the operation of this law the amount recoverable might be based on three instead of two years' income and expenditure, and the maximum period during which decrees should remain effective may be four years instead of three years	234
186. Apart from the legislation recommended above, the possibility of reducing the period of limitation for debts and the period within which a decree may be kept alive under the ordinary civil law should be examined	234-5
187. Bessetting an industrial establishment for the recovery of debts should be made a cognizable offence	236
188. Recruiting advances—	
(a) The recovery of any amount advanced to meet travelling expenses to the place of employment should be made illegal.	
(b) Other advances to the worker before actual employment begins should be irrecoverable by law, except from the first wage payment	236
189. Periods of wage payment—	
(a) Employers should adopt a system of weekly payment.	
(b) In textile industries, railway and engineering workshops and iron and steel works, the law should require the payment of wages to the process operatives at intervals not exceeding 16 days. The appropriate authority should have the power to extend a similar provision to other industries or classes of operatives either generally or in particular centres. In this connection the case of railway workers outside the workshops should be examined.	
(c) If any reduction is made in the period of wage payment, no worker should forfeit any privilege or concession which is attached to payment on a monthly basis ..	240
190. For industrial employees in factories the legal period of notice should in no case exceed a week, whatever the period by which wages are paid	241
191. Payment of wages—	
(a) Legislation should be enacted providing for the payment of wages within 7 days from the expiry of the period in which they have been earned in the ordinary case, and as early as possible but not later than 3 days from the date of discharge in the case of an operative who is discharged.	

	Pages.
• (b) The law should be applicable to factories, mines, railways and plantations and should provide for possible extensions to other branches of industry	241
 CHAPTER XIV.—HEALTH AND WELFARE OF THE INDUSTRIAL WORKER.	
192. Still-births should be excluded from birth and death registers and separately recorded	249
193. Municipal councils and local bodies should devote more attention to vital statistics and at least in the larger towns and more important industrial areas the appointment of medical registrars should be compulsory	250
194. India should have an Institute of Nutrition, as recommended by the Agricultural Commission, with a Director and sufficient number of qualified assistants. Publicity work should be part of its functions, propaganda material being prepared under supervision of the Director in consultation with provincial Public Health Departments	251
195. Local authorities should construct sanitary markets in all urban and industrial areas	251
196. Adulteration of Foods Acts should be in force in all provinces and local Governments should endeavour to make their provisions more widely applicable. Severer penalties should be provided and a clause regulating importation and sale of condensed skimmed milk should, if possible, be incorporated	252
197. In industrial provinces Public Health Departments should be strengthened to deal with industrial hygiene and industrial disease; at least one of the Assistant Directors of Public Health should have special knowledge of these subjects	252
198. Medical inspectors of factories and mines should devote special attention to industrial disease	253
199. Industrial health research should be entrusted to the Indian Research Fund Association	253-4
200. (a) Women should be appointed to public health staffs particularly in the more industrialised provinces.	
(b) Initiative in welfare work among women and children should be taken by local Governments.	
(c) Every provincial Public Health Department should have a trained statistical officer.	
(d) Health propaganda should be carried on by Government and local authorities.	
(e) Every municipal area should have its own Medical Officer of Health and adequate sanitary staff.	
(f) Municipal health officers should belong to a Government cadre though paid by municipal funds.	
(g) A similar health staff should be at work in extra-municipal areas where industry is being developed	254
201. Comprehensive Public Health Acts should be passed in all provinces	255
202. (a) Where piped water supplies are not available special precautions as to purity should be taken.	
(b) Where industry begins to develop in a new area, it should be the duty of employers to provide suitable water for their workers.	

	PAGES.
(c) Where development takes place on the out-skirts of a municipal area the industry and the municipality should co-operate to avoid competition for available sources for the supply of water	255
203. (a) Every provincial health department should include a malarialogist on its headquarters staff	256
(b) Every railway administration should employ a full-time malarialogist and should give a lead in anti-malarial activities to the local bodies in their areas	257
(c) Boards of Health and Welfare in mining areas should include on their medical staff an officer with expert knowledge of malaria and its prevention	257
204. Surveys should be made by Government medical departments of the medical facilities required in urban and industrial areas. These surveys should be considered at joint conferences of the parties interested.	
Public Health Acts and percentage grants should enable Government to supervise, inspect and insist on minimum standards.. ..	259
205. There should be a more general extension on the part of the employer of welfare work in its broader sense	260
206. A hospital of any size should have a woman doctor on its staff who should be in charge of all activities dealing with the health and welfare of women and children	261
207. A Government diploma for health visitors should be instituted as the recognised qualification required of all women aspiring to such posts	262
208. In the larger jute and cotton industrial areas, mills and factories should organise in groups, each establishment having its own welfare centre and health visitor under the supervision of a woman doctor employed by the group	262
209. In the larger industrial areas Government, local authorities and industrial managements should co-operate in the development of child welfare centres and women's clinics. Government should give percentage grants for approved schemes	263
210. Trained midwives should be obtained for work in welfare and maternity centres	263
211. Maternity benefit legislation should be enacted throughout India on the lines of the schemes operating in Bombay and the Central Provinces	263-4
(a) Legislation should be confined to women employed full time in perennial factories covered by the Factories Act	263
(b) The scheme should be non-contributory : in the first instance the entire cost of benefit should be borne by the employer	264
(c) Government should have power to exempt individual firms whose existing schemes are at least as liberal as those contained in the Act ..	264
(d) In the event of any general scheme of social insurance being adopted, maternity benefits should be incorporated and the cost shared by the State, the employer and the worker	264
(e) The rate of benefit given by the Central Provinces Act is suitable for general application	264
(f) The maximum benefit period should be 4 weeks before and 4 weeks after childbirth	264

	PAGES.
(g) The qualifying period should in no case be less than 9 months and might be fixed at 12 months	265
(h) The more closely benefit can be linked with treatment the better : probably the best method is to give benefit in any case and to add a confinement bonus only if a trained midwife or hospital treatment is utilised. Failure to use existing facilities should not disqualify the applicant, but bonus and benefit together should not exceed the amount laid down in the Act	265
(i) The administration of the Act should be entrusted to the factory inspection staff and, wherever possible, to women factory inspectors ..	265
212. All methods should be explored that may lead to the alleviation of existing hardships arising from the need of provision for sickness ..	265
(a) Material should first be collected for the framing of an estimate of the incidence of sickness among workers, special statistical inquiries being instituted in selected centres as soon as possible	266-7
(b) Assistance might be obtained from (i) railways and Government factories, (ii) employers who already have sickness benefit schemes, (iii) experiments voluntarily conducted by employers	267
(c) The statistics should be collected with expert medical and actuarial advice and the co-operation of employers and representatives of workers	267
(d) The preliminary enquiries might be conducted by the Government of India who might secure for the purpose a small informal committee from the Central Legislature including representatives of capital and labour. These with medical, actuarial and statistical assistance should be able to advise as to the nature of the statistics required, the centres where they might be collected, the sources from which, and the means whereby, they should be obtained	267
(e) Thereafter the question of framing schemes should be referred to a formal committee with instructions to examine the material and to make recommendations for the institution, if and where possible, of definite schemes	267
(f) Pursuing the line of building on existing foundations the Commission commend for examination the outline of a tentative scheme based on separate medical provision, possibly by Government, and financial benefits in the form of paid sick leave given through employers on the basis of contributions by themselves and by the workers	268

CHAPTER XV.—HOUSING OF THE INDUSTRIAL WORKER.

213. Colliery housing :—

(a) Small blocks of two to four houses in partitioned units should be more extensively used and new houses should have a window and roof ventilation	279
(b) The staff of the Board of Health should take every possible step to prohibit occupation of a house by more than one set of inhabitants	280
(c) Bathing and washing places should be built near each block of houses	280
(d) Latrines of approved types should be generally installed, preferably of the septic-tank type	280
(e) The graded system of coloured licenses at Jharia should be abolished forthwith	280

	Page.
(f) The decision to abandon the practice of permitting workers at Giridih to build and repair their own houses should be re-considered	231
214. More attention should be given to housing, water supply, drainage and latrines in metalliferous mining areas	231
215. Quarters for 'single' workers on the oilfields should in future be constructed in the form of rooms for not more than 4 to 6 individuals	232
216. The scheme of the Tata Iron and Steel Co. and of the Tinplate Company at Jamshedpur whereby loans are advanced to workers to enable them to build their own houses under supervision should be more widely adopted	232-3
217. Railway housing: increased provision of houses should be arranged for as rapidly as possible and more regard should be paid to Indian preferences in design	234
218. The psychological effects of segregation should be taken into consideration in planning future developments of the kind at Jamshedpur and Kharagpur	235
219. Government should give continued consideration to the problems created in special areas such as Jamshedpur with a view to devising a system whereby the principles of local self-government may be applied	235
220. (a) Provincial Governments should make a survey of urban and industrial areas to ascertain their needs in regard to housing.	
(b) They should then arrange for conferences with all interested parties in order that decisions may be taken as to practicable schemes and the method whereby their cost could be shared.	
(c) Local authorities should be responsible for the development and lay-out of industrial areas and for the provision and maintenance of proper sanitary conditions.	
(d) Where suitable Government land is available, Government should be prepared to sell or lease it to those who agree to build houses within a specified period.	
(e) Government should announce their willingness to subsidise in this or other ways employers' housing schemes approved by them	237
221. Recommendations for Government action:—	
(a) Minimum standards in regard to floor and cubic space, ventilation and lighting should be laid down and should be incorporated by all local authorities in their bye-laws.	
(b) Water supplies, drainage systems and latrines for working class dwellings should also be governed by regulations drawn up by the Ministry.	
(c) Government should insist on the adoption within a specified period and with modifications necessitated by local conditions of model bye-laws prepared and issued by them.	
(d) Type-plans of working class houses with costs should be prepared by Public Health Departments. Such plans should provide for a small room for cooking and storing utensils, and a front verandah is also desirable.	
(e) Plans of approved types of latrines should be made available	238
222. Town-planning Acts are urgently required in the Bombay and Bengal Provinces and would be useful in other provinces: if the Madras Act is ineffective it should be made adequate.	

	PAGES.
These Acts should provide for the acquisition and lay-out of suitable areas for working class housing: the opening up and reconstruction of congested and insanitary areas: Government grants and loans to approved schemes: the 'zoning' of industrial and urban areas ..	288-9
223. (a) The provision of working class housing should be a statutory obligation on every Improvement Trust	289
(b) It should be possible for Improvement Trusts to provide land, roads, sewers and sanitary conveniences for new areas, but street lighting and water mains should be a charge on municipalities ..	289
(c) Improvement Trusts and municipalities should co-operate with each other, with Government and employers	289
224. Condemnation of old insanitary chawls in the mill areas of Bombay should be considered	290
225. An Improvement Trust should be established for Howrah ..	290
226. All Improvement Trusts should be placed in a position to recoup themselves from the enhancement of land values resulting from their activities.. .. .	290
227. The Land Acquisition Act should be amended to provide—	
(a) that the housing of labour shall be deemed to be a work likely to prove useful to the public, and	
(b) that the definition of "company" shall include industrial concerns owned by individuals or associations of individuals	291
228. Every effort should be made to evolve cheaper types of houses. Government might consider the possibility of offering prizes for plans and specifications of working class houses costing not more than a fixed amount	291
229. Co-operative building societies and similar activities should be encouraged	291-2
230. Schemes for the erection by workers of their own houses should be encouraged but a certain degree of supervision is essential ..	292
231. Municipal Councils should undertake preliminary work without waiting for additional legislation	293
(a) Qualified health officers should be appointed and municipal health organisations should be improved and strengthened	293
(b) Bye-laws dealing with health, housing and sanitation should be revised and brought up-to-date	293
(c) Health officers should see that all bye-laws are impartially and vigorously applied	293
(d) Applications for permission to erect new buildings or to alter existing ones should be closely scrutinised in order to ensure that the grant of permission will not result in increased congestion	293
(e) Plans should be prepared for the extension and improvement of areas set apart for housing schemes	293

CHAPTER XVI.—WORKMEN'S-COMPENSATION.

232. The Workmen's Compensation Act should now be extended to cover as completely as possible the workers in organised industry, whether their occupations are hazardous or not; and there should be a gradual extension to workers in less organised employment, beginning with those who are subject to most risk	293
---	-----

	PAGE.
233. The following classes of workmen should now be included :—	
(a) Workmen employed in factories using power and employing not less than 10 persons, and in factories not using power employing not less than 50 persons	299
(b) Workmen in all mines except open quarries in which less than 50 persons are employed and no explosives are used	299
(c) All workmen employed in docks	299
(d) All workmen employed in work on oilfields	299
(e) Seamen on Indian registered ships of not less than 50 tons and on all inland vessels propelled by steam or motor engines and persons employed on the more important public ferries not so propelled	301
(f) Workmen employed on Government plantations and on tea, coffee or rubber plantations employing not less than 50 persons	301
(g) Workmen employed in the operation of mechanically propelled vehicles which are maintained for the transport of passengers or for commercial purposes	301
(h) Workmen engaged in the construction, maintenance or demolition of canals, sewers, public roads, tunnels, aerial ropeways and pipe lines, and of dams, embankments or excavations 20 or more feet in height, and of all permanent bridges	299, 301
(i) Workmen engaged in building work as in the existing clause, but the reference in this clause to industrial and commercial purposes should be omitted	299
(j) Workmen employed in connection with the generation and distribution of electrical energy	301
234. The question of the inclusion of persons employed by the larger agricultural employers and of those employed in reserve forests deserves examination	301
235. (a) Steps should be taken to ensure that the agreement to pay compensation in accordance with the Indian Act is obligatory on all shipowners engaging Indian seamen and that dependants are capable of enforcing this agreement	300
(b) The possibilities of giving Indian seamen the right to compensation whilst serving on ships registered outside India should be further explored by the Government of India and the Home Office. Special attention should be given to the possibility of extending the Act to Indian seamen whilst serving on all ships within India's territorial waters and on British ships engaged in the coastal trade of India	301
236. The limitation of the benefits of the Act to workmen in receipt of not more than Rs. 300 a month should be generally applied and the exception relating to the armed forces of the Crown should be modified, if this is necessary, in order to include persons who are genuinely industrial workers	302
237. Widowed sisters and widowed daughters should be added to the list of dependants	304
238. For adults in receipt of not more than Rs. 30 a month, payments for temporary disablement should be based on two-thirds of wages and for minors on the full wage rate. The scale should be subject to a minimum of Rs. 5 for each half-monthly payment, but the rate of compensation should not exceed the rate of wages. No person receiving more than Rs. 30 a month should receive less compensation than he would have got if his wage had been Rs. 30	305

	PAGES.
239. The minimum compensation for death in the case of adults should be Rs. 600 and for complete permanent disablement Rs. 840. The minimum for partial disablement should be correspondingly raised ..	305
240. (a) In place of the 14 existing wage classes in Schedule IV there should be 17, the upper wage limits for which should be (in rupees) 10, 15, 18, 21, 24, 27, 30, 35, 40, 45, 50, 60, 70, 80, 100, 200 and 300	305
(b) Except in the last two classes the assumed wage should be the highest wage of the class. For the last two classes the assumed wages should be Rs. 125 and 150 respectively	305
(c) The maximum half-monthly payment should be raised from Rs. 15 to Rs. 30 and the present maxima for death and permanent disablement should be abolished	305-6
241. The waiting period should be reduced from ten days to seven	306
242. The exceptions in the second proviso to section 3(I) should not apply where death or a permanent loss of 50% or more of earning capacity results from the accident	307
243. (a) The following additions should be made to Schedule III (List of occupational diseases) :—	
(i) poisoning by benzene and its homologues or sequelae, and	
(ii) chrome ulceration or its sequelae	307-8
(b) The words "solely and" in section 3(4) of the Act should be deleted	308
244. The administration of the Act should be entrusted, as far as possible, to specially qualified commissioners (not necessarily a whole-time officer), and there should be at least one such officer in every major province. The appointment should not be linked with one in which transfers are frequent and it should be possible to appoint more than one commissioner for the same area	309
245. Pamphlets summarising the provisions of the Workmen's Compensation Act should be made available to workmen and, if the Act is substantially amended, steps should be taken to diffuse information of the amended law	310
246. (a) Notice to the Commissioner should be compulsory in the case of all fatal accidents occurring to employees while they are on the employers' premises or while they are on duty elsewhere	311
(b) The Commissioner should have the power to call upon the employer to show cause why he should not deposit compensation and to inform the dependants that it is open to them to make a claim ..	311
(c) Shipping Masters should transmit to the Commissioner copies of reports of fatal accidents to seamen on the high seas	312
247. In fatal accidents the dependant should not be required to approach the employer before claiming compensation from the Commissioner	312
248. Notice should not be required in certain circumstances, and in no case should want of notice or a defect in a notice act as a bar to proceedings if the employer had timely knowledge of the accident from another source	312
249. Local Governments should have the power to prescribe the maintenance of notice books by employers	312
250. The law should not allow funeral expenses to be deducted from the compensation which is to be deposited with the Commissioner, but it should require the latter to deduct the actual cost of the workman's funeral expenses up to a limit of Rs. 25 and to pay them to the person by whom they were incurred	313

	Page.
251. Where a workman is employed by a contractor the principal employer should be able to recover compensation from any person from whom the workman could have recovered compensation	313
252. The Commissioner should have the power to require an employer to make up an inadequate deposit to the proper amount	313
253. The High Court and the Commissioner should have the power to secure the withholding of compensation pending an appeal; but employers applying for an order of this kind should deposit a substantial sum to be devoted to the maintenance of the opposite party during the pendency of the appeal	314
254. Failure to furnish a return or a notice required by the Act should be punishable with a fine	314
255. Special provision should be made for the calculation of wages in the case of workmen engaged for a very short period before the accident	314
256. A measure should be enacted abrogating for all workmen the defences of "common employment" and "assumed risks" in civil suits for damages for injury arising out of employment	315

CHAPTER XVII.—TRADE UNIONS.

257. Every employers' organisation should set up a special committee for the purpose of giving continuous consideration to the improvement of the well-being and efficiency of the workers in establishments controlled by its members	317
258. "Recognition" should mean that a union has the right to negotiate with the employer in respect of matters affecting either the common or individual interests of its members. The fact that a union consists only of a minority of employees or the existence of rival unions are not sufficient grounds for refusing recognition	324
259. Government should take the lead, in the case of their industrial employees, in making recognition of unions easy and in encouraging them to secure registration	326
260. Union leaders should endeavour to give as many members as possible some share in the work of the union	327
261. (a) Trade union organisers should endeavour to find suitable men within the union to act as officials and should train them for the position	329
(b) The training should commence before the selected man leaves his employment and he should be assisted to improve his general education	330
262. The Trade Unions Act should be re-examined in not more than three years' time; all limitations imposed on the activities of registered unions and their officers and members should be reconsidered so as to ensure that the conditions attached to registration are not such as to prevent any well-conducted <i>bona fide</i> union from applying for registration	331
263. All unions should be able to secure free of charge the conduct of their audit by officials of Government. The reports of the official auditor on trade union audits and investigations should be made available for the public as well as for the union	331
264. Section 22 of the Trade Unions Act should be amended so as to provide that ordinarily not less than two-thirds of the officers of a registered trade union shall be actually engaged or employed in an industry with which the union is concerned	331

	PAGES.
265. A registered trade union should not be precluded from initiating and conducting co-operative credit or supply societies ..	332
CHAPTER XVIII.—INDUSTRIAL DISPUTES.	
266. The Employers and Workmen (Disputes) Act of 1860 should be repealed	337
267. Works committees—	
(a) Where there is a trade union, the employer should seek its collaboration and co-operation in the establishment and working of works committees which should not be regarded or used as rivals to its influence	342-3
(b) The workers' representatives should have facilities for separate as well as for joint meetings, and such meetings should ordinarily count as working time	343
(c) The range of subjects should be as wide as possible ..	343
(d) The management must be in sympathy with the idea and determined to make the committee a success. The services of a labour officer, where one exists, should be utilised in the working of the committee but he should not act as a spokesman of employers	343
268. In many centres the organisation of joint machinery would go far to develop a sense of responsibility in trade unions. The organisation should include not only some joint committee or council within the individual establishment, but also a larger body of representatives of both sides of the industry in the centre concerned.	344
269. Some statutory machinery will be permanently required to deal with trade disputes and it will be necessary to consider the form which such machinery should take before the Trade Disputes Act expires in 1934	344
270. In the remaining period for which the present Act will be in operation, Governments should lose no opportunity of utilising their power to appoint Boards or Courts when they believe that this action will serve some useful purpose.	345
271. The question of providing means for the impartial examination of disputes in public utility services should be considered ..	346
272. The possibility of establishing permanent courts in place of <i>ad hoc</i> tribunals under the Act should be examined	346
273. Section 13 of the Trade Disputes Act should be amended so as to provide that no prosecution or suit shall be maintainable on account of any breach of the section or any damage caused thereby, except with the previous sanction of the Government which appointed the tribunal	347
274. Every provincial Government should have an officer or officers whose duty it would be to undertake the work of conciliation and to bring the parties privately to agreement	348
CHAPTER XIX.—THE PLANTATIONS.	
275. No further legislation making a breach of contract of service a criminal offence should be countenanced	356
CHAPTER XX.—RECRUITMENT FOR ASSAM.	
276. The power conferred by Section 3 of the Assam Labour and Emigration Act (Act VI of 1901) to prohibit recruitment for Assam in particular localities should be withdrawn immediately, and no barrier should be set up to prevent free movement of labour from one part of India to another	368

	PAGE.
277. The Assam Labour and Emigration Act should be repealed and a new measure should be enacted in its place	360
278. Where control is required, it should be exercised over the forwarding of recruits to the Assam plantations. All special restrictions on the agencies for obtaining recruits for Assam should be withdrawn ..	370
279. The new Act should provide—	
(a) that no assisted emigrant from controlled areas should be forwarded to the Assam tea gardens except through a depôt maintained by the industry or by suitable groups of employers and approved by the local Government or by such authority as it may appoint	370-1
(b) that local agents should maintain registers of recruits in the prescribed form	371
(c) that minors unaccompanied by a parent or guardian should not be forwarded ; and	371
(d) that the depôt and its registers should be open to inspection by officers appointed by the provincial Government for this purpose	371
280. Rules under the Act should provide for the detention of women and minors for a limited period	371
281. The Government of India should have power to frame rules regarding transit arrangements and should provide for the following of certain prescribed routes to Assam and for the maintenance of depôts at necessary intervals	371
282. In areas not inhabited by aboriginals the Government of India, in consultation with provincial Governments and the industry, should consider whether the restrictions over forwarding should not be dispensed with. In all controlled areas the position should be reviewed after the expiry of five years	372
283. The law should enable the Government of India, in the event of the recrudescence of abuses, to re-introduce in any area the prohibition of recruitment otherwise than by means of licensed garden sardars and licensed recruiters	372
284. The Act should be limited to the control of assisted emigration. The definition of " emigrant " should exclude any person who has been employed within the preceding twelve months in any capacity in Assam and assistance should be defined so as to exclude mere persuasion and propaganda from the scope of the restrictions	372-3
285. The Act should apply to those provinces in which the Assam Labour and Emigration Act is now in force, but recruitment within Assam itself should not be subject to control	373
286. It should be possible to extend control to recruitment for any work in Assam, but in present circumstances there is no justification for control except in the case of recruitment for tea gardens	373
287. The Assam Labour Board should be abolished	373
288. (a) The Government of India should appoint a Protector of Immigrants in Assam to look after the interests of emigrants from other provinces who have not yet settled in Assam. This officer should also be entrusted with responsibility for emigrants during the journey ..	374
(b) The cost of the Protector of Immigrants and his staff should be defrayed by a cess on emigrants	375

	PAGES.
289. The Central Government should determine finally the character of the control necessary in any area	375
290. Officials as well as planters should take steps to acquaint the workers with the change in the law in regard to penal contracts ..	377-8
291. Steps should be taken to secure public contact with workers' dwellings on all plantations	378
292. (a) The tea industry should give publicity to the advantages which the plantations have to offer to the inhabitants of other provinces	378
(b) The emigrant should be encouraged to maintain touch with his own people by means of correspondence	379
293. Repatriation :	
(a) Every future assisted emigrant to an Assam tea garden, whether from an area of free or controlled recruiting should have the right after the first three years to be repatriated at his employer's expense	379
(b) The Protector of Immigrants and the planters in consultation should consider the machinery necessary to make the right of repatriation effective	380
(c) In the case of the worker who transfers his services to another garden before the three years have expired, the cost of repatriation should fall on the employer by whom he was last engaged. A worker transferring his services to an employer outside the tea industry should thereby be considered to have surrendered the right to repatriation ..	380
(d) The Protector should be empowered to repatriate a garden worker, at the expense of his employer, within one year of his arrival in Assam if this is necessary on the ground of health, the unsuitability of the work to his capacity, unjust treatment by the employer or for other sufficient reason, and at any time before the expiry of three years if he is satisfied that the immigrant is unable with due diligence to secure a normal wage and desires to be repatriated ..	380-1
(e) A worker dismissed before the expiry of the three years should be entitled to repatriation at the expense of the employer dismissing him, unless it is established that the dismissal was due to wilful misconduct	381
(f) In case of physical assault by an employer or his agent, in addition to any other penalty which may be provided by law, the magistrate should be empowered to order the repatriation of the worker at the expense of the employer ..	381

CHAPTER XXI.—WAGES ON PLANTATIONS.

294. Wage-fixing machinery in the Assam plantations—	
(a) The establishment of statutory wage-fixing machinery in the Assam plantations, if practicable, is desirable, and there are reasons for believing that, if proper methods are adopted, a practicable scheme can be devised	394
(b) Before legislation is undertaken, an enquiry should be instituted as to the most suitable form of machinery, the actual rates paid and the variations in these rates between district and district and between garden and garden. The tea industry should be invited to co-operate in this enquiry	394

	PAGES-
(c) The Government of Assam should either secure the services of some one with experience of the working of wage-fixing machinery or arrange for a selected officer in Assam to acquire the requisite experience	394
(d) Thereafter, Government should notify its intention to call for wage returns covering a period of at least twelve months and including all classes of work undertaken in the different seasons	394
(e) The form of the wage returns should be the same throughout the province. These returns should show the number of male, female and child workers employed each month, whether permanently or temporarily, the wages earned by each such group and as near an approximation as possible to the hours actually worked for those wages	394
(f) Government should invite the tea industry to submit proposals for its consideration regarding the most suitable type of machinery to be provided by statute. The cardinal points are :—	
(i) Employers and workers should be given equal representation in the constitution of such machinery. In the absence of any organisation among the workers, it will be necessary for Government to appoint disinterested persons, who are neither officials nor employers, to represent the interests of the garden workers on the Board	395-6
(ii) Minority interests among employers should find representation, but the number of members should be kept as small as possible	396
(iii) An independent element is necessary, but it should suffice to have an independent Chairman, preferably an official nominated by Government	396
(iv) The Board or Boards should include at least one woman	396
(g) Only a small staff should be required for enforcement. If possible the duties of factory and wage inspection should be combined	397-8
295. In the Dooars, wages should invariably be paid direct to the worker and not through the sardar	399
296. The recommendations made in Chapter XIII relating to the regular and prompt payment of wages, the recovery of recruiting costs, including cost of transit, and restrictions on the recovery of advances should also apply to plantation labour throughout British India	402
CHAPTER XXII.—HEALTH AND WELFARE IN PLANTATIONS.	
297. On all plantations managers should be required to maintain birth and death registers, and by inspection Government should ensure that these are reasonably accurate	405
298. Where possible, garden managers should make a more generous allocation to workers of land for grazing and for vegetable cultivation	406
299. A more active policy should be adopted by all plantation managements in regard to anti-malarial work carried out under skilled advice and supervision	407
300. Wherever conditions are suitable, tube wells should be constructed. Where possible, piped water supplies should be provided	407
301. Workers' houses should be suitably spaced out and not built back to back. They should be in blocks of two rooms and, wherever possible, on high ground	408

	PAGES.
302. Standard minimum requirements in regard to plinths, floor and cubic space, light and ventilation should be prescribed by the competent authority which should have the power to condemn insanitary houses. Standard type plans to suit varying conditions should also be prepared and made available to garden managements	408
303. Workers might be encouraged, under supervision, to build their own houses on approved sites. Wherever possible, a number of lights should be provided in and around the housing areas ..	409
304. Bathing and washing places of simple type should be constructed in the vicinity of the house lines; Public Health Departments should prepare type plans	409
305. Planters should carry out annual mass treatment of their labour forces for hook-worm	410
306. Adequate latrine accommodation should be required in factories on plantations, and the exemption from the provisions of section 13 of the Factories Act in Bengal and Assam should be withdrawn ..	410
307. Women doctors should be employed by each medical group organisation for confinements in hospital, for the training and supervision of midwives and <i>dais</i> , and for child welfare work	411-2
308. The practice of giving free food to indoor patients should be adopted in all plantation hospitals	412
309. Maternity benefits should be provided for by legislation. The cash benefit to the mother should ordinarily take the form of half her daily wage for a period of 4 weeks before and 4 weeks after child-birth. In addition a bonus of Rs. 5 should be given, except where the woman refuses to avail herself of the skilled services of a woman doctor or a trained midwife provided by the employer. In the case of plantation labour the condition of a qualifying period of employment should be dispensed with	412
310. The practice of feeding non-working children without charge should be generally adopted	413
311. Plantation managers should assist in organising suitable recreation for their workers and should provide playing fields for general recreational purposes	413
312. The employment of health visitors is desirable; the work of the health visitor should always be supervised by the garden medical officer. Where a group medical organisation exists, the woman doctor, with two or three health visitors, should organise welfare centres on each garden of the group	414
313. When young children become orphaned and have no relations settled on the estate, the district magistrate or some suitable authority should invariably be approached to get into touch with any existing relations and, if a desire is expressed for the return of the child, arrangements should be made for repatriation	414
314. The employment, either directly or with their parents, of children before the age of 10 years should be prohibited by law. The names of all employed children should be entered in the wage-book and in the case of children not born on a plantation and therefore without a registered birth certificate, the garden doctor should be required to determine the age before the child is allowed to start work	415
315. Representatives of the local Governments concerned and of the planters should meet in conference to consider what contribution each can make towards the education of children on the plantations ..	416

	PAGE.
316. (a) The Director of Public Health, his assistants and the district health officers should be <i>ex-officio</i> inspectors of plantations ..	417
(b) As soon as a complete health service comes into being in Assam and Bengal, the inspecting powers of Civil Surgeons should be transferred to the officers of the Health Department.	417
317. (a) Boards of Health and Welfare should be established under statute for convenient planting areas	418
(b) Each Board should have a majority of planter representatives and should include a Collector or Deputy Commissioner from the districts covered, the Director of Public Health (or one of his assistants as deputy), the district health officer and persons nominated by the local Government to represent workers. It is desirable that the Board should include at least one woman member; the Protector of Immigrants should have the right to attend but not to vote	418
(c) The area to be allotted to each Board will depend on local considerations, but Government should remain directly responsible for public health in adjoining areas which are interspersed with plantations	419-20
(d) (i) Each Board should be financed by means of an annual cess levied on all plantations within its area. The cess may be based on the planted acreage or on the resident population, but the final decision as to the method to be adopted should be made after consultation between the local Governments and the industry	420
(ii) A rebate upto two-thirds of the cess collected should be made to estates according to a system of marks awarded by medical inspecting authorities for housing, medical facilities, anti-malarial work and other amenities of which they approve	420
(iii) Government, in consultation with the industry, should examine the possibility of transferring the accumulated balance at the credit of the Assam Labour Board, less all proper expenses involved in winding up its affairs, to the Boards of Health and Welfare in Assam	421
(e) The chief executive officer of the Board should be a whole-time experienced medical officer with public health qualifications	421
(f) In respect of maternity benefit legislation the Board should be the administrative authority for the area under its control	421
318. (a) The Act constituting the Boards and prescribing their procedure should detail, as far as possible, their duties and the matters in respect of which they may issue regulations. Before these are issued, they should be submitted to the local Government, which should have the power to refer them back to the Board with suggestions for their amendment. In the case of regulations dealing with certain important matters, such as the provision of drinking water, conservancy, sanitation, drainage, medical facilities and the prescribing of minimum standards of new housing accommodation, the local Government should have the power either to approve them or to modify them in such manner as it thinks fit. In the case of other regulations the local Government should not have the power to modify or supersede the regulations proposed by the Board	421-2
(b) Government should have the power through its inspectors of instituting prosecutions for infringements of any regulations, but this power should only be invoked after the Board, without sufficient reason, had refused to prosecute	422
(c) Government should also retain some financial control	423
319. District health officers should act as Government inspectors of plantations and should be empowered to deal with breaches of public health laws and regulations on estates	423

CHAPTER XXIII.—BURMA AND INDIA.

320. The general recommendations in other parts of the Report are intended for Burma as well as India and are designed to meet the needs of Burmese labour in Burma as of Indian labour in India	425
321. (a) The Protector of Immigrants should work in co-operation with the Government of Burma but should be solely responsible to the Government of India	427
(b) He should have statutory power to enter industrial establishments where Indian labour is employed	428
(c) He should have a working knowledge of some Indian languages, particularly Teingu	428
(d) He should have access to the Member or Minister responsible for labour	428
(e) He should furnish an annual report to the Government of India	428
(f) He should have sufficient experience and standing to ensure that his advice will deserve and receive full consideration from authorities and employers in Burma	428
322. Government should approach employers with a view to securing direct payment of wages without legislation : if this fails, the question of legislation for direct payment in certain sections of industry should be taken up	429
323. If any other industry finds it necessary to recruit in India, it should repatriate the recruited worker as soon as it ceases to pay him his normal wages	431
324. A policy of decasualisation for dock labour in Rangoon is urgently needed	433
325. There should be a medical inspection of emigrants in India before embarkation	433
326. (a) In dealing with the housing problem in Rangoon, a first step should be the provision of rest-house accommodation, for the supervision of which the Protector of Immigrants might be given some responsibility	437
(b) The desirability of providing married quarters should not be overlooked	437
(c) Attention should be given to the proper utilisation of under-developed areas	437
327. In regard to general health measures, previous investigations indicate what is required, and Government should now take the necessary steps	439
328. In regard to housing, there should be a frank recognition of joint responsibility ; the line of action, with the share to be taken by the parties concerned, should now be determined at a conference to be convened by Government and including representatives of Government, the municipality, employers, the Development Trust, the port authorities and some who can voice the needs of labour	439
329. Assisted emigration should be controlled with a view to ensuring that the emigrant is guaranteed maintenance for a reasonable period or repatriation	440

	PAGE.
330. As soon as a decision has been taken regarding the constitutional position of Burma, the question of immigration should be examined by the Governments of India and Burma in consultation with all the interests concerned	441
331. For a sound immigration policy, further statistical information regarding immigrant labour is urgently required. Accurate figures should be obtained bearing on the extent of employment available at different seasons and the movements of immigrant labour in search of work ..	441
332. Whatever steps are taken to regulate immigration, satisfactory conditions of life and work should be maintained for the immigrant populations	441
333. Government, employers and all concerned should accept a much greater measure of responsibility for the immigrant	442

CHAPTER XXIV.—STATISTICS AND ADMINISTRATION.

Statistics and Intelligence.

334. (a) Statistics should be compiled separately in respect of perennial and seasonal factories	443
(b) Government should examine the possibility of obtaining from the factory owner the total number of persons employed in his factory for not less than one month in a year	443
(c) The Factories Act should be amended so as to make it possible to call for returns in respect of wages	443
335. An examination should be made of the causes of delay in the publication of labour statistics with a view to devising a method which will ensure more prompt publication	444
336. The possibility of obtaining figures of the total number employed wholly or part-time in the coal mines should be examined ..	444
337. The published returns relating to the Assam plantations should give particulars of the number of labourers employed who do not live on the gardens, and the vital statistics should include both births and deaths ..	444
338. Planters in all provinces should be required by statute to furnish statistics relating to the labour forces employed by them ..	444
339. A summary should be published by the Government of India of the annual returns received from provincial Governments on the working of the Trade Unions Act	445
340. Legislation should be adopted, preferably by the Central Legislature, enabling the competent authority to collect information from employers regarding the remuneration, attendance and living conditions (including housing) of industrial labour, from merchants regarding prices, from money-lenders regarding loans to workers and from landlords regarding rentals	446
341. Whenever possible, investigators engaged on family budget enquiries should receive a course of training with the Bombay Labour Office or some other office which has conducted a successful enquiry ..	447-8
342. Enquiries into labour conditions by private investigators should be intensive rather than extensive	448-9
343. The possibility of making enquiries and investigations into labour conditions an obligatory part of courses in economics should be considered by the university authorities in all provinces	449
344. The possibilities of experimental work with a view to discovering means of improving output and efficiency should be considered by large individual employers and by associations of employers	449

	PAGES.
345. A labour bureau on a scale not smaller than that represented by the Bombay Labour Office should be established in Bengal ..	450
346. (a) Thorough family budget enquiries should be undertaken in Delhi, Madras, Cawnpore, Janshedpur and a centre in the Jharia coal-field ..	450
(b) As soon as circumstances permit, the possibility of extending the activities of the Labour Statistics Bureau in Burma to the main oilfields should be considered ..	450
(c) Assistance should be given by the Government of the Punjab to the Board of Economic Enquiry to enable it to institute and direct investigations in the industrial field ..	450
(d) The possibility of establishing a Board of Economic Enquiry in the Central Provinces similar to that in the Punjab should be investigated ..	450
<i>Administration.</i>	
347. (a) A Labour Commissioner responsible for the administration of all labour subjects should be appointed in every province except Assam	453
(b) He should be a selected officer and should hold the appointment for a comparatively long period ..	453
(c) He should be responsible for the publication of labour statistics, should have the right to enter all industrial establishments, should be generally accessible both to employers and labour and should act as a conciliation officer ..	454
(d) The headquarters of the Labour Commissioner should be in the chief industrial centre of the province ..	454
(e) In provinces where part-time appointments have to be made, a combination of the functions of the Director of Industries and of the Labour Commissioner should be avoided ..	454
348. A Labour Commissioner should be appointed for the Central Government ..	454

CHAPTER XXV.—LABOUR AND THE CONSTITUTION.

349. Legislative powers in respect of labour should continue with the Central Legislature and the provincial legislatures should also have power to legislate. Labour legislation undertaken in the provinces should not be allowed to impair or infringe the legislation of the centre, or its administration ..	461-2
350. If special constituencies are to remain a feature of the Indian constitution, labour should be given adequate representation in the Central and provincial legislatures ..	463
351. The method which is most likely to be effective in securing the best representatives of labour is that of election by registered trade unions. A special tribunal should be set up in each province to determine before election the weight which should be given to each registered trade union ..	464
352. Where there is a substantial industrial population, it should receive, by means of a franchise or in some other way, the power to exercise an adequate influence over the policy of local self-governing bodies ..	464
353. Industrial Council :	
(a) In the frame-work of the future constitution, provision should be made for an organisation (the Industrial Council), which would enable representatives of employers, of labour and of Governments to meet regularly in conference to discuss labour measures and labour policy ..	467-8

- (b) The Council should be sufficiently representative but not too large. The representatives of labour should be elected by registered trade unions, and where there are no registered trade unions of any size they should be nominated by Government. The employers' representatives should also be elected by associations of employers, whose voting power should be approximately proportionate to the number of workers which their members employ 467
- (c) The Council should meet annually and its president should be elected at each annual session. The secretary of the Council should be a permanent official responsible to it for the current business throughout the year 468
- (d) Functions of the Council :
- (i) to examine proposals for labour legislation referred to it and also to initiate such proposals 468
- (ii) to promote a spirit of co-operation and understanding among those concerned with labour policy, and to provide an opportunity for an interchange of information regarding experiments in labour matters 469
- (iii) to advise the Central and provincial Governments on the framing of rules and regulations 469
- (iv) to advise regarding the collection of labour statistics and the co-ordination and development of economic research 470
354. If labour legislation is central, the authority finally responsible for such legislation must be the Central Legislature. If labour legislation is to be decentralised, some co-ordinating body will be necessary. The decisions of the Council could not be given mandatory power, but in certain circumstances it might be made obligatory for provincial Governments within a specified time to submit proposals for legislation to their respective legislatures for a decision as to their adoption or rejection 471
355. Votes in the Industrial Council should be recorded separately in three groups, one including employers' representatives, one workers' representatives and one the remaining members 471
356. Where there is the danger of establishments being transferred to Indian States in order to escape regulation, an effort should be made to obtain the co-operation of the adjoining States 474
357. (a) The possibility of making labour legislation both a federal and a provincial subject should be considered.
- (b) If federal legislation is not practicable, efforts should be directed to securing that, as early as possible, the whole of India participates in making progress in labour matters.
- (c) For States in which there is appreciable industrial development, the Industrial Council should offer a suitable channel for co-operation 474

APPENDIX II.

A.—TERMS OF REFERENCE AND LIST OF SUBJECTS WITH COVERING LETTER TO PROSPECTIVE WITNESSES.

(1) Letter to prospective witnesses.

The Chairman of the Royal Commission on Labour in India desires me to send you the enclosed paper setting out the terms of reference to the Commission and a Schedule of the subjects falling within them which appear likely to engage the Commissioners' attention in the course of their enquiry.

I am to invite you/your organisation to submit, for the information of the Commission, any written statement which is likely to contribute to the objects of the inquiry.

The attached Schedule of subjects is not intended to be exhaustive, and the Commission will welcome evidence on any matter falling within the scope of their inquiry, whether included in the Schedule or not. They also consider it unlikely that you will feel called upon to deal with all the headings of the Schedule, and I am to suggest that you should select those in the subject-matter of which your experience mainly lies. They would be glad if in dealing with subjects mentioned in the Schedule you would number the various parts of your reply to correspond with the headings numbered in Arabic numerals in the Schedule (Nos. 1—146).

The Commission attach great importance to detailed evidence based on personal experience of particular industries, localities or establishments, and they trust that no possible witness will be deterred from proffering such evidence by its comparatively narrow field. Where information of a definitely statistical nature can be given this will naturally be of the greatest value to the Commission.

In the case of witnesses giving evidence on behalf of industrial institutions it will be of assistance if they will state in their evidence the nature of the firm's business, its output, period for which it has been operating, and particulars of number and grading of its employees, male, female and juvenils.

The Commission will find it of assistance if any memorandum of evidence you may be willing to put forward may be sent as soon as possible, and in any case not later than the _____, to the—

Joint Secretary to the Royal Commission on Labour in India,
Camp, India.

The Commission will of necessity have to limit the volume of oral evidence taken by them, but they would be obliged if you could state whether you wish to give evidence in person before them and, if so, at what place it would be most convenient for you to do so. They expect to visit all the leading industrial centres and probably all the provincial capitals in the course of the cold weather of 1929-30.

(2) Terms of Reference.

“ To enquire into and report on the existing conditions of labour in industrial undertakings and plantations in British India, on the health, efficiency and standard of living of the workers, and on the relations between employers and employed, and to make recommendations.”

NOTE.—“ Industrial undertaking ” for the purpose of the Commission is interpreted as in Article 1 of the Washington Hours Convention, which is as follows :—

“ For the purpose of this Convention, the term ‘ industrial undertaking ’ includes particularly :—

“ (a) Mines, quarries, and other works for the extraction of minerals from the earth.

“ (b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed ; including shipbuilding and the generation, transformation and transmission of electricity or motive power of any kind.

- " (c) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterwork or other works of construction, as well as the preparation for or laying the foundations of any such work or structure.
- " (d) Transport of passengers or goods by road, rail, sea, or inland waterway, including the handling of goods at docks, quays, wharves or warehouses, but excluding transport by hand."

* * * * *

The competent authority in each country shall define the line of division which separates industry from commerce and agriculture.

(3) List of subjects.

I. Recruitment.

- (1) *Origin of Labour.*
 - (i) Extent of migration.
 - (ii) Causes of particular streams of migration..
 - (iii) Changes in recent years.
- (2) *Contact with villages.*
 - (i) Extent and frequency of return.
 - (ii) Extent of permanent labour force.
- (3) *Methods of recruitment.*
 - (i) Existing methods.
 - (ii) Possible improvement.
 - (iii) Public employment agencies—
 - (a) Desirability of establishing.
 - (b) Possibility of practical schemes.
- (4) *Extent and effects of disturbance of family life.*
- (5) *Recruitment of seamen.*
 - (i) Existing practice.
 - (ii) Effect of changes introduced in Calcutta.
 - (iii) Suggestions for improvement.
- (6) *Recruitment for Assam.*
 - (i) Need of retention of control.
 - (ii) Administration of present system.
 - (iii) Composition and working of Assam Labour Board.
 - (iv) Defects of existing Act and system.
 - (v) Possible substitutes.
- (7) *Unemployment.*
 - (i) Extent and character.
 - (ii) Extent to which caused by—
 - (a) Retrenchment or dismissals.
 - (b) Voluntary retirement.
 - (c) Other causes.
 - (iii) Possible methods of alleviating and remedying distress.
 - (iv) Unemployment Insurance.
 - (v) Application of International Conventions relating to unemployment.
- (8) *Labour "turnover".**
 - (i) Average duration of employment.
 - (ii) Extent of casual employment.
 - (iii) Absenteeism—
 - (a) Extent, character and causes.
 - (b) Seasonal or otherwise.
 - (c) Time and wages lost.

* This word should be read as indicating generally the changes in composition of the labour staff of an undertaking.

- (9) *Apprentices Act, 1850.*
Value of.

II. Staff Organisation.

- (10) *Details of organisation, administrative and departmental.*
 (11) *Selection of managing staff.*
 (12) *Recruitment and training of supervising staff, superior and subordinate.*
 (i) Methods in force.
 (ii) Facilities for training and promotion of workmen.
 (13) *Relations between staff and rank and file.*
 (i) Relations generally.
 (ii) Value and defects of system of employing jobbers.
 (iii) Works Committees : their constitution, extent and achievements.
 (iv) Works Councils and Industrial Councils.
 (14) *Timekeeping, piecework, contract and attendance registers.*
 (i) How and by whom kept and checked.
 (ii) How and by whom wages actually paid to workers.
 (15) *Contractors as intermediaries.*
 (i) Extent and character of work given on contract.
 (ii) Extent of sub-contracting.
 (iii) Control exercised over working conditions.
 (iv) Effects.

III. Housing.

- (16) *Extent to which housing is provided.*
 (i) By employers.
 (ii) By Government or other public agency.
 (iii) By private landlords.
 (iv) By workers themselves.
 (17) *Facilities for acquisition of land for workers' houses.*
 (18) *Nature of accommodation provided in each class.*
 (i) In relation to workers' demands.
 (ii) In relation to best type from health point of view.
 (iii) Provision made for lighting, conservancy and water supply.
 (19) *Utilisation by workers of accommodation available.*
 (20) *Rent rates in various classes.*
 (21) *Special problems arising in connection with various classes of housing,*
e. g., Subletting ;
 Occupation of employers' houses by tenants in other employ ;
 Eviction.
 (22) *Moral effect on worker of industrial housing conditions. Improvements*
tried and suggested.

IV. Health.

- (23) *General health conditions of workers.*
 (i) Figures of mortality.
 (ii) Birth rate and infant mortality.
 Methods of registration.
 (iii) Working conditions—
 (a) at work places ;
 (b) at home.
 (iv) Dietary.
 (v) Physique.
 (vi) Effects of disturbance of sex ratio in industrial cities.
 (vii) Relation between housing and mortality.

- (24) *Extent of medical facilities provided.*
- (i) By employers.
 - (ii) By Government.
 - (iii) By other agencies.
 - (iv) Provision for women doctors, trained midwives or dais.
- (25) *Extent to which medical facilities are utilised.*
- (i) Generally.
 - (ii) By women.
- (26) *Sanitary arrangements, (a) at work places, (b) at home.*
- (i) Latrines.
 - (ii) Drinking water.
 - (iii) Bathing and washing.
- (27) *Extent and nature of official supervision.*
- (i) Work of Boards of Health in special areas.
 - (ii) Inspection of plantations.
 - (iii) In mill and other industrial areas.
- (28) *Suitability of existing Factories and Mines Acts and Rules.*
- (i) Control of temperature in factories.
 - (ii) Control of humidification in cotton mills—
 - (a) Nature of action taken by Local Governments.
 - (b) Results.
- (29) *Disease.*
- (i) Prevalence of industrial diseases.
 - (ii) Prevalence of cholera, malaria, hookworm and other tropical diseases.
- (30) *Sickness insurance.*
- (i) Suitability of International Labour Convention.
 - (ii) Possibility of introducing other systems.
 - (iii) How to meet difficulties arising from non-acceptability of Western medicine, paucity of medical men, migration of labour, finance.
- (31) *Maternity benefits.*
- (i) Extent and working of existing schemes (including allowances given before and after childbirth).
 - (ii) History of central and provincial Bills.
 - (iii) Possibility of legislation.

V. Welfare (other than Health and Housing, but including Education).

- (32) *Extent of welfare work.*
- (i) By employers.
 - (ii) By other agencies.
- (33) *Employment of Welfare Officers and workers.*
- (34) *Nature of other Welfare activities, (a) by employers, (b) by other agencies*
- (i) Provision for refreshments, shelters and canteens.
 - (ii) Provision for physical culture, recreation and amusements.
 - (iii) Other activities.
- (35) *Results achieved.*
- (36) *Provision of educational facilities by employers.*
- (i) For adult workers.
 - (ii) For half-time workers.
 - (iii) For workers' children.
 - (iv) Extent to which used.
- (37) *Desirability and possibility of provision for old age and premature retirement.*

(38) *Co-operation.*

(39) *Possibility and desirability of a Statutory Miners' Welfare Fund.*

VI. Education.

(40) *Facilities for general education in industrial areas.*

- (i) Of children not in employment.
- (ii) Of children employed in factories.
- (iii) Of adults.

(41) *Facilities for industrial and vocational training.*

(42) *Effect of education on standard of living and industrial efficiency of workers.*

VII. Safety.

(43) *Existing regulations in factories, mines, railways and docks.*

(44) *Incidence of accidents in factories, mines, railways and docks.*

(45) *Causes.*

(46) *Accident prevention (including "Safety First" propaganda).*

(47) *Accidents in non-regulated establishments.*

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

(49) *Stringency of inspection and enforcement of regulations.*

- (i) In industry generally.
- (ii) In seasonal industries.

(50) *Effect upon safety of hours, health, light and working conditions generally.*

VIII. Workmen's Compensation.

(51) *Workmen's Compensation Act.*

- (i) Extent of use.
- (ii) Comparison with extent of possible claims.
- (iii) Effects on industry.
- (iv) Availability and use of insurance facilities and value from workers' point of view.
- (v) Desirability of compulsory insurance by employers.

(52) *Desirability of extending Act to other occupations.*

Possibility of providing against insolvency of employers who might be so covered.

(53) *Suitability of provisions relating to—*

- (i) Scales of compensation.
- (ii) Conditions governing grant of compensation.
- (iii) Industrial diseases.
- (iv) Machinery of administration.
- (v) Other matters.

(54) *Desirability of legislation on lines of Employers' Liability Act, 1880.*

IX. Hours.

A. Factories.

(55) *Hours worked per week and per day.*

- (i) Normal, i.e. as determined by custom or agreement.
- (ii) Actual, i.e. including overtime.
- (iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.

(56) *Days worked per week.*

(57) *Effect of 60 hours restriction.*

- (i) On workers.
- (ii) On industry.

- (58) *Effect of daily limit.*
- (59) *Possibility of reduction in maxima.*
- (60) *Intervals.*
 - (i) Existing practice—
 - (a) In relation to fatigue.
 - (b) In relation to workers' meal times.
 - (ii) Suitability of the law.
 - (iii) Suitability of hours during which factory is working.
 - (iv) Number of holidays given.
- (61) *Day of rest.*
 - (i) Existing practice.
 - (ii) Suitability of the law.
- (62) *Exempting provisions and the use made of them.*

B. Mines.

- (63) *Hours worked per day and per week.*
 - (i) Normal, i.e. as determined by custom or agreement.
 - (ii) Actual, i.e. including overtime.
 - (iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.
- (64) *Days worked per week.*
- (65) *Effect of restriction of hours.*
 - (i) On workers.
 - (ii) On industry.
- (66) *Possibility of reducing maxima.*
- (67) *Suitability of the law relating to shifts.*
- (68) *Possibility of introducing an effective daily limitation.*
- (69) *Intervals.*
 - (i) In relation to fatigue.
 - (ii) In relation to workers' meal times.
 - (iii) Number of holidays given.
- (70) *Day of rest.*
- (71) *Adequacy of existing provisions.*
- (72) *Exempting provisions and use made of them.*

C. Railways.

- (73) *Hours worked per week and per day.*
 - (i) Normal, i.e. as determined by custom or agreement.
 - (ii) Actual, i.e. including overtime.
 - (iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.
- (74) *Days worked per week.*
- (75) *Extent of application of International Labour Conventions relating to—*
 - (i) Hours.
 - (ii) Rest days.
- (76) *Intervals—*
 - (i) In relation to fatigue.
 - (ii) In relation to workers' meal times.
 - (iii) Number of holidays given.
- (77) *Possibility of regulation.*

D. Other Establishments.

- (a) Plantations.
- (b) Docks.
- (c) Other industrial establishments.

- (78) *Hours worked per week and per day.*
 - (i) Normal, i.e. as determined by custom or agreement.
 - (ii) Actual, i.e. including overtime.
 - (iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.
- (79) *Days worked per week.*
- (80) *Desirability of regulation.*

X. Special Questions relating to Women, Young Adults and Children.

A. Factories.

- (81) *Effect of 1922 Act on employment.*
- (82) *Admission of infants to factories.*
- (83) *Suitability of regulations for women's work.*
- (84) *Suitability of regulations affecting children.*
 - (i) Hours and intervals.
 - (ii) Minimum and maximum ages.
- (85) *Double employment of children (i.e. in more than one establishment in same day).*
- (86) *Work and training of young adults.*
 - Facilities for apprenticeship.
- (87) *Extent of "blind alley" employment (i.e. extent to which children are dismissed on reaching full age).*
- (88) *Comparative merits of double and single shift systems as affecting health of women, young adults and children.*
- (89) *Work of women and children in factories not subject to Act.*
 - (i) Use by Local Governments of section 2 (3) (b).
 - (ii) Advisability of extended application.

B. Mines.

- (90) *Effect of Act of 1923.*
 - Suitability of certification provisions.
- (91) *Exclusion of women.*
 - (i) Suitability of regulations.
 - (ii) Probable effect on industry.
 - (iii) Economic effect on workers.
 - (iv) Speed of withdrawal.

C. Other Establishments.

- (92) *Need for regulation.*

XI. Special Questions relating to Seamen and Workers in Inland Navigation.

- (93) *Hours of work.*
- (94) *Rations and accommodation, articles of agreement, etc.*
- (95) *Indian Merchant Shipping Act.*
 - (i) Existing provisions.
 - (ii) Need of revision.

XII. Wages.

- (96) *Prevailing rates of wages (time and piece) and average earnings.*
 - (i) In industry.
 - (ii) In surrounding agricultural areas.
 - (iii) Difference between money wages and money value of all earnings.

- (97) *Movements in recent years.*
 (i) Increases and decreases.
 (ii) Reasons for variation.
 (iii) Relation to prices and cost of living (pre-war and post-war).
 (iv) Relation to profits.
- (98) *Amounts sent to villages.*
- (99) *Payment in kind and allied problems.*
- (100) *Extent and effect of payment through contractors, sub-contractors or headmen.*
- (101) *Method of fixing wages.*
 (i) By negotiated agreements.
 (ii) Other means.
- (102) *Basis of payment for overtime and Sunday work.*
- (103) *Extent of standardisation.*
- (104) *Effect of wage-changes on labour supply.*
- (105) *Minimum wages.*
 Advisability and possibility of statutory establishment.
- (106) *Deductions.*
 (i) Extent of fining.
 (ii) Other deductions.
 (iii) Utilisation of fines.
 (iv) Desirability of legislation.
- (107) *Periods of wage-payment (day, week or month).*
 (i) Periods for which wages paid.
 (ii) Periods elapsing before payment.
 (iii) Desirability of legislation—
 (a) to regulate periods;
 (b) to prevent delay in payment.
 (iv) Treatment of unclaimed wages.
- (108) *Indebtedness.*
 (i) In village.
 (ii) In industrial area.
- (109) *Bonus and profit sharing schemes.*
 (i) Nature and effect of schemes which are or have been in operation.
 (ii) Basis of schemes, whether production or profits.
- (110) *Annual or other leave.*
 (i) Extent to which taken by workers.
 (ii) Extent to which countenanced and/or assisted by employers.
 (iii) Extent of consequential loss to worker of back-lying wages.
- (111) *Desirability of Fair Wages Clause in public contracts.*

XIII. Industrial Efficiency of Workers.

- (112) *Comparative changes in efficiency of Indian workers in recent years.*
- (113) *Comparative efficiency of Indian and foreign workers.*
- (114) *Extent to which comparisons are affected by—*
 (i) Migration of workers.
 (ii) Use of machinery.
 (iii) Comparative efficiency of plant.
 (iv) Comparative efficiency of management.
 (v) Physique.
 (vi) Health.
 (vii) Education.
 (viii) Standards of living.
 (ix) Climate.

- (115) *Effect on production of—*
- (i) Changes in working hours.
 - (ii) Changes in other working conditions.
 - (iii) Expenditure on health and sanitation.
 - (iv) Housing.
 - (v) Alterations in methods of remuneration.
 - (vi) Movements in wage levels.
 - (vii) Legislative enactments.
 - (viii) Dietary.
 - (ix) Alcohol and drugs.
 - (x) Industrial fatigue.
- (116) *Possible methods of securing increased efficiency.*

XIV. Trade Combinations.

- (117) *Extent of organisation of—*
- (i) Employers.
 - (ii) Employed.
- (118) *Effect of organisations on—*
- (i) Industry.
 - (ii) Conditions of workers generally.
- (119) *Nature of Trade Union activities.*
- (i) Mutual aid benefit schemes : unemployment : sickness : old age : strike pay.
 - (ii) Other activities.
- (120) *Individual Trade Unions.*
- (i) History.
 - (ii) Attitude of workers and extent of their control.
 - (iii) Attitude of employers and relations with them.
- (121) *Trade Unions Act, 1926.*
- (i) Extent to which utilised.
 - (ii) Effects.
 - (iii) Possible amendments.
- (122) *Miscellaneous questions regarding Trade Unions.*
- (i) Methods of negotiation between employers and employed.
 - (ii) Results of attempts at co-operation between employers and employed to increase efficiency of production.
 - (iii) Position of employees in State industrial concerns in relation to general Trade Union movement.

XV. Industrial Disputes.

- (123) *Extent of strikes and lock-outs.*
- (i) Causes.
 - (ii) Duration and character.
 - (iii) Nature and methods of settlement.
 - (iv) Loss to industry and workers.
- (124) *Conciliation and arbitration machinery.*
- (i) Results of previous investigations.
 - (ii) Part played by official or non-official conciliators in settling disputes.
 - (iii) Use (if any) made of Employers' and Workmen's Disputes Act, 1860.
 - (iv) Joint standing machinery for regulation of relations between employers and workpeople.
 - (v) Opportunity afforded to workpeople of making representations.
 - (vi) Applicability to Indian conditions of Industrial Court, Trade Boards, Joint Industrial Councils.

- (125) *Trades Disputes Act.*
- (126) *Attitude of Government—*
 - (i) Towards trade combinations.
 - (ii) In connection with industrial disputes.

XVI. Law of Master and Servant.

- (127) *Effect of repeal of Workmen's Breach of Contract Act.*
- (128) *Types of contract commonly in use.*
- (129) *Extent to which (i) Civil, (ii) Criminal law is available and used for enforcement.*
- (130) *Madras Planters Labour Act, 1903.*
- (131) *Coorg Labour Act.*
- (132) *Employers' and Workmen's Disputes Act : Is it used ?*

XVII. Administration.

- (133) *Central and Provincial Legislatures.*
Action and attitude on labour questions.
- (134) *International Labour Organisation.*
 - (i) Ratification of Conventions and action taken.
 - (ii) Its effect on legislation, etc.
- (135) *Relations between Central and Local Governments.*
- (136) *Administrative authorities in various Governments.*
Work of special labour offices or officers.
- (137) *Effect of differences in law or administration in Indian States and British India.*
- (138) *Acquaintance of workpeople with factory legislation.*
- (139) *Factory inspection.*
 - (i) Adequacy of staff.
 - (ii) Uniformity of administration in different Provinces.
 - (iii) Rigour and efficiency of administration.
 - (iv) Prosecutions and their result.
- (140) *Mines inspection.*
 - (i) Adequacy of staff.
 - (ii) Rigour and efficiency of administration.
 - (iii) Prosecutions and their result.
- (141) *Railways (State and Company).*
Administration of questions affecting personnel.
- (142) *Plantations, docks and other industrial establishments.*
Extent and nature of inspection.

XVIII. Intelligence.

- (143) *Existing statistics.*
 - (i) Extent and use.
 - (ii) Method of collection.
 - (iii) Degree of accuracy.
- (144) *Possibility of improvement in statistics.*
- (145) *Nature of special investigations conducted.*
 - (i) Cost of living enquiries.
 - (ii) Results achieved.
- (146) *Future developments necessary.*

B.—SUPPLEMENTARY QUESTIONNAIRE.

Letter No. L. C. 5 (1), dated Simla, the 7th April 1930, from S. Lal, Esq., I.C.S., Joint Secretary, Royal Commission on Labour in India, to All Local Governments and Administrations excluding the North-West Frontier Province and Baluchistan.

The Royal Commission on Labour is about to complete the first stage of its enquiry and the Chairman and Members feel that, while Local Governments and others have taken great care and trouble in the preparation of memoranda and written statements, which have proved invaluable, the information evoked by the list of subjects circulated last year is in certain directions hardly sufficient to enable them adequately to discharge the terms of their reference. They would be greatly obliged, therefore, if the Local Government could supplement their evidence in two respects before the Commission completes its enquiry next cold weather and commences the writing of its report.

2. The Commission is required by its terms of reference to enquire into and to report on the standard of living of the workers. A full discharge of this part of its reference would involve the collection and preparation of statistics based on family budget enquiries on a scale which has so far been attempted only in a few centres such as Bombay, Sholapur, Ahmedabad and Rangoon. No adequate statistics of the kind are available in regard to other important centres. It has therefore been decided to lay the position before Local Governments and to ask for such data as it may be possible to provide by the commencement of next cold weather. The decision as to the material which can be produced in the time must rest with the Governments concerned and this letter is to be regarded in the light of a supplementary questionnaire asking for information in regard to the standard of living of the workers. The Commission does not wish to prescribe any particular procedure for securing this information but it feels that it may be helpful if Local Governments are given some indication of the lines upon which, in the opinion of the Commission, a useful enquiry, practicable within the time, could be undertaken by Local Governments.

3. The Commission fully appreciates the fact that a full enquiry on the lines of those recently conducted at Ahmedabad and Rangoon is out of the question within the time available, more especially as such an enquiry would necessitate considerable preliminary training of staff. Failing a comprehensive enquiry, whose results would be subject to scientific statistical treatment, the Commission would welcome the collection of particulars indicated by the schedule enclosed in regard to typical working class families, which would be useful for purposes of illustration when they come to report on matters referred to them. The object is to secure information regarding some poorer working families in order to supplement the information that the Commission has gained as a result of its tour. On a number of occasions questions have been put to industrial workers designed to elicit information of the type contemplated in the schedule. But it is not easy in such matters for a large body like the Commission to obtain particulars of value or to test the information supplied, and in any case the time at its disposal during this winter's tour has been insufficient to obtain all the information it would like to have in this direction. The Commission is therefore anxious to secure through the agency of the Local Governments evidence of the same character as it might itself have secured if it had had a much longer time at its disposal and had been able to obtain from a number of witnesses information of a somewhat intimate character regarding their manner of life.

4. The value of this enquiry will depend on the accuracy of the information collected and the representative character of the families selected for investigation. The Commission, therefore, attaches greater importance to quality than to quantity provided care is exercised in obtaining representative samples. The method of sampling is of the greatest importance and the smaller the number of budgets collected the more dependent is the result on the judicious selection of the sample. The

Commission therefore suggests that the selection of families should be made on some systematic method of sampling to be determined after a preliminary survey of the field. The Commission realises that a choice may have to be made between adequate illustration of the conditions in a narrow field and random instances drawn from a larger population and it takes the view that the results are more likely to be valuable if the workers belong to one typical establishment in a single industrial centre, or at most to a few establishments rather than to a larger number of widely separated centres and industries. Further, the chances of securing representative budgets would be very much greater if the enquiry is restricted to the poorer working class families. Wage rates differ in the various parts of the country and it is difficult to name a uniform figure as the family income limit above which the Commission does not wish to go but generally it would prefer budgets of families whose combined income is not above Rs. 50 per mensem.

The Commission trusts that the Local Government, if suitable information is not already available to them, will find it possible to conduct an enquiry on the lines suggested and to furnish the results to the Commission appending such notes as they may think fit to indicate the manner in which the enquiry was conducted, the method of sampling adopted and any conclusions which they may have drawn from its results. The Commission understands that some enquiries of the kind have been conducted by University professors, economists and social workers. There is, of course, no objection to the utilisation of non-official agencies for the purpose of assisting in this enquiry. It is hoped, however, that every effort will be made to see that the information furnished is as accurate as possible and based on actual facts.

5. Another matter in which the Commission is anxious to enlist the co-operation of the Local Government in securing additional information is in regard to the factories which are not governed by the provisions of the Indian Factories Act. These factories come under the following two categories:—

- (1) factories using power but employing less than 20 persons at one time;
- (2) factories and workshops not using power.

The Commission will have to consider to what extent it is desirable to bring these establishments under official control, and for this purpose it is anxious to obtain fuller information than it has hitherto received. It would therefore be glad if the Local Government could help in this matter by furnishing particulars regarding the industries which are being carried on in unregulated establishments, the number of such establishments, the numbers of men, of women and of children employed in them, the conditions under which they are employed, with particular reference to their earnings and hours of work, the minimum ages of the children in employment and the effect which employment has on their health. In regard to factories using power but employing less than 20 persons information is also desired as to whether, owing to lack of proper precautions for the fencing of machinery, the workers are exposed to any undue risks. The information required need only deal with—

- (a) factories using power and employing 10 or more persons on any one day in the year;
- (b) factories and workshops not using power and employing 50 persons or more on any one day in the year; and
- (c) smaller factories and workshops engaged in any particular industry which in the aggregate employs a considerable number of hands.

The Commission would also be glad to know what additional staff the Local Government consider would be required for the inspection of each of these classes.

6. The Commission realises that the above requests for additional information will involve a considerable amount of trouble to the Local Government, but it feels that, in view of the importance of the subjects with which they deal and the incompleteness of the information which has so far been obtained on them, it is necessary to obtain further information. I am to request that the supplementary information now desired may be forwarded to the Commission as soon as it is collected and in any case not later than the 15th October 1930. It would be convenient if it could be embodied in a supplementary memorandum, 40 copies of which may be forwarded for the use of the Members.

SCHEDULE.

Standard of Living.

(Note.—Information is required on the heads given below only in regard to a small number of representative working class families in important industries and plantations whose total family income does not exceed Rs. 50 a month.)

(1) *Industrial centre or plantation—*

Name of the head of the family—
Religion and caste—
Province and district of origin—
Cause of migration—

(2) *Size and composition of family:—*

	Numbers.				Ages of		Relationship to the head of the family.
	Men.	Women.	Boys.	Girls.	Boys.	Girls.	
Wage earners							
Dependants residing with wage earners.							
Dependants residing elsewhere.							

Note.—Persons under 15 should be treated as boys or girls.

(3) *Extent of literacy—*(4) *Regularity of employment of wage earners—*(5) *Normal monthly family income—*

(a) Occupation of each wage earner.	Monthly wages.	Monthly overtime pay.	Additional earnings, if any, with source.	Total.
				Rs. A. P.
Men	1.	
	2.	.. .. .	.. .. .
	3.	.. .. .	.. .. .
Women	1.	
	2.	.. .. .	.. .. .
	3.	.. .. .	.. .. .
Boys	1.	
	2.	.. .. .	.. .. .
	3.	.. .. .	.. .. .
Girls	1.	
	2.	.. .. .	.. .. .
	3.	.. .. .	.. .. .
Total amount of family income			Rs.	

(a) *Occupation.*—The description of the occupation should be as definite as possible. Thus cotton mill worker is too general. The particular occupation should be specified, for example cotton weaver or cotton spinner, or again, not mechanic but fitter, blacksmith, etc., whatever it is.

(6) *Normal monthly expenditure of family on:—*

- (i) Food, giving quantities of principal articles of food consumed in a month and cost of each—
- (ii) Clothing—
- (iii) Rent—
- (iv) Fuel and lighting—

- (v) Household requisites, e.g., utensils, etc.—
- (vi) Miscellaneous expenditure including—
- (a) Remittances to dependants living in the village—
 - (b) Travelling to and from place of employment—
 - (c) Medicine and medical fees—
 - (d) Drink and drugs—
 - (e) Tobacco and *pan supari*—
 - (f) Religious observances, feasts and festivals—
 - (g) Payments to provident fund, trade union or co-operative society—
 - (h) Amusements and recreation—
 - (i) Education—
 - (j) Interest on debt—
- (7) *Indebtedness*—
- (i) Extent of indebtedness—
 - (ii) Causes. To what extent due to expenditure incurred on—
 - (a) Festivals—
 - (b) Marriages—
 - (c) Funerals—
 - (d) Sickness—
 - and (e) Unemployment—
 - (iii) Rate of interest; Nature of security on outstanding loans; Terms of repayment—
- (8) *Housing*—
- (i) Description of dwelling; materials used in construction—
 - (ii) Landlord*—
 - (iii) Distance from place of work—
 - (iv) Number of rooms occupied by family and approximate dimensions of each room—
 - (v) Dimensions of verandah, if any—
 - (vi) Water-supply—
 - (vii) Sanitation—

APPENDIX III.

LIST OF WITNESSES EXAMINED ORALLY IN PUBLIC SESSION
BY THE ROYAL COMMISSION ON LABOUR IN INDIA.*Karachi, October 12th-17th, 1929.*

- | | | |
|------------------------------|----------------|--|
| 1. Mr. C. S. C. Harrison | C.I.E., | Chief Engineer, Lloyd Barrage and Canals Construction. |
| | M.I.E., I.S.E. | |
| 2. Mr. T. S. Downie, | O.B.E. | .. Chairman |
| 3. Mr. Jamshed N. R. Mehta | .. | Vice-Chairman |
| 4. Dr. Tarachand J. Lalwani | .. | 1. Indian Seamen's Union, |
| | .. | 2. Karachi Port Labour Union, and |
| 5. Mr. Mulohand M. Kirpalani | .. | 3. Karachi Port Trust Labour Union. |
| 6. Mr. R. K. Sidhwa | .. | .. Representative of Flour Mills Labour in Karachi. |
| 7. Mr. Minocher Cowasji | .. | .. of Messrs. Cowasji and Sons, stevedores. |
| 8. Miss R. Piggott | .. | .. Honorary Secretary, Dais' Improvement Scheme, Hyderabad (Sind). |

Khewra, October 20th-22nd, 1929.

- | | | | |
|--|----|---|-----------------------|
| 9. Ali Haidar | .. | .. | } Khewra Salt Miners. |
| 10. Habib Khan | .. | .. | |
| 11. A representative of the workshop men of the Khewra Salt Mines. | | | |
| 12. Mr. A. L. Hoyle, I.C.S. | .. | .. Commissioner, Northern India Salt Revenue. | |
| 13. Mr. C. H. Pitt | .. | .. Manager, Khewra Salt Mines. | |

* State whether Government, Municipal, Employer or Private Landlord.

Lahore, October 24th-28th, 1929.

14. Mr. W. R. Wilson, I.C.S. .. Revenue Secretary to the Government of the Punjab.
15. Mr. W. H. Abel .. Inspector of Factories, Punjab and the North-West Frontier Province.
16. Dr. R. C. Rawley .. Director of Industries, Punjab.
17. Mr. Ladik Ram .. } N. W. Railway Union.
18. Mr. Shivram Das Randev .. } N. W. Railway Union.
19. Mr. M. A. Khan, President and General Secretary } General Workers' Union,
20. Mr. M. D. Akhtar, Financial Secretary .. } N. W. Railway.
21. Colonel C. S. M. C. Watson, D.S.O., O.B.E., Chief } N. W. Railway.
- Operating Superintendent. } N. W. Railway.
22. Mr. A. K. Muirhead, Deputy Agent (Personnel) } N. W. Railway.
23. Lieut.-Colonel C. A. Gill, D.P.H., I.M.S., Director of Public Health, Punjab.
24. Mr. R. J. S. Dodd, I.C.S., Registrar of Co-operative Societies, Punjab.

Amritsar, October 29th, 1929.

25. Mr. George Stevens .. } East India Carpet Company, Limited.
26. Mr. Gerald Alfred Davies .. } East India Carpet Company, Limited.
27. Muhammad Ramzan .. } Master Weavers (Carpet Factory).
28. Rajbai .. } Master Weavers (Carpet Factory).

Delhi, November 2nd-8th, 1929.

29. Mr. Mehtab Singh, Industrial Surveyor.
30. Mr. P. Mukerjee .. } Punjab Chamber of Commerce.
31. Mr. W. R. Taylor .. } Punjab Chamber of Commerce.
32. Mr. Shri Ram .. } Punjab Chamber of Commerce.
33. Rai Bahadur Baisakha Singh, Contractor.
34. Major J. R. D. Webb, O.B.E., I.M.S., Health Officer.
35. Nanna, son of Elahi Baksh, Worker.
36. Para .. } Women workers.
37. Kallie .. } Women workers.
38. Mr. J. A. Woodhead, I.C.S., Secretary to the Government of India, Department of Commerce.
39. Mr. E. E. Coombs, O.B.E., Controller of Printing and Stationery, Government of India.
40. Mr. J. A. Shillidy, I.C.S., Secretary to the Government of India, Department of Industries and Labour.
41. Mr. A. M. Rouse, C.I.E., Chief Engineer, Public Works Department.
42. Dr. Ruth Young of the Countess of Dufferin's Fund.
43. Mr. T. G. Russell, Chief Commissioner, Railways.
44. Mr. A. A. L. Parsons, C.I.E., I.C.S., Financial Commissioner, Railways.
45. Mr. A. M. Hayman, O.B.E. .. } Members, Railway Board.
46. Mr. H. A. M. Hannay .. } Members, Railway Board.
47. Lieutenant-General Sir Edwin de V. Atkinson, K.C.B., K.B.E., C.M.G., C.I.E., Master General of Ordnance in India.
48. Mr. Abdus Subhan .. } Workers in the Government of India
49. Mr. Abdur Rahman .. } Press.

Ajmer, November 11th-12th, 1929.

50. Mr. B. S. Pathik, General Secretary .. } B. B. and C. I. Railway Workers' Federation and Indian Apprentices Association.
51. Mr. H. L. Sharma .. } B. B. and C. I. Railway Workers' Federation and Indian Apprentices Association.
52. Mr. H. Armitstead, M.B.E., V.D., Carriage and Wagon Superintendent.
53. Mr. E. C. H. Condon, V.D., Engineer-in-Chief. } B. B. and C. I. Railway (Metre Gauge).
54. Mr. C. G. Cotesworth, V.D., Acting Locomotive Superintendent. } B. B. and C. I. Railway (Metre Gauge).
55. Colonel H. F. Hobbs, D.S.O., M.C., Staff Officer. } B. B. and C. I. Railway (Metre Gauge).

56. Rai Sahib Chandrika Prasad.
 57. Miss J. E. Copeland, M.A.
 58. Mr. Kanhaiyalal Gorgiya.
 59. Mr. A. Lyons .. } Anglo-Indian and Domiciled European employees
 60. Mr. N. T. Duffy .. } on the B. B. and C. I. Railway.

Ahmedabad, November 14th-18th, 1929.

61. Dr. Jacob Solomon, Honorary Secretary .. } Sanitary Association.
 62. Colonel B. H. Nanavati, C.I.E., Vice-President .. }
 63. Mr. W. H. Phillips, Inspector of Factories. .. }
 64. Mr. Chaman Lal G. Parekh, President }
 65. Mr. Sakarial Balabhai, Vice-President } Ahmedabad Millown-
 66. Mr. Shantilal Mangaldas } ers' Association.
 67. Mr. Kasturbhai Lalbhai }
 68. Mr. Gordhandas J. Patel }
 69. Seth Ambalal Sarabhai of the Ahmedabad Manufacturing and Calico Printing
 Company, Limited.
 70. Mr. Meswane .. }
 71. Mr. Kautekar .. } Textile Brotherhood, Ahmedabad.
 72. Mr. Manohar .. }
 73. Miss Dina Cama, Gujerat Constituency of the All-India Women's Conference.
 74. Mr. N. D. Mehta, Chairman, Standing Committee of the Ahmedabad Municipi-
 pality.
 75. Munshi Manzar Ali .. } Weavers in Ahmedabad.
 76. Sheikh Abdul Wahid .. }

Bombay, November 21st—December 3rd, 1929.

77. Mr. R. B. Ewbank, C.I.E., I.C.S., Secretary to the Government of Bombay,
 General Department.
 78. Mr. J. F. Gennings, Director, Labour Office.
 79. Mr. H. M. Robottom, Acting Shipping Master.
 80. Mr. R. R. Sonalker, Recruiting Officer.
 81. Mr. S. C. Joshi } G. I. P. Railway Staff Union.
 82. Mr. P. S. Bakhle }
 83. Mr. Mohammed Ebrahim } Indian Seamen's Union.
 84. Mr. A. B. Moraes }
 85. Mr. P. G. Kanekar } Bombay Seamen's Union.
 86. Mr. J. P. Lobo, B.A., LL.D. }
 87. Mr. Patrik DeSa }
 88. Mr. T. W. Johnstone, M.B.E., Chief Inspector of Factories.
 89. Mr. R. J. Tata, Certifying Surgeon.
 90. Mr. R. R. Bakhale, General Secretary .. }
 91. Mr. Mohammed Umar Rajb, Vice-President .. } Bombay Textile Labour Union.
 92. Mr. Mohammed Isakh }
 93. Mr. Abdul Rahim }
 94. Mr. D. H. Patel }
 95. Mr. Abdul Khan }
 96. Sir Ernest Jackson, Kt., C.I.E., Agent .. }
 97. Mr. H. P. Ball, General Traffic Manager .. } B. B. & C. I. Railway.
 98. Mr. J. A. Jones, Chief Engineer .. }
 99. Mr. J. J. C. Paterson, Loco and Carriage
 Superintendent }
 100. Dr. Scoresby Jackson, Chief Medical Officer .. }
 101. Mr. G. H. Kennedy, Secretary to Agent .. }
 102. Mr. J. D. Antia, Auditor and Chairman,
 Co-operative Credit Society. .. }
 103. Mr. C. W. A. Gidney, President .. } National Union of Railwaymen of India
 104. Mr. H. T. Wilson } and Burma.
 105. Mr. J. Turner }

- | | | | |
|--|-------|--|--|
| 106. Mr. D. S. Barn, Agent | | } G. I. P. Railway. | |
| 107. Mr. A. Richardson, Deputy Chief Mechanical Engineer | .. .. |  |  |
| 108. Mr. P. Wood, Acting Deputy Agent (Staff) | .. .. |  |  |
| 109. Mr. C. G. Limpus, Deputy Transportation Superintendent | .. .. |  |  |
| 110. Mr. W. T. Griffiths, Divisional Traffic Manager | .. .. |  |  |
| 111. Mr. V. R. Kundunmal, Assistant Deputy Agent | .. .. |  |  |
| 112. Mr. P. L. Stallard, Acting Principal Medical and Health Officer | .. .. |  |  |
| 113. Dr. M. I. Balfour, C.B.E., M.B., C.M. | | | } Haffkine Institute, Bombay. |
| 114. Dr. Shakuntala K. Talpode, M.B., B.S. | .. .. |  |  |
| 115. Dr. J. E. Mistri, Secretary | | | } Bombay Council of Social Workers. |
| 116. Mr. K. J. Dubash | .. .. |  |  |
| 117. Dr. C. A. Manshardt | .. .. |  |  |
| 118. Dr. P. N. Daruwalla | | } Bombay Representative Christian Council and National Christian Council of India. | |
| 119. Miss I. Wingate | .. .. |  |  |
| 120. Mr. Bryant | | } Bombay Milkowners' Association. | |
| 121. Mr. H. P. Mody, Chairman | .. .. |  |  |
| 122. Sir Manmohandas Ramji | .. .. |  |  |
| 123. Mr. S. D. Saklatwala | .. .. |  |  |
| 124. Mr. T. Maloney, Secretary | .. .. |  |  |
| 125. Mr. J. Parker, President | | | } Bombay European Textile Association. |
| 126. Mr. R. Blackwell, Hony. Secretary | .. .. |  |  |
| 127. Mr. J. B. Green | | | } Indian Merchants' Chamber. |
| 128. Mr. L. R. Tairsee | .. .. |  |  |
| 129. Mr. Mann Subedar | .. .. |  |  |
| 130. Mr. J. K. Mehta | | | } Bombay Chamber of Commerce. |
| 131. Mr. G. L. Winterbotham, President | .. .. |  |  |
| 132. Mr. G. H. Cooke | .. .. |  |  |
| 133. Mr. R. J. F. Sullivan, Secretary | | } Bombay Shareholders' Association, Girni Kangar Mahamandal. | |
| 134. Mr. P. G. Kanekar, Social Service League. | .. .. |  |  |
| 135. Principal Sohrab R. Davar | .. .. |  |  |
| 136. Mr. Jangmohandas J. Kapadia | .. .. |  |  |
| 137. Mr. D. R. Mayekar | .. .. |  |  |
| 138. Mr. N. R. Kulkarni | .. .. |  |  |
| 139. Mr. W. H. Neilson, Chairman | .. .. |  |  |
| 140. Mr. G. E. Bennett, Chief Engineer | | | } Bombay Port Trust. |
| 141. Mr. C. N. Rich | .. .. |  |  |
| 142. Mr. MacMurray | .. .. |  |  |
| 143. Mr. F. Stanes, Superintendent of Mills, E. D. Sassoon & Co., Ltd. | .. .. |  |  |

Jalgaon, December 4th, 1929.

- | | | |
|--|-------|--------------------------------------|
| 144. Mr. P. J. Arjaria, Agent, Khandesh Mills. | | } Weavers in Pressing Factory. |
| 145. Maruti Mairaji Sindhi | .. .. |  |
| 146. Narosa Tukaram | .. .. |  |
| 147. Krishna Tukaram | .. .. |  |
| 148. Saini | | } Women workers in Pressing Factory. |
| 149. Janghi | .. .. |  |
| 150. Puthani | .. .. |  |
| 151. Italsbai | .. .. |  |

Akola, December 6th, 1929.

- 152. Mr. H. K. Agarwal, M. A. Manager, The Akola Cotton Mills, Ltd.
- 153. Mr. Khandare, representative of the Depressed Classes.
- 154. Mr. Khedkar, representative of the Non-Brahmins.

Nagpur, December 7th-10th, 1929.

- 155. Mr. N. J. Roughton, I.C.S., Financial Secretary to the Government of the Central Provinces.
- 156. Mr. R. N. Banerjee, I.C.S., Director of Industries.

157. Mr. C. N. Frankau, Chief Inspector of Factories.
 158. Mr. C. M. Trivedi, I.C.S., Deputy Commissioner, Nagpur.
 159. Mr. P. V. Chance, Officiating Superintending Engineer, Hazedeo Circle.
 160. Major C. M. Ganapathy, I.M.S., Offg. Director of Public Health.
 161. Radhabhai Nimbalkar } Women workers in the Model
 162. Bhurkabei Kapuskar } Mills.
 163. Savitrabai Dhargaone, Woman worker in the Empress Mill No. 5.
 164. Mr. Gavai, M.L.C., representative of the Depressed Classes.
 165. Mr. Netade, worker }
 166. Mr. Jaivland Maniram, weaver } Model Mills.
 167. Mr. Krishnaswamy, Assistant Secretary } Press Employees'
 168. Mr. B. Balsaji, Press worker } Association.
 169. Mr. G. M. Thawre } Workers in the *bidi*
 170. Mr. L. N. Hardas } factories.
 171. Mr. Punj Lall, Contractors' Agent, Kandri Mines.
 172. Poona Ram }
 173. Guman }
 174. Dakalu }
 175. Baldeo }
 176. Shuneya }
 177. Sahibin } Workers in the Kandri
 178. Parpada } Mines.
 179. Jagohata }
 180. Chhoti }
 181. Phaguni }
 182. Phulmati }
 183. Sir Sorabji B. Mehta, C.I.E., Manager, Empress Mills.
 184. Mr. J. L. Mott.
 185. Mr. S. C. L. Nasir, Senior Y. M. C. A. Secretary of the Empress Mills Welfare
 Work.
 186. Mr. R. C. Riley, of the C. P. and Berar Mining Association, Kamptee.
 187. Laxman Gambirji Narayan, worker in
 Empress Mill No. 2 }
 188. Muhammad Akbar, weaver } Textile Labour Union,
 189. Daulat, worker in Model Mill } Nagpur.
 190. Harichand } Workers in the Empress Mills
 191. Radha Bai }
- Cawnpore, December 11th-17th, 1929.*
192. Mr. W. G. Mackay, M.B.E., Chief Inspector of Factories and Boilers.
 193. Lt.-Colonel L. C. Larmour, I.A., Superintendent, Harness and Saddlery
 Factory.
 194. Lt.-Colonel C. L. Dunn, C.I.E., D.P.H., I.M.S., Director of Public Health.
 195. Dr. Trivedi, Municipal Health Officer }
 196. Mr. J. M. Lowrie, Vice-President }
 197. Mr. H. A. Wilkinson }
 198. Mr. W. R. Watt, M.A., B.Sc., D.I.C., F.G.S. } Upper India Cham-
 199. Mr. A. C. Inskip, O.B.E. } ber of Commerce.
 200. Mr. C. H. Mattison }
 201. Mr. J. G. Ryan, M.B.E., V.D., Secretary }
 202. Mr. J. C. Donaldson, M.C., I.C.S. Deputy Secretary to Government of the
 United Provinces, Industries Depart-
 ment.
 203. Mr. S. P. Shah, I.C.S. } Director of Industries.
 204. Mr. G. M. Harper, I.C.S. } Collector of Gorakhpur.
 205. Dr. Radha Kamal Mukerjee, } Professor of Economics and Sociology,
 M.A., Ph.D. } Lucknow University.
 206. Mr. J. P. Srivastava, M.L.C. } Chairman
 207. Rev. C. H. Mattison } Trustee
 208. Mr. A. Roland Price, M. I. M. Chief Engineer } Improvement
 and Cg. E. } Trust.

209.	Achaha Singh and others of the Harness and Saddlery Factory Labour Union.		
210.	Mr. Ghasita .. ..	..	} Workers in the Textile Mills, Cawnpore.
211.	Mr. Munir .. ..	..
<i>Patna, December 19th-20th, 1929.</i>			
212.	Mr. J. R. Dain, I.C.S.	..	Officer on Special Duty with the Government of Bihar and Orissa.
213.	Mr. H. E. Horsfield ..	..	Registrar of Trade Unions.
214.	Mr. D. C. Gupta .. ..	..	Director of Industries.
215.	Mr. H. W. Brady .. ..	..	Chief Inspector of Factories.
216.	Mr. W. B. Brett, I.C.S.	..	Financial Secretary to the Government of Bihar and Orissa.
217.	Babu Bhagwat Prasad Jayaswal		of the Bihar and Orissa Chamber of Commerce.
218.	Mr. Arikahan Sinha ..	..	General Secretary, the Bihar Provincial Kisan Sabha.
<i>Kodarma, December 21st-22nd, 1929.</i>			
219.	Akhi Ghatwalin .. ..	..	} Female Workers in the Local Factory.
220.	Balia Goalin .. ..	..
221.	Suhuri Musahar .. ..	..
222.	Karim Miah .. ..	..	} Male Workers in the Local Factory.
223.	Etwari Kandoo .. ..	..
224.	Jhamon Hazam .. ..	..
225.	Mahabir Singh .. ..	..
226.	Mr. E. Crellin .. ..	..	} Kodarma Mica Mining Association.
227.	Mr. D. B. Sabana .. ..	..
<i>Sichar, January 3rd-6th, 1930.</i>			
228.	Mr. J. S. Mercer .. ..	..	Manager, Arcuttipore Tea Estate.
229.	Phul Biasai and another Woman worker of the Arcuttipore Tea Estate.		
230.	Dr. G. C. Ramsay, O.B.E., M.D. (Edin.)		Medical Officer to the Labao Medical Practice.
231.	Patohoo .. ..	..	} Sardars of the Bundoo Tea Gardens.
232.	Bonamali .. ..	..
233.	Mr. L. A. Healey .. ..	..
234.	Mr. J. K. Cullinan .. ..	..	Superintendent, Diwan Division, Tarrapore Tea Co., Ltd.
235.	Kashis Bam .. ..	..	Worker, Bundoo Tea Gardens.
236.	Mr. J. W. R. McWha ..	..	Superintendent of the Labao Division, Tarrapore Tea Company.
237.	Mr. A. F. Stuart .. ..	..	} Surma Valley Branch of the Indian Tea Association.
238.	Mr. G. E. Rayner, M.L.C.	..	
239.	Mr. B. Gupta .. ..	..
240.	Mr. G. D. Walker, I.C.S.	..	Deputy Commissioner of Cachar.
241.	Rev. E. B. Singh.		
<i>Panchgram, January 7th, 1930.</i>			
242.	Ram Prasad Goals .. ..	..	Worker, Panchgram Oil Wells.
243.	Mr. D. P. Trench .. ..	..	Field Agent, Panchgram Oil Wells of the Burmah Oil Co., Ltd.
<i>Jorhat, January 8th-14th, 1930.</i>			
244.	Sham Kamar .. ..	..	} Workers on the Moabund Tea Estate;
245.	Oti Goa of Tara Khul ..	..
246.	Kataur (Khond) .. ..	..
247.	Mr. J. B. Leonard .. ..	..	Manager, Moabund Tea Estate.
248.	Mr. L. N. Sarma .. ..	..	Manager, Rowriah Tea Estate.
249.	Mr. F. McAllister .. ..	..	General Manager, The Assam Oil Co., Ltd., Digboi.
250.	Mr. D. S. Withers .. ..	..	Manager, Demai and Parbattia Tea Company.

251. Khudiran .. ..	..	..	Worker	..	} Cinnamara Tea Gardens.
252. Butan .. ..	..	..	Sardar	..	
253. Mr. J. H. Copeland .. ..	..	..	Manager, Cinnamara Tea Estate.	..	
254. Mr. C. K. Besboruah .. ..	..	..	Manager, Bolama Tea Estate.	..	
255. Kadamoni .. ..	..	..	Woman worker	..	} Bolama Tea Estate.
256. Bhano .. ..	..	..	Woman worker	..	
257. Chuttan .. ..	..	..	Worker	..	
258. Mst. Miriam .. ..	..	..	Woman Worker	..	
259. Suleman .. ..	..	..	Worker	..	
260. Babu J. Chakravarti .. ..	..	..	Doctor	..	} Assam Branch of the Indian Tea Association.
261. Ramswami .. ..	..	..	Worker	..	
262. Mr. W. G. McKercher .. ..	..	..	Chairman	..	
263. Mr. J. M. Kilburn .. ..	..	..	Vice-Chairman	..	
264. Mr. E. J. Nicholls .. ..	..	..	..	..
265. Mr. E. S. Roffey .. ..	..	..	..	..
266. Dr. McCombie .. ..	..	..	..	..
267. Mr. T. A. Chalmers, M.L.A. .. ..	..	..	Superintendent, Bazaloni Tea Co., Ltd.	..	
268. Ram Dat Kurmi .. ..	..	..	..	..	} Workers in the Meleng Tea Estate.
269. Ram Autar Pasi .. ..	..	..	..	..
270. Autar Kori, Ten male, Workers } .. ..	..	..	..	..
271. Kundhan .. ..	..	..	..	..
272. Kirodhar .. ..	..	..	..	..
273. Chembeli .. ..	..	..	..	..
274. Nancee Dasi Ghasi .. ..	..	..	..	..
275. Mr. R. H. S. Oliver .. ..	..	..	Manager, Meleng Tea Estate.	..	
276. Mr. James Fraser .. ..	..	..	Manager, Humwal Tea Co.	..	
277. Christine .. ..	..	..	Woman Sardar	..	} Mariani Tea Estate.
278. Kunda .. ..	..	..	Worker	..	
279. Nanhru .. ..	..	..	Worker	..	
280. Mr. K. Cantlie, I.C.S. .. ..	..	..	Deputy Commissioner, Sibsagar.	..	
281. Dr. Percy Foster .. ..	..	..	Medical Officer, Badipar Medical Association.	..	

282. Rev. D. J. Tirthi, of Deogharia.

Shillong, January 16th-18th, 1930.

283. Mr. A. J. Laine, C.I.E., I.C.S. .. ..	..	..	Officer on Special Duty with the Government of Assam.	..	
284. Lt.-Col. T. D. Morrison, I.M.S. .. ..	..	..	Director of Public Health.	..	
285. Mr. F. C. King, I.C.S. .. ..	..	..	Chairman, Assam Labour Board.	..	} Indian Tea Association.
286. Mr. J. Inack, M.L.C. .. ..	..	..	Chairman	..	
287. Mr. T. C. Crawford .. ..	..	..	Vice-Chairman	..	
288. Mr. J. A. Milligan .. ..	..	..	..	..	} Tea Districts Labour Association.
289. Lt.-Col. D. S. Mackay .. ..	..	..	..	..

Goalhati, January 19th, 1930.

290. Rashid	Worker	..	} Examined at the Forwarding Agency for re-exports to Assam.
291. Sapti .. ..	..	..	Woman Sardar	..
292. Jalson .. ..	..	..	Worker	..
293. Badlu .. ..	..	..	Worker	..
294. Bachan .. ..	..	..	Worker	..
295. Mr. M. N. Baliah .. ..	..	..	Agent Baboo	..
296. Senuj .. ..	..	..	Worker	..
297. Parabti .. ..	..	..	Woman worker and a number of other workers.	..

Baradighi Tea Estate, Doorga, January 20th, 1930.

298. Barsi (wife of Ledwa)	} Baradighi Tea Estate.
299. Itwari (wife of Lachman) and two other women workers.	

300. Bhira (son of Mangra)			
301. Surajmoni (wife of Goolia)	..		
302. Bansi (wife of Lakhan) and two women workers and a party of men workers returning from work	.. ..		Workers on the Baradighi Tea Estate.
303. Abiram	.. ..	
304. Saleman	.. ..	
305. Rakiya	.. ..	
306. Mr. G. L. Haig	.. ..	Chairman	Dooars Planters' Association.
307. Mr. W. L. Travers, C.I.E., O.B.E., M.L.C.	.. ..	..
308. Dr. O. McCutcheon, M.B.	.. ..	Secretary	

Debpura Tea Estates—Dooars, January 21st, 1930.

309. Mr. J. C. Ghose	Vice-Chairman.	} Indian Tea Planters' Association, Jalpaiguri.
310. N. R. Ghose, M.A., B.L.	.. ..	.. ..
311. Mr. J. G. Guha	
312. Phalini		} Workers on the Debpura Tea Estate.
313. Gondura	.. ..	
314. Budhu Chik	.. ..	
315. Dandu Ram	.. ..	
316. Mr. J. J. C. Watson	Manager	} Gandrapara Tea Estate.
317. Dr. M. Karmakar, L.M.F.	.. ..	.. ..

Asansol, January 23rd, 1930.

318. A surface coal wagon loader (male)		Bara Dhemu Colliery.
319. Saikli	} Miners, Dhemu Main Colliery.
320. Sukh Dev	.. ..
321. Agla Das	.. ..
322. Bansi Kurmi (with 14 other coal loaders)	.. ..
323. Uma Padan Mukherjee, Sarkar	} Workers in the Dhemu Main Colliery.
324. Gauri Shankar (with other coal loaders)	.. ..
325. Garia	.. ..
326. Rajvaid	.. ..
327. Bilsaper	.. ..
328. Thakath	.. ..
329. Kanhaimanji	.. ..
330. Padara	.. ..
331. Lokhimanji	.. ..
332. Dr. S. K. Sircar, M.B., D.P.H.	.. ..		Chief Sanitary Officer, Asansol Mines Board of Health.
333. Dr. U. P. Chatterjee, M.B.	Chief Medical Officer, Eastern Coal Co., Ltd.
334. Dr. Bonbahari Chatteraj, L.M.P.	Medical Officer, Dhemu Main Colliery.
335. Mr. C. Heath	Manager, Dhemu Main Colliery.
336. Mr. Sohan Singh	Contractors' Manager.
337. Suku	} Miners, Bhutdova Colliery.
338. Hupna	.. ..
339. Mr. S. K. Samundar	Manager, Bhutdova Colliery.
340. Phila Manjhi	Trammer
341. Panu	Mistri
342. Lakli Majin	} West Niga Colliery.
343. Maku Majin and a party of women workers	.. ..

Dhanbad, January 24th-29th, 1930.

344. Barjumain .. ..	..	..	} Workers in the Loyabad Colliery.
345. Jiwan Majhi .. ..	..	..
346. Parbhu Majhi and three miners	..	..
347. Nonkukul .. ..	..	..
348. Chand Manji .. ..	..	..	} Loyabad Colliery.
349. Mr. R. Fenwick .. ..	..	..
350. B. Jitu Ram .. ..	..	..
351. Asumania .. ..	..	..	} Women workers in the Loyabad Colliery.
352. Mokshada .. ..	..	..
353. Ahalya .. ..	..	..
354. Sabodhi .. ..	..	..
355. Mr. K. K. Baksi .. ..	..	..	Manager, Kirkend Colliery.
356. Chakku Sow .. ..	..	..	Gangman ..
357. Bithal .. ..	..	..	Muchhi ..
358. Sobhi, Musahar .. ..	..	..	Loader ..
359. Ledcu, Dosadh .. ..	..	..	Loader ..
360. Kolli .. ..	..	..	Woman worker with another woman.
361. Mr. P. C. Bose .. ..	..	..	Secretary ..
362. Mr. B. Mitter .. ..	..	..	} Indian Colliery Employees' Association, Jharia.
363. Shani Cheria .. ..	..	..
364. Chotan Kora .. ..	..	..
365. Gobinda Gorai .. ..	..	..
366. Nuni .. ..	..	..	} Women workers in the Jealgora Colliery.
367. Thakuri .. ..	..	..
368. Limoni .. ..	..	..
369. Sakaram .. ..	..	..
370. Karurai .. ..	..	..	} Men workers in the Jealgora Colliery.
371. Jarimeya .. ..	..	..
372. Mr. D. Black .. ..	..	..	Manager, Jealgora Colliery.
373. Mr. P. B. Dandekar .. ..	..	..	Raising Contractor, Jealgora Colliery.
374. Mr. J. E. Phelps .. ..	..	..	Agent, Jealgora Colliery.
375. Mr. N. P. Thadani, I.C.S.	..	..	Chairman, Jharia Mines Board of Health; Chairman, Jharia Water Board and Commissioner, Workmen's Compensation.
376. Dr. Ryles .. ..	..	..	Chief Medical Officer, Jharia Mines Board of Health.
377. Mr. P. S. Kealan .. ..	..	..	} Indian Mining Association.
378. Mr. F. L. Cork .. ..	..	..
379. Mr. R. Heron .. ..	..	..
380. Mr. R. Purdy .. ..	..	..
381. Jamuna (wife of Patia)	..	..	} Workers in the Kujama Colliery.
382. Patia .. ..	..	..
383. Kale Lohar .. ..	..	..	Miner ..
384. Mr. P. C. Mukherji .. ..	..	..	Miner ..
385. Bhuchi, woman coal carrier, Indian Jharia Colliery.	..	..	Manager, Kujama Colliery.
386. Mr. M. Bhattacharji, Manager, Central Junagora Colliery.	..	..	} Central Junagora Colliery.
387. Pabgu, loading sardar	..	..
388. Bengali Thekadar .. ..	..	..	} Indian Mining Federation.
389. Mr. A. L. Ojha, M.L.C.	..	..
390. Rai Bahadur D. D. Thacker	..	..
391. Mr. J. Kirk, Superintendent, Jamadoba Colliery.	..	..	} Miners, Jamadoba Colliery.
392. Hira Kharar .. ..	..	..
393. Jaru Bhagat .. ..	..	..
394. Chando .. ..	..	..
395. Kheru .. ..	..	..

396. Mr. R. R. Simpson, O.I.E., Chief Inspector of Mines in India.
 397. Mr. A. A. F. Bray }
 398. Mr. J. Thomas } Calcutta representatives of the Indian
 399. Mr. T. Ord } Mining Association.

Giridih, January 31st, 1930.

400. Sillumian } Miners, Serampur Colliery of the E. I.
 401. Mauji Dhobi } Railway Company.
 402. Mr. W. T. Stanton, Manager, Serampur Colliery of the E. I. Railway
 Company.
 403. Mr. H. Lancaster, Superintendent, E. I. Railway Colliery Department.
 404. Dr. H. Mullick.
 405. Mr. J. Brown, Assistant Superintendent, Bokhara E. I. R. and B. N. R.
 Joint Collieries.
 406. Mr. A. D. Tuckey, I.C.S., Deputy Commissioner, Hazaribagh District.
 407. Ugan, Sardar }
 408-409. Gangia Kamin, with her } Serampur Colliery.
 husband Ghansham, loader .. }
 410. Kailumia, Trolleyman }
 411. Kudirat Meyan }

Calcutta, February 3rd-19th, 1930.

412. Mr. K. P. Banerjee, }
 413. Mr. J. N. Gupta, } E. B. R. Indian Employees' Association.
 414. Mr. P. Chakraborty, }
 415. Mr. Cameron, }
 416. Mr. Bastien, }
 417. Mr. Rigg, }
 418. Mr. Martston, }
 419. Mr. Backman, } Anglo-Indian and Domiciled European Employees of
 420. Mr. Powell, } Railways.
 421. Mr. Lardner, }
 422. Mr. Wilson, }
 423. Mr. Atkinson, }
 424. Mr. P. H. Maffin, O.B.E., Agent, }
 425. Mr. I. St. C. Pringle, Deputy Agent, }
 426. Mr. A. H. Joscelyne, Locomotive Superintendent, }
 427. Dr. H. Suhrawardy, Chief Medical Officer, } E. B. Railway.
 428. Mr. H. N. Parker, Officer on Special Duty, }
 429. Mr. H. A. Outhwaite, Statistical Officer, }
 430. Mr. V. P. Bhandarkar, Welfare Officer, }
 431. Mr. D. Ghose, Assistant Traffic Superintendent }
 432. Mrs. A. Cottle, C.B.E., }
 433. Dr. Headwards, } Bengal Presidency Council of Women.
 434. Mr. W. J. Herridge, Manager, Calcutta Claims Bureau.
 435. Mr. M. H. B. Lethbridge, I.C.S., Commissioner for Workmen's Compensation,
 Bengal.
 436-437. Tulsi and his wife, Tilasari, }
 438. Habib, Woman worker, }
 439. Noor Mohamed, Line-sardar, } Anglo-India (Middle) Jute Mill Co.
 440. Kalik, Weaver, }
 441. Sorju, Line-sardar, }
 442. Karu, Spinner, }
 443. Rai Syama Charan Bhattacharya Bahadur, Vice-Chairman, Bhatpara Muni-
 cipality.
 444. Mr. K. C. Banerji, Executive Engineer, Presidency Division.
 445. Mr. Surendra Nath, M.A., LL.B., Aotg. President, }
 446. Mr. Hikmat-Ullah, Bar-at-Law, Chief Legal Adviser, } E. I. Railway Union,
 447. Mr. H. S. Bhatnagar, General Secretary, } Moradabad.
 448. Mr. K. N. Pandey, Assistant Station Master, }

449. Mr. C. L. Colvin, C.B., C.M.G., D.S.O., Agent,
 450. Mr. F. E. Robertson, Chief Operating Superintendent,
 451. Mr. R. L. Ray, Chief Mechanical Engineer,
 452. Mr. A. V. Venables, Chief Engineer,
 453. Dr. A. K. H. Pollock, Chief Medical Officer,
 454. Mr. E. Cameron Ker, Deputy Chief Accounts Officer,
 455. Mr. A. O. Evans, Deputy Agent,
 456. Mr. M. Robertson, Secretary to Agent,
 457. Mr. F. C. Badhwar, Employment Officer,
 458. Mr. C. S. Whitworth, Chief Mining Engineer, Railway Board. } E. I. Railway.
459. Mr. Santi Ram Mondal,
 460. Mr. Ram Autar,
 461. Mr. Atal Behary Santra,
 462. Mr. S. N. Shaw,
 463. Mr. Ismail,
 464. Mr. Ali Mohammad,
 465. Mr. K. D. Chatterjee,
 466. Mr. Hardin Shaha, } E. I. R. Labour Union, Lillooah.
467. Mr. G. A. Young, General Manager, Indian Iron & Steel Co., Ltd.
 468. Lt.-Col. B. H. Brown, Superintendent, Ishapore Rifle Factory.
 469. Mr. B. T. Dunderdale, Superintendent, Metal & Steel Factory, Ishapore.
 470. Mr. A. W. Connolly, Works Manager, Rifle Factory, Ishapore.
 471. Mr. R. C. Frain, Works Manager, Metal and Steel Factory, Ishapore.
 472. Lt.-Col. E. W. Sewell, I.M.S., Medical Officer to Factories and Estate.
 473. Mr. K. K. Chakravarty, Labour Bureau Supervisor, Rifle Factory.
 474. Mr. G. R. Dain, Agent, the Calcutta Tramways Company, Ltd.
 475. Mr. V. E. D. Jarrad, Agent,
 476. Dr. Mowfudar (Medical Department),
 477. Mr. Bazar (Engineering Construction),
 478. Mr. Chakrabarty (Engineering Open Line),
 479. Mr. Khanna (Commercial Department),
 480. Mr. Farque (Transportation Department),
 481. Mr. Chowdhury (President, Bengal Nagpur Railway, Urban Bank), } B. N. Railway.
482. Dr. A. Martin-Leake, V.C., F.R.C.S.,
 483. Mr. Prohlad Chandra Roy, Vice-President, } Press Employees' Association.
 484. Mr. Indu Bhusan Sarcar, Organising Secy., }
 485. Mr. R. N. Neish, Manager, Titaghur No. II Jute Mill. }
 486. Prakash,
 487. Mangrul,
 488. Babuniya,
 489. Muniya,
 490. Jumrath,
 491. Harilal,
 492. Gauri,
 493. Muthialu,
 494. Lachanac,
 495. Abdul Hakim, } Workers in the Titaghur No. II Jute Mill.
 496. Mr. Mihbulul Haq, President,
 497. Mr. Aftab Ally, General Secretary, } Indian Seamen's Union.
 498. Mr. L. Mitchell,
 499. Sir George Godfrey, } of Messrs. Bird & Company.
 500. Mr. J. Smith, Assistant Manager, Burma Shell Installations, Budge Budge.
 501. Mr. J. R. Farquarson, Manager, Calcutta Branch of the Burma Shell Oil Co.
 502. S. C. Dasa, Oil Worker, Burma Shell Oil Installations.
 503. Mr. J. Sime, Managing Director, Messrs. Andrew Yule & Co.
 504. Mr. G. Garris, Manager, Caledonian Jute Mills Co., Ltd.
 505. Mr. Krishna Chunder Ray Chendhuri, President, Kankinarah Labour Union

506. Mr. R. B. Laird, M.L.C., Chairman,
 507. Mr. A. N. Mackenzie,
 508. Mr. W. D. Bruce-Watt,
 509. Mr. J. A. Murray,
 510. Mr. J. D. Paterson,
 511. Mr. Williamson, } Indian Jute Mills Association.
 512. Mr. R. P. Adams, O.B.E., Chief Inspector of Factories, Bengal.
 513. Mr. J. B. McBride, Senior Inspector of Factories, Bengal.
 514. Mr. R. C. Parsons, Inspector of Factories, Bengal.
 515. Mr. T. B. Glover, Inspector of Factories, Bengal.
 516. Capt. W. O'Connor, Senior Certifying Surgeon of Factories, Bengal.
 517. Dr. Chas. A. Bentley, C.I.E., M.B., D.P.H., D.T.M., & H., Director of Public Health.
 518. Mr. F. C. Griffin, M.I.C.E., M.I.E. (Ind.), Chief Engineer, Public Health Department, Bengal.
 519. Dr. M. E. Sufi, B.A., L.R.C.P. & S., D.P.H., Assistant Director of Public Health.
 520. Dr. G. L. Bera, M.B., Ch.B., D.P.H., Assistant Director of Public Health.
 521. Dr. B. C. Mukharji, M.B., D.P.H., Inspector of Septic Tank Installations.
 522. Dr. A. C. Ray Chaudhury, D. P. H., Diet Survey Officer.
 523. Mr. C. W. Gurner, I.C.S., Secretary to the Government of Bengal, Local Self-Government Dept.
 524. Mr. H. J. Twynam, I.C.S., Secretary to the Government of Bengal, Revenue Department.
 525. Mr. R. N. Gilchrist, M.A., I.E.S., Deputy Secretary to the Government of Bengal, Commerce and Marine Depts.
 526. Mr. A. T. Weston, M.Sc., M.I.C.E., M.I.E. (Ind.), Director of Industries, Bengal.
 527. Mr. J. A. Beale, Sub-Divisional Officer, Asansol.
 528. Khan Bahadur Tasaddak Ahmed, Second Inspector of Schools, Presidency Division.
 529. Rai Sahib Sushil Kumar Ganguly, Officiating Registrar, Co-operative Societies, Bengal.
 530. Sir Charles Stuart-Williams, Kt., Chairman, Commissioners for the Port of Calcutta.
 531. Mr. W. A. Burns, Traffic Manager,
 532. Commander Norcock, Deputy Conservator, } of the Port of Calcutta.
 533. Mr. H. F. Darvell, Shipping Master, Calcutta.
 534. Mr. E. C. Benthall }
 535. Mr. W. Gow } Bengal Chamber of Commerce.
 536. Mr. D. K. Cunnison, Secretary .. }
 537. Captain R. Liddle, Marine Department, B. I. S. N. Coy., Ltd.
 538. Mr. R. Chakravarti }
 539. Mr. U. M. Bose } Bengal National Chamber of Commerce.
 540. Mr. H. P. Ghose }
 541. Mr. J. H. Sen Gupta }

Kharagpur, February 20th, 1930.

542. Mr. Kanahi Nath Muttu }
 543. Mr. W. V. R. Naidu }
 544. Mr. P. Rama Chandra Rao } B. N. R. Indian Labour Union.
 545. Mr. Somayajulu }
 546. Mr. A. N. Bose }

Jamshedpur, February 21st-24th, 1930.

547. Mr. M. Homi, President }
 548. Mr. H. H. Sharma, Joint Secretary } Labour Federation.
 549. Mr. Mangal Singh }
 550. Mr. Azimuddin }

- | | | |
|-------------------------------|---|---|
| 551. Mr. J. C. K. Peterson .. | } | Tata Iron and Steel Coy., Ltd. |
| 552. Mr. C. A. Alexander .. | | |
| 553. Mr. J. Leyshon .. | } | Tinplate Company of India, Ltd., Golmuri Works. |
| 554. Mr. H. D. Townsend .. | | |
| 555. Mr. W. O. Henderson .. | | |

Vizagapatam, February 25th-27th, 1930.

- | | |
|--|---|
| 556. Mr. T. Austin, I.C.S., District Magistrate, Ganjam. | |
| 557. Sriman Sree Vikrama Deo Varma Mahasaya of Vizagapatam. | |
| 558. Captain F. R. Steels .. | } Local Agents of the Tea Districts Labour Association. |
| 559. Mr. L. S. Driver .. | |
| 560. Mr. G. T. H. Bracken, I.C.S., District Magistrate and Agent to the Governor, Vizagapatam. | |
| 561. Abdur Rahman, Storeman .. | } Vizagapatam Harbour Works. |
| 562. Noor Mohammad, Khalasi .. | |
| 563. Abdul Nabi, Tindal .. | |
| 564. Kaki Gurrappa, Worker .. | |
| 565. Sukama Ukkama, Worker .. | |
| 566. Fazul Rahman, Oilman .. | |
| 567. Annapathrakimma, Woman Coal carrier. | |
| 568. Appallam, Woman Coal carrier | } Vizagapatam Harbour Works. |
| 569. Mr. W. C. Ash Engineer-in-Chief | |
| 570. Mr. C. J. Smith, Mechanical Superintendent. | |
| 571. Major F. J. Anderson, I.M.S., Chief Medical Officer. | |
| 572. Mr. P. A. M. Welchman, Office Superintendent. | |
| 573. Dr. K. Satyanarayana, Medical Officer. | |

Trichinopoly, February 27th, 1930.

- | | |
|-----------------------|--|
| 574. A. Gopal .. | } Workers in the Golden Rock Workshops of the S. I. Railway. |
| 575. S. Joseph .. | |
| 576. Mutu Krishnan .. | |
| 577. Krishnan .. | |
| 578. S. Ramaswami .. | |

Madura, February 28th—March 1st, 1930.

- | | |
|--|--------------------------------------|
| 579. Subhammal .. | } Women workers in the Madura Mills. |
| 580. Kandallammal .. | |
| 581. Muthammal .. | |
| 582. Kaliammal, and two others .. | |
| 583. Sadyan .. | } Men workers in the Madura Mills. |
| 584. Suppiash .. | |
| 585. Vyahvan .. | |
| 586. Muniandi .. | |
| 587. Mr. J. P. Rodriguez .. | |
| 588. Mr. Sankaranaraina Pillai .. | } Tuticorin Labour Union. |
| 589. Mr. Kandaswami Pillai .. | |
| 590. Mr. S. R. Varadarajulu Naidu, Papanasam Union. | |
| 591. Mr. E. B. Cobbald, I.C.S., District Magistrate, Madura. | |

Madras, March 3rd-8th, 1930.

- | | |
|---|-------------------------|
| 592. Mr. F. B. Wathen, Agent | } M. and S. M. Railway. |
| 593. Mr. C. C. Fink, Chief Auditor and Accountant. | |
| 594. Mr. H. D. Sinclair, Chief Transportation Superintendent and Traffic Manager. | |

595. Mr. R. D. Thompson, Chief Mechanical Engineer.
596. Mr. J. A. Cruickshank, Chief Medical Officer.
597. Mr. G. Charlton, Deputy Agent
598. Mr. W. E. Marsh, Press Superintendent.
599. Mr. N. Grayson, Architect ..
600. Mr. Syed Madhar ..
601. Mr. A. S. Fernandes ..
602. Mr. S. M. Sundrachari ..
603. Mr. K. Veerasami ..
604. Mr. G. Krishnamurti ..
605. Mr. Lakhshminarayana ..
606. Mr. P. R. K. Sarma ..
607. Mr. P. J. Thomas, M.A., B. Litt., Ph. D., Professor of Economics, Madras University.
608. Mr. V. T. Arasu, President, 1929 Madras Youth League.
609. Mr. K. V. Seshu Ayyangar, Chairman, Madras Panel of Lawyers.
610. Mr. P. A. Krishnaswamy ..
611. Rev. Paul Ramasathan ..
612. Mr. P. Rothera, Agent ..
613. Mr. A. H. Smyth, Chief Transportation Superintendent.
614. Mr. H. A. Reid, Deputy Chief Mechanical Engineer.
615. Dr. C. E. R. Norman, Chief Medical Officer.
616. Mr. A. Srinivasa Iyer, Assistant Auditor.
617. Mr. P. Govindaraj, Assistant Secretary to the Agent.
618. Mr. T. V. K. Naidu ..
619. Mr. S. Mohan Swarna ..
620. Mr. Mudalamuthu Mudaliar ..
621. Mr. Ernest Kirk ..
622. Mr. A. Ekambaram ..
623. Mr. P. S. Krishnaswamy Iyer ..
624. Mr. A. Sundramurthy ..
625. Mr. B. R. Birmanuthano ..
626. Mr. R. W. Suarez ..
627. Mr. Dias ..
628. Mr. Thoman ..
629. Mr. S. Hookins ..
630. Mr. Freeman ..
631. Mr. French ..
632. Mr. S. P. Y. Surendranath Voegeli-Arya, President.
633. Mr. Koppaswamy Mudaliar, Secretary.
634. Mr. Kanagasbai Mudaliar
635. Mr. C. Gopal Menon ..
636. Mr. P. Raghavan Nair ..
637. Dr. Ahmad Mukhtar, M.A., Ph. D., Professor of Economics, Annamalai University.
638. Miss Azariah, District Secretary, Y. W. C. A., Madras.
639. Mrs. Cousins ..
640. Mrs. Bhagirathi Sri Ram ..
- M. and S. M. Railway.
- M. and S. M. Railway Employees' Union.
- Madras Representative, Christian Council.
- S. I. Railway.
- S. I. R. Labour Union, Trichinopoly.
- S. I. R. Labour Union, Coimbatore.
- Anglo-Indian Employees of the M. and S. M. and S. I. Railways.
- Madras Electric Tramway and Supply Corporation Employees' Union.
- Southern Indian Chamber of Commerce.
- Women Social Workers.

- 641. Mr. V. M. Ramaaswamy Mudaliar
 - 642. Mr. T. M. Parthasmaty Mudaliar
 - 643. Mr. T. Muthswamy Pillai ..
 - 644. Mr. R. Ketari Muthu Chetty ..
 - 645. Mr. M. S. Kotiswaran, B.A., L.T., ..
- } Kerosene Oil Workers' Union.
- Representative of the Madras Port Trust and Harbour Workers' Union, etc.
- 646. Mr. S. Pillai, Patron, The Chingleput District Labour Guild, Kodambakam.
 - 647. Mr. J. Hargreaves .. Manager, Carnatic Mill.
 - 648. Mr. W. E. Bentley .. Manager, Buckingham Mill.
 - 649. Dr. G. P. Raghaviah .. Medical Officer, Carnatic Mill.
 - 650. Miss M. Sage, M.A. .. Joint Principal, the Buckingham and Carnatic School.
 - 651. Mr. K. O. Anthoni .. Secretary, the Buckingham and Carnatic Mills Work-people Welfare Committee.
 - 652. Mr. V. Subramani Aiyar .. Manager, Choolai Mills.
 - 653. Sir Fairless Barber ..
 - 654. Mr. H. L. Pinches ..
 - 655. Mr. C. R. T. Congreve ..
 - 656. Lt.-Col. C. H. Brock ..
 - 657. Mr. F. E. James ..
 - 658. Mr. B. Shiva Rao ..
 - 659. Mr. Ramanujulu Naidu ..
 - 660. Mr. Selvapathy Chetty ..
 - 661. Mr. A. G. Leach, I.C.S. ..
- } United Planters' Association of Southern India.
- } Madras Labour Union.
- 662. Mr. J. Gray, O.B.E., I.C.S. .. Secretary to the Government of Madras, Public Works and Labour Department.
 - 663. Mr. S. A. Cartledge .. Commissioner of Labour.
 - 664. Captain N. R. Ubhaya, I.M.S. .. Chief Inspector of Factories.
 - 665. Mr. W. E. Smith, M.A., I.E.S. .. Director of Public Health.
 - 666. Mr. W. M. Browning ..
 - 667. Mr. C. E. Wood, M.L.C. ..
 - 668. Mr. F. G. Luker ..
 - 669. Mr. Muhammad Ubaidullah with eight others ..
- } Employers' Federation of Southern India, Madras.
- } Buckingham and Carnatic Mills Employees' Union.

Coonoor, March 9th-10th, 1930.

- 670. Col. R. McCarrison, C.I.E., .. Director, Nutritional Research, Pasteur I.M.S. Institute.
 - 671. Lousia Woman Worker ..
 - 672. Jebakanti Woman Worker ..
 - 673. Lazarus Mistri ..
 - 674. Palaniappan Pruner ..
 - 675. Angappan Worker ..
 - 676. Lt.-Col. L. L. Porter, O.B.E., .. Managing Director, Nonesuch Tea Estate V.D. Co.
 - 677. Lt. Commander L. G. Elking- .. Manager, The Ibez-Lodge Estate. ton, R. N. (Retd.).
 - 678. Mr. L. A. Hawke Manager, Singara Tea Estate.
 - 679. Rayappan Mistri, Singara Tea Estate.
- } Nonesuch Tea Estate.

Coimbatore, March 11th, 1930.

- 680. Mr. E. Holden Manager, Kaleeswar Mills.
 - 681. Valliammal Woman Worker ..
 - 682. Rangammal Woman Worker ..
 - 683. Luthmari Woman Worker ..
 - 684. Gnanaprakasam Man Worker ..
 - 685. Mr. W. E. Winter Managing Director ..
 - 686. Mr. J. F. Cheshire Mill Manager ..
 - 687. Mr. F. Howard Weaving Manager ..
- } Coimbatore Spinning and Weaving Mills.
- } Coimbatore Spinning and Weaving Mills.

Valparai, March 12th-13th, 1930.

688. Thangamani	Woman Worker	} Pachamalai Estate.
689. Chinnammal	Woman Worker	
690. Chinnathambi	Mistri	
691. Savari Mutthu	Worker	
692. Maranney	Worker	
693. Mr. J. E. Sampson	Manager, Pachamalai Estate.	
694. Mr. J. H. Ireland Jones, Chairman.		} Anamalai Planters' Association.
695. Mr. W. H. Martin		
696. Mr. J. E. Sampson		
697. Mr. E. Johnson		
698. Mr. A. W. F. Mills		
699. Dr. J. E. Measham		
700. Mr. G. B. Reade (Hony. Secy.)		
701. Chinnammal	Woman Worker	} Thaymudi Estate.
702. Palani Ammal	Woman Worker	
703. Chengamalan	Worker	
704. Chinnaswami	Worker	
705. Pattakaran	Mistri	
706. Mr. F. L. Schwinde	Manager, Thaymudi Estate.	
707. Mr. Eric Johnson	Group Manager, Mudis Group of Estates.	
708. Mr. J. C. Blackham	Group Manager	} Lower Paralai Estate.
709. Mr. A. Foote	Manager	

Coimbatore, March 14th, 1930.

- 710. Mr. N. S. Ramaswamy Ayyanger, President, Labour Union.
- 711. Mr. E. F. Thomas, C.I.E., I.C.S., Collector and District Magistrate.

Coorg (Mercara), March 12th-14th, 1930.

712. Katti Chattu	} Workers in the Halleri Coffee Estate.
713. Ohikka Matallga and his wife	
714. Muddathappa	
715. Girria	
716. Mr. J. H. Sprott	Manager of the Halleri and Santaghurry Coffee Estate.
717. Mr. J. S. H. Morgan	} Coorg Planters' Association, Mercara.
718. Mr. P. J. Tipping	
719. Col. H. Muriand	
720. Mr. A. B. Chengappa, M.L.C.	} Planters.
721. Rao Bahadur K. Subbappa	
722. Honse Jen Kurumba	} Workers on the Pollibetta Coffee Plantations.
723. Bhimla	
724. Ramadu	
725. Mr. H. B. M. Babington .. ..		Manager, Pollibetta Coffee Estate.
726. Mr. A. B. Madape	The Heroor Coffee Plantations.
727. Subu, Konkani	} Women workers on the Kasbur Coffee Estate.
728. Sibi, Konkani	
729. Jaori, Balgai	
730. Mr. N. K. Ganapalaiah	Manager, Kasbur Coffee Estate.
731. Mr. G. W. Priestly, I.C.S.	Commissioner of Coorg.
732. Major F. R. Thornton, I.M.S.	Civil Surgeon.
733. Rao Bahadur K. Chengappa	District Magistrate.

Bangalore, March 18th, 1930.

734. Mr. S. Guruswami Assistant Secretary, All-India Railway men's Federation, Berhampur.

Sholapur, March 20th-21st, 1930.

735. Mr. Vaikunthlal S. Thakore .. General Manager .. } Sholapur Spinning and Weaving Co., Ltd.
 736. Mr. K. R. Lele Welfare Secretary .. }
 737. Mr. H. H. Strutton Criminal Tribes Settlement Officer, Dhurwar.
 738. Mr. Hicbe Manager, Sholapur Industrial Settlement American Marathi Mission.
 739. Mr. P. G. Beks Secretary, Bombay Textile Labour Union, Sholapur Branch.
 740. Rao Bahadur Dr. V. V. Muley, L. M. & S. President, Sholapur Municipality.

London, July 9th-22nd, 1930.

741. Mr. Harold E. Clay National Secretary for the Passengers Services Group of the Transport and General Workers' Union.
 742. Mr. C. J. Spencer General Manager, Metropolitan Tramways, Ltd.
 743. Captain L. H. Green, M.A. .. Secretary, Flour-Milling Employers' Federation.
 744. Mr. R. R. Beuntyne, C.B. .. Assistant Secretary, Home Office.
 745. Sir Gerald Bellhouse, C.B.E. .. Chief Inspector of Factories, Home Office.
 746. Sir Walter Kinross, K.B.E. .. Controller of Health Insurance Ministry of Health.
 747. Mr. J. F. G. Price, C.B. .. Principal Assistant Secretary, Unemployment Insurance Department, Ministry of Labour.
 748. Mr. F. W. Leggett Principal Assistant Secretary, General Department. }
 749. Mr. J. S. Nicholson Assistant Secretary, Trade Boards Division. } Ministry of Labour.
 750. Mr. S. R. Todd }
 751. Mr. H. L. French, C.B., O.B.E. Principal Assistant Secretary, Ministry of Agriculture and Fisheries.

Nants, October 22nd, 1930.

752. Mr. E. Hogan Taylor .. General Manager .. }
 753. Mr. A. R. Oberlander .. General Superintendent .. }
 754. Mr. A. B. Colquhoun .. Mine Superintendent .. } Burma Corporation, Ltd.
 755. Mr. C. A. Remon .. Chief Time-keeper .. }
 756. Mr. R. A. Sharpe .. Chief Accountant .. }
 757. Mr. H. T. Taylor .. Forest Manager .. }
 758. Mr. L. McDonough .. Railway Manager .. }
 759. Dr. J. O. Hamilton .. Chief Medical Officer .. }

Yenangyung, October 27th-28th, 1930.

760. Mr. J. Webster	Labour Superintendent, Burmah Oil Co., Ltd.	
761. U. Ba Than	Honorary Secretary	} Burma Labour Union.
762. U Tin Gyi ..	..	.. ..
763. U Tha Daw ..	..	.. ..
764. U Tha Za ..	..	.. ..
765. U Khant ..	..	.. ..
766. Ali Hamid ..	..	.. ..
767. U Myat San ..	..	.. ..
768. U Hti Bu ..	..	.. ..
769. Mr. J. H. Hunter	Assistant General Manager in India.	} Burmah Oil Company, Ltd.
770. Mr. J. Dalgleish ..	..	Agent, Khodaung Oilfields
771. Mr. Marr Grieve ..	..	Superintending Engineer
772. Mr. H. D. Kippen ..	..	Fields Accountant
773. Mr. G. S. Terry ..	..	Fields Medical Officer
774. Mr. W. B. Crawford ..	..	Assistant Fields Medical Officer.
775. Mr. E. G. Pattle, I.C.S.	Warden, Burma Oilfields.	

Irrawaddy Flotilla Company's P. S. "Taping", October 29th, 1930.

776. Ibadul Huk	Seaman	} Crew of P. S. "Taping".
777. Abdul Nabi ..	..	Serang
778. Gunco Mesh ..	..	Fireman

Rangoon, October 30th—November 8th, 1930.

779. Mr. A. B. Mehta	President	} Burma Indian Chamber of Commerce.
780. Mr. S. T. Sadasivan ..	..	.. ..
781. Mr. V. A. L. Simham Ayyar ..	..	.. ..
782. Mr. K. M. Desai ..	..	Secretary
783. Mr. C. F. Grant, I.C.S.	Chairman	Rangoon Development Trust.
784. Mr. S. A. S. Tyabji	} Representatives of Indian Labour in Burma.
785. Mr. Abdul Bari Chaudhari ..	..	.. ..
786. Mr. E. P. Pillay ..	..	.. ..
787. Dr. P. A. Nair ..	..	.. ..
788. Dhanaloo	Godown worker	} Dunneedaw Saw Mills of Messrs. Steel Bros. & Co.
789. Kamiya ..	..	Godown worker
790. Jagannathan ..	..	Worker Maistry
791. Surranna ..	..	Godown Maistry
792. Maung Po Htwe ..	..	Gunner
793. Mr. Howison	General Manager	} Dunneedaw Saw Mills of Messrs. Steel Bros. & Co.
794. Mr. Goodsir ..	..	Superintending Engineer
795. Mr. A. A. Conway ..	..	Acting Manager
796. Mr. A. E. L. Baylor	Manager	} Messrs. Bulloch Bros. Rice Mills.
797. Mr. F. M. Hall ..	..	Chief Engineer
798. Mr. J. Oliphant ..	..	Superintending Engineer
799. Mr. M. A. Kriahnan ..	..	Contractors' Clerk
800. Appalaswami	Worker	Messrs. Bulloch Bros. Rice Mills.
801. Mr. A. J. Essack	Manager, Adamji Match Factory.	
802. Mr. W. H. O. Pridoux, A.M.I.E.E.	..	Chief Inspector of Factories.	

803. Mr. C. Innes ..	.. Deputy Chief Engineer, P. W. D. (Roads and Buildings Branch).	
804. Captain R. B. Ruahall ..	.. Representing Stevedoring Firms in Rangoon.	
805. U Set .. ..	.. Municipal Commissioner.	
806. Dr. K. Dalal ..	.. Health Officer ..	} Municipal Corporation.
807. Mr. Marn ..	.. Chief Engineer..	
808. Mr. E. J. L. Andrew ..	.. Assistant Protector of Immigrants and Emigrants (Retired).	
809. Mrs. G. Martin Jones ..	.. .. .	} National Council of Women in Burma.
810. Mrs. Fraser ..	.. .. .
811. G. Guru Velu ..	.. Worker ..	} At the Sule Pagoda Wharf.
812. Pentti Sahib ..	.. Gang Maistry ..	
813. Naraini ..	.. Stevedore Worker ..	
814. Mr. J. R. D. Glascott, C.I.E.	.. Agent ..	} Burma Railways.
815. Dr. P. C. Hayne ..	.. Chief Medical Officer ..	
816. Ma Ohn Sein ..	.. Woman Candle Packer	} B. O. C. Syriam Candle Factory.
817. Surdu Ajam ..	.. Indian Male Candle Packer.	
818. Bhagelu ..	.. Candle box maker ..	
819. Mr. J. C. Hope ..	.. Acting Works Manager ..	} Burmah Oil Coy.'s Refinery Works at Syriam.
820. Mr. T. B. Gibbon ..	.. Acting General Manager..	
821. Mr. H. McIntosh ..	.. Chief Works Assistant ..	
822. Mr. E. M. Shelverton ..	.. Labour Welfare Superintendent.	
823. Mr. A. B. Mallett ..	.. Assistant Manager ..	} Messrs. Bulloch Bros. & Co., Agents, B. I. S. N. Co., Ltd.
824. Mr. J. C. Treloven ..	.. Cargo Superintendent ..	
825. Mr. W. T. Henry ..	.. Manager ..	} Irrawaddy Flotilla Co., Ltd.
826. Mr. Thomas Cormack ..	.. Assistant Manager ..	
827. U Ba Si, Bar.-at-Law ..	.. .. .	} Burmese Labour Bureau.
828. U Tun We ..	.. .. .
829. Mr. Thaver ..	.. (One of the Proprietors) ..	} Messrs. Thaver Bros., Labour Commissioners.
830. Mr. Moti Kyer ..	.. (Head Clerk) ..	
831. Mr. H. L. Nichols, I.C.S. ..	.. Revenue Secretary to the Government of Burma.	
832. Mr. B. W. Swithinbank, I.C.S.	.. Secretary to the Government of Burma, Department of Local Self-Government.	
833. Mr. A. J. Page, I.C.S. ..	.. Director of Statistics and Labour Commissioner.	
834. Lt.-Col. G. G. Jolly, I.M.S.	.. Director of Public Health.	
835. Mr. L. A. Havlock ..	.. Offg. Excise Commissioner.	
836. Mr. J. A. Cherry, C.I.E. ..	.. Chairman, Commissioners for the Port of Rangoon.	
837. Mr. E. J. B. Jeffery ..	.. Traffic Manager, Rangoon Port.	

APPENDIX IV.

LIST OF ASSISTANT COMMISSIONERS AND LADY ASSESSORS.

	<i>Assistant Commissioners.</i>	<i>Lady Assessors.</i>
<i>Madras Presidency.</i>	Mr. K. Kay ..	.. Dr. H. M. Lazarus.
	Mr. M. Jamal Mohamed Sahib Bahadur.	Mrs. Venkatasubha Rao.
	Mr. B. Shiva Rao, M.A.	.. Miss M. Azariah.
	Mr. Muhammad Ubaidullah Sahib.	
<i>Bombay Presidency.</i>	Mr. Hoosainbhoy A. Lalji, M.L.C.	Mrs. K. Wagh. Dr. T. J. H. Cama.
	Mr. R. S. Asavle, M.L.C.	.. Lady V. R. Nilkanth.
<i>Sind</i> ..	..	Mrs. Homai F. J. Karaka. Mai Hurdevibai A. Masand.
<i>Bengal</i> ..	Mr. J. A. Tassie ..	.. Miss Cornelis Sorabji.
	Mr. Sew Kissin Bhattar	.. Mrs. Kamini Roy (Coalfields only).
	Mr. K. C. Ray Chaudhuri, M.L.C.	
	Maulvi Latifat Hussain, M.L.C.	
<i>United Provinces.</i>	Sir Thomas Smith, V.D.	.. Mrs. K. Srivastava.
	Maulvi Mohammad Yaqub, M.L.A.	
<i>Punjab</i> ..	Lala Harkishan Lal ..	.. Dr. Curjel Wilson, M.D., D. P. H.
	Mr. W. Taylor ..	.. Miss Siraj-ud-din.
	Dr. Karam Chand Hiteahi.	
	Mr. M. A. Ghani.	
<i>Burma</i> ..	Mr. J. Tait ..	.. Mrs. T. T. Luce.
	U. Aye Maung.	
	Mr. S. A. S. Tyabji.	
	U. Hla Bu.	
<i>Bihar and Orissa Coal fields.</i>	Mr. James Mackie ..	.. Mrs. Kamini Roy.
	Mr. M. N. Mukerji.	
	Mr. Sibakali Bose.	
	Mr. K. N. Sen Gupta.	
<i>Central Provinces.</i>	Seth Mathuradas Mohata, M.L.C.	
	Mr. L. H. Bartlett, M.L.C.	
	Mr. R. W. Fulay, M.A., LL.B., M.L.C.	
	Mrs. Anusya Bai Kale, M.L.C.	
<i>Assam</i> ..	Mr. A. B. Beddow ..	.. Mrs. Ataur Rahman.
	Lt.-Col. H. C. Garbett.	
	Rev. Thenuram Saikia.	
<i>Ajmer-Merwara.</i>	..	Mrs. Tara Martin.
<i>Delhi Province</i>	..	Mrs. J. C. Chatterjee.
<i>Coorg</i> ..	Mr. A. E. J. Nicolls ..	.. Mrs. C. A. Timmayya.
	Mr. P. R. Thimmayya Punja.	
FOR RAILWAYS.		
<i>All Centres</i> ..	Mr. M. S. Gregory, M.C., M.I.C.E.	
	Lt.-Col. H. A. J. Gidney, M.L.A., L.M.S. (Retd.)	
	Major H. W. Wagstaff, M.C., R.E.	
	(acted at Calcutta in place of Mr. Gregory).	

Assistant Commissioners.

<i>Madras</i>	-- Mr. Sreenivasalu.
<i>Bombay</i>	.. Mr. D. N. Dalvi.
<i>Bengal</i>	.. Mr. J. K. Chatterji.
<i>Lahore</i>	.. Colonel C. Walton, D.S.O. Pandit Ram Autar.
<i>Ajmer</i>	.. Sir Ernest Jackson, Kt., C.I.E. Mr. Govind Prasad, Bar.-at-Law.
<i>Delhi</i>	.. Rai Sahib Chandrika Prasad.

INDEX.

A

- Aboriginals :**
 mines, in, 115-6, 121.
 plantations, in, 357, 359, 371, 372.
- Absenteeism :**
 factories, in, 26, 27, 32, 197, 218, 250.
 investigation, of, 253, 448, 449.
 plantations, in, 387-8, 404.
 railways, on, 163, 172.
 tramways, on, 189.
- Accidents :**
 compensation for, 295-315.
 docks, in, 187.
 factories, in, 59-62, 86-7, 92.
 fatigues and, 254.
 mines, in, 112, 129, 131.
 public works, on, 192.
 statistics of, 59-60, 129-31, 187, 443, 444.
- Acts :**
 Assam Labour and Emigration, 358, 361, 363-9, 375, 378, 444.
 Bengal Municipal, 273.
 Bihar and Orissa Primary Education, 134.
 Civil Procedure Code, 231.
 Coorg Labour, 355-6, 457.
 Cotton Ginning and Pressing Factories, 84, 86.
 Employers and Workmen's (Disputes), 337.
 Factories, Indian, *see* Factories Act, Indian.
 Factories and Workshops (British), 57, 264.
 Food Adulteration, 252.
 Indian Penal Code, 456.
 Industrial Courts (British), 337-8.
 Inland Steam Vessels, 182.
 Land Acquisition, 283, 290-1.
 Local Self-Government, 254.
 Maternity Benefits, 263, 264, 457.
 Madras Planters, 355, 457.
 Merchant Shipping (Indian), 181-2, 312.
 Mines, *see* Mines Act, Indian.
 Mining Industry, 114.
 Mining Settlements, 133.
 Oilfields, 112.
 Police, Factories and Miscellaneous provisions, 64.
 Ports, Indian, 188.
 Public Health, 255, 259, 288.
 Railways, Indian, 62, 170.
 Town Planning, 288-9.
 Trade Disputes, 338-9, 344-7, 348, 432, 456, 460, 469.
 Trade Disputes and Trade Unions (British), 338.
 Trade Unions, *see* Trade Unions Act.
 Usurious Loans, 229-30.
- Acts—con'd.**
 Workmen's Breach of Contract, 107, 191, 355-6, 361, 456.
 Workmen's Compensation, *see* Workmen's Compensation.
- Administration :**
 Factories Act, 67-74, 89, 452, 453, 454, 460.
 general, 451-5, 456.
 health, 254.
 Mines Act, 132, 460.
 railways, 137-8.
 unregulated factories, 104-5.
- Adulteration, food, 252.**
- Advances :**
 housing, 278, 282-3.
 recruiting (industries), 23, 78, 116, 193, 236.
 recruiting (plantations), 355, 356, 364, 401-2.
 to secure child labour, 102.
 wages, of, 177, 236, 238-9, 377, 385, 400-2.
- Aerated water factories, 76.**
- Afghanistan, 190.**
- Age of employment (children), in :**
 docks, 188-9.
 factories, regulated, 16, 51-4.
 factories, unregulated, 91-2, 94, 95-6, 97, 98, 99, 100, 101, 103-4.
 mines, 129.
 plantations, 392, 414-6.
 public works, 192.
- Agricultural Research Council, 468.**
- Agriculture :**
 factory workers' connection with, 12-4, 41, 76, 80.
 immigrants to Burma and, 428, 430, 440.
 migration from, 14, 15-9, 244, 245, 248, 249, 349-50, 362.
 miners' connection with, 115-6, 117.
 plantations and, 349-50, 361-2, 385, 483.
 relief schemes for workers in, 36.
 remuneration of workers in, 203, 362, 390-1, 477, 483.
 Royal Commission on, 19, 251, 256, 362, 363.
- Ahmedabad :**
 children, employment of, in, 51, 102.
 factories, 7.
 guilds, 320, 478.
 health, 246, 247.
 hours of work, 41, 489.
 housing, 270, 277, 290, 291.
 income of workers, 197-8, 199, 205-7, 217, 224-5, 237, 447.
 industrial relations in, 336-7, 340, 344.
 sources of labour, 9, 10, 13.
 trade unionism, 320, 336-7.
 welfare in, 261, 328.

Ahmedabad Millowners' Association, 41, 336.
 Ahmedabad Textile Association, 320, 328, 336-7.
 Ahmednagar, 11.
 Ajmer-Merwara :
 competition with States, 473.
 factories in, 67, 72, 76, 91.
 housing in, 278.
 power to legislate for, 456.
 All-India Railwaymen's Federation, 165, 166, 167, 169.
 All-India Trade Union Congress, 318, 319, 321.
 All-India Trade Union Federation, 319.
 All-Parties Conference (1928), 459.
 Ambulances, 64, 260.
 Americans, 340.
 Amritsar, 92, 97-8.
 Anamalais, 353, 354, 401, 411, 419.
 Anamalais Planters Association, 419.
 Anglo-Indians, 141-3.
 Angus Jute Mills Co., 258, 262.
 Anthrax, 252, 307.
 Apprentices, 29-30, 102, 139.
 Arbitration in trade disputes, 339, 345-6.
Arhattis, 360, 368.
 Articles of agreement, seamen's, 181, 300, 490, 491.
 Asansol, 115, 133, 134, 279.
 Asansol Board of Health, 133, 263, 279, 419.
 Asoka Mills (Ahmedabad), 277.
 Assam Labour and Emigration Act, 358, 361, 363-9, 376, 378, 444.
 Assam Labour Board, 360, 366, 367, 373-5, 421.
 Assam Labour Enquiry Committee, 383, 385, 387, 403.
 Assam Valley :
 absenteeism, 387-8.
 access to lines, 378.
 earnings, 386-7.
 Health and Welfare Boards, 418.
 plantations, 349, 357, 358.
 recruiting of labour for, 359, 361, 364.
 Assembly, Legislative, *see* Legislative Assembly.
 Assistant Commissioners, 2.
 Associations of employers :
 bribery, and, 25.
 Industrial Council and, 467.
 industrial research and, 253.
 organisation of, 316-7.
 plantations, on, 407, 412, 414, 419.
 representation on Legislatures, 316, 463.
 trade unions and, 316, 319.
 workmen's compensation and, 296.
 Australia, 458.

B

Back-to-back houses, 271, 279, 408.
 Baluchistan, 67, 91, 112.
 Bangalore, 9, 67, 91.
 Banking Inquiry, 225, 230, 479.
 Baroda State, 10.
 Barrack houses, 246, 280, 282, 434, 437.
 Bathing-places, 274, 280, 409.
 Bawdwin, 109-11, 124.
 Beawar, 278.
 Bengal Mariners' Union, 183.
 Bengalis, 11, 173, 247, 340, 428.
 Bennison, Mr. J. J., 426, 429, 430, 439.
 Benzene poisoning, 308.
 Berar, 205.
 Bhatpara, 270, 273.
 Bhutan, 356, 357.
Bidi factories, 96, 214.
 Bihar and Orissa, workers drawn from, 10-1, 78, 116, 247, 357, 359, 371. *See also* Uriyas.
 Bihar and Orissa Primary Education Act, 134.
 Bilaspur, 193, 247.
 Birth and death registers, 249, 405.
 Birth-rates, 250, 405.
 Boards :
 Conciliation, 322, 338-9, 345, 347, 348, 432.
 District, 258.
 Economic Enquiry, 450.
 Health (Mines), 116, 132-4, 257, 263, 279, 280.
 Health and Welfare (plantations), 418-23.
 Minimum wage, 213, 395-7, 404, 483, 484, 485, 489.
 Mining, 122, 123, 129, 131.
 Railway, *see* Railway Board.
 Trade, 214.
 Water, 133, 255.
 Boilers, inspection of, 67, 72.
 Bokaro, 113, 114.
 Bombay (city and island) :
 communications, 7, 136.
 dock workers, 184, 187, 188, 202-3.
 factories, 7, 8, 9.
 health, 246-7, 256, 257, 261, 271.
 hours of work in mills, 38, 41, 42, 480, 489.
 housing, 270, 273-4, 277, 283, 289, 290.
 income of workers, 194, 197-8, 199, 202-3, 205, 217, 447.
 municipality, 29, 464.
 recruiting of labour, 11, 13, 14, 17, 21, 32-3, 247, 340, 370.
 remittances by workers, 479.
 seamen, 173-6, 178, 182, 491.
 sex disparity, 246, 247.
 shipping, 183-4.

Bombay (city and island)—contd.
 strikes, 33, 42, 227, 338, 339, 479.
 trade unions, 318, 320, 339.
 tramways, 189.
 workmen's compensation, 308.

Bombay Industrial Disputes Committee, 215, 338.

Bombay Strike Enquiry Committee, 33, 35, 215, 219, 339, 344.

Bombay Labour Office, see Labour Office, Bombay.

Bond-service, 15, 362.

Bonuses :
 confinement, for, 265, 412.
 plantations, on, 376, 400-1.
 production, on, 109, 123, 210, 218.

Brahmaputra, 182, 357, 359.

Breach of contract, criminal :
 industries, in, 107, 191, 337, 456.
 plantations in, 355-6, 360-1, 376, 382, 457.

Bribery, among :
 dock workers, 186.
 factory workers, 24-5, 26.
 railway employees, 141.
 seamen, 176, 177, 490.

Brick factories, 76.

British India Corporation, 260, 276.

British India Steam Navigation Company, 186.

Broach, 7.

Brokers, licensed, 173, 175, 177, 180-1.

Buckingham and Carnatic Mills, 251, 260, 275, 335-6.

Building Societies, Co-operative, 291-2.

Building work, 190-1, 297, 299, 301.

Burma :
 applicability of Report to, 425.
 docks, 185-9, 431-3.
 factory inspection in, 67, 68, 69, 72, 85, 88.
 Indian labour in, 10, 186, 340-1, 425-42.
 inland steam navigation, 182-3, 491.
 mines, 109-12, 124, 132, 424.
 oilfields, 111-2, 424, 450.
 petroleum refineries, 9, 424.
 plantations, 349, 351, 353, 383, 424, 444.
 railways, 145, 425, 428.
 relationship with India, 428, 440-1, 458-9.
 rice-mills, 77, 85, 88, 92, 424, 426-7, 429, 430-1.
 sawmills, 9, 92, 424.
 sickness insurance, and, 266.
 trade disputes in, 339, 432-3.
 wages and earnings, 199, 201, 202, 203, 204, 429-30, 433, 439-40.

Burma Corporation, 109-11, 251, 258, 281.

Burma Oil Company, 111-2, 281-2, 429.

Burmans, 186, 431-3, 440.

Business, 256, 272, 273, 275-6, 282, 361.

Bye-laws :
 housing, 288, 293, 434-5.
 model, 288, 436.
 municipal, 293, 436.

G

Cachar, 357.

Calcutta :
 budget enquiries in, 451.
 docks, 183-4, 187, 203.
 factories, 7, 8, 9, 78, 489.
 housing, 271, 272, 289, 290.
 increase of population, 270.
 recruitment of labour, 11.
 seamen, 173, 175-8, 181, 491.
 sex disparity, 246.
 shipping, 174.
 tramways, 189.
 wages and earnings, 203, 216.

Calico Mills, Ahmedabad, 277, 291.

Canada, 458.

Canals, 190, 191, 193, 301, 337.

Canteens, 66.

Cardamoms, 350.

Carpet factories, 92, 97-8.

Casual labour, 184-6, 237, 302, 428, 433.

Cawnpore :
 budget enquiries in, 225, 450.
 factories, 7, 9, 10, 41.
 hours of work, 489.
 housing, 271, 275-7, 289, 290.
 increase of population, 270.
 sex disparity, 246.
 tramways, 189.
 wages and earnings, 198, 205, 237, 293.
 welfare in, 260.

Cawnpore Woollen Mills, 262.

Central Government, see Government of India.

Central India, 191.

Central Legislature, see Legislature, Indian.

Central Provinces, workers drawn from, 11, 107, 116, 359.

Central Provinces and Berar Mining Association, 480.

Certification of children, 51, 87.

Certifying surgeons, 50, 52, 70, 87.

Cesses, plantation, 360, 367, 375, 420-1, 421.

Ceylon :
 employment of children in, 414-5.
 Government, 3, 391.
 health and welfare in, 408, 413, 416, 420.
 minimum wages in, 389, 390, 391-2, 395-6, 397, 398, 404, 483, 484.
 Planters' Association, 3, 301.
 recruitment for, 353, 379, 380.

Chambers of Commerce, 277, 316, 480.

Chandpur, 78.

Chawls, 273-4, 277, 283, 290.

Check-weighing, 123.

cherries, 274-5.

Chief Commissioner, Railways, 137.

Children :

- age of employment, *see* Age of employment.
 - certification of, 51-2, 87.
 - docks, in, 188-9.
 - double employment of, 50, 51-2, 100.
 - factories, regulated, in, 16, 43, 51-3.
 - factories, unregulated, in, 90, 92, 94, 95-6, 97-8, 99, 214.
 - hours of work, 48, 50, 51-3, 90, 93, 94, 96, 97, 98, 99, 101-2.
 - plantations in, 350, 368, 371, 385, 388, 392-3, 399, 400, 413, 416, 423.
 - pledging of, 96-8, 102.
 - public works, on, 191, 192.
 - States, in Indian, 473-4.
 - wages of, 203, 399, 400.
 - welfare of, 65-6, 101, 133-4, 254, 260, 261-2, 412, 413, 414.
 - workmen's compensation for, 302, 305-6.
- See also* infants.

China, 42, 352.

Chinese, 109.

Chittagong, 182, 350, 356, 426.

Chittagonians, 426, 428, 439.

Chota Nagpur, 113, 356, 357, 359, 360, 389, 399.

Cholera, 133, 249, 408, 433.

Chrome poisoning, 308.

Cigarette factories, 9, 39, 58. *See also* *Bidi* factories.

Cinchona, 256, 350.

Civil Courts, 221, 229-30, 233, 295-6, 309, 314-5.

Civil Procedure Code, 231.

Civil Surgeons, 259, 417.

Climate, 41, 45-6, 57, 208, 480, 481, 488-9.

Clinics, women's, 261, 263.

Coal Grading Committee, 113.

Coal mines :

- contractors in, 116, 118, 119-20.
 - health in, 114-5, 118, 119, 132-4, 263.
 - hours of work, 120, 124-6.
 - housing of workers, 118, 120, 133, 279-81.
 - numbers employed, 106-7, 112-4, 127-8, 444.
 - physique of workers, 247-8.
 - production, 112-4.
 - recruitment of labour, 21, 115-9, 353, 381.
 - repatriation from, 381.
 - safety in, 119, 123, 129-31.
 - wages and earnings in, 118, 119, 121-3, 200-2, 210.
 - wages, payment of, 121, 237, 238.
 - weekly rest-day, 121, 124.
 - welfare of workers, 119, 132-3.
 - woman in, 119, 125, 127-9.
- See also* Mines.

Coalfields, 9, 10, 21, 112-3, 268, 340.

Cochin, 354.

Coffee :

- factories, 76, 79-80, 82, 349.
- plantations, 301, 349, 351, 352, 353, 354, 355, 400.

Coimbatore, 7, 198, 200, 274, 275, 351, 354, 419.

Coke factories, 39.

Collectors, 418.

Colonial Office, 3, 391.

Combination, *see* Associations of Employers and Trade Unions.

Commissions :

- Indian Factory Labour, 43.
- Indian Industrial, 287, 291.
- Indian Statutory, 286, 459, 462, 463.
- Royal, on Agriculture in India, 19, 251, 256, 362, 363.
- Royal, on Superior Civil Services in India, 141.
- Royal, on Trade Disputes and Trade Combinations, 318.

Commissioners :

- for Workmen's Compensation, 221, 295-6, 300, 303, 304, 308-9, 311-4, 452, 461.
- of Labour, 308, 452, 453-5.
- of Public Health, 252.

Compensation, for workmen, *see* Workmen's Compensation.

Communism, 319, 335.

Conciliation Boards, *see* Boards of Conciliation.

Conciliation Committees, 339.

Conciliation officers, 347-8, 452, 454.

Conference on Dominion Legislation (1929), 301.

Conference, Round-Table, *see* Round-Table Conference.

Conservancy, *see* Sanitation.

Constitution :

- changes in, 5, 459-63, 470-1, 474.
- labour and, 456-74.

Construction of factories, 62-3, 86-7.

Continuous processes, 39, 45, 54, 111.

Contractors :

- child labour, and, 97-8.
 - dock labour, 184-5, 187.
 - factories, 22-3, 77, 78, 79, 429.
 - mines, 107, 116, 118, 119-20.
 - public works, 191-3, 371.
 - railways, 138, 170.
 - workmen's compensation, and, 313.
- See also* *Ministries*.

Conventions, International Labour, *see* International Labour Conventions.

Cooch Bihar, 357.

Cooling systems, 43, 57-8.

Coonoor, 351.

- Co-operative building societies, 291-2.
 Co-operative credit, 227-8, 260, 328, 331, 332.
 Co-operative stores, 231, 251, 328.
- Coorg :**
 factories, 67, 91.
 Labour Act, 355-6, 457.
 plantations, 349, 351, 352-3, 354-5, 400, 401, 419, 444.
- Coorg Planters Association, 356.
- Coromandel ports and districts, 426, 427.
- Cost-of-living index numbers, *see* Index numbers.
- Cotton Committee, Indian, 81.
- Cotton Ginning and Pressing Factories Act, 84, 86.
- Cotton ginning and pressing factories.
 health in, 84.
 hours of work, 80-3.
 inspection of, 88-9.
 numbers of, 75, 76, 88.
 pooling of, 81, 86.
 safety in, 86-7.
 sources of labour, 76-7.
 States, in Indian, 473.
 unregulated, 91.
 wages in, 200.
- Cotton mills :
 absenteeism in, 32, 197.
 budgets of workers, 205-7.
 children in, 51, 65-6, 102.
 deductions from wages in, 217, 220.
 holidays in, 14.
 hours of work, 38, 41-4, 47, 478-81, 485-6, 488-9.
 housing of workers, 273, 275, 277-8.
 humidification in, 57-9.
 location, 7.
 management, 7.
 numbers, 6, 7.
 organisation of workers, 317, 319, 320, 328, 336, 337.
 physique of workers, 246-7.
 recruitment of labour, 10, 13, 353.
 standardisation of wages in, 215, 339.
 strikes in, 33, 42, 227, 338, 339, 479.
 wages and earnings in, 42, 43-4, 197-8, 445-6, 479.
 wages, payment of, 237, 240.
 welfare in, 86, 71.
 women in, 71, 247.
- Courts of Enquiry :
 Mines Act, 131-2.
 Trade Disputes Act, 338, 339, 345, 347, 348.
- Covell, Major, 256.
- Crafts, village, 15.
- Creches, 65-6, 71, 85, 260, 414.
- D**
- dais*, 261, 263, 411, 412.
 Dandot, 135.
- Darjeeling, 350, 356, 357, 399.
 Darjeeling Planters' Association 399.
 Darrang, 357.
 Death-rates, 249, 250, 271, 277, 405, 433.
 Debt, *see* Indebtedness.
 Debits, railway, 153-4.
 Decasualisation of dock labour, 186, 433.
 Deccan, 11, 17.
 Deductions, from wages, 153, 216-21, 429.
 Deficiency Diseases Enquiry Laboratory, 251.
 Dehra Dun, 356.
 Delays in wage-payment, 236-8, 241.
- Delhi :**
 budget enquiries in, 450, 451.
 factories, 10, 91, 489.
 factory inspection in, 67, 72, 89.
 power to legislate for, 456.
 public works, 191.
 sex disparity in, 246.
 tramways, 189.
 wages in, 198, 199, 203.
- Dermatitis, 307.
- Depressed classes, 15, 98, 214.
- Depression, industrial, 4, 22, 33, 150, 383, 430, 481.
- Deputy Commissioners, 417, 418.
- Development Trust, Rangoon, 289, 290, 436-9.
- Dhanbad, 121, 132, 134.
- dhowrahs*, 279.
- Dist, 17, 244-5, 248, 251, 405-6.
- Directors of Industries, 69, 452, 454, 480.
- Directors of Public Health, 70, 95, 108-9, 252, 417, 418, 423.
- Director of Public Health, Woman Assistant, 254, 262.
- Disablement, 302-3.
- Disease :**
 Epidemic, 21, 133, 170, 244, 268, 275, 333.
 Industrial, 70, 115, 252-3, 307-3, 469.
 Venereal, 246.
 Water-borne, 255, 407-8, 409.
- Dismissals (and discharges) :**
 factories, in, 24, 25, 26, 341.
 fines as substitute for, 218-9.
 indebtedness and, 226.
 mines, in, 110, 111.
 railways, on, 139, 160-3.
- Dispensaries, 108, 250, 258, 328, 410-1.
- Disputes, Industrial, 333-48, *See also* Strikes and lockouts.
- District Boards, 258.
- Docks :**
 child labour in, 188-9.
 earnings of workers, 202-3.
 hours of work, 187-8.

Docks—contd.

- inspection of, 187, 188.
- physique of workers, 248.
- recruitment of labour, 184-6, 429.
- safety in, 187.
- strikes (Rangoon), 338-9, 432.
- trade unions of workers, 320.
- unemployment amongst workers, 185-6, 202-3, 433.
- workmen's compensation in, 299.

Dohad, 8.

- Dooars, 356, 357, 378, 398-9, 412, 417, 419.
- Dooars Planters' Association, 399.

Drink :

- consumption of, 17, 120-1, 206, 207, 222-3.
- workmen's compensation and intoxication by, 306-7.

Drugs, 120-1, 306-7.**Dust in factories, 56, 65, 84-5, 94-5.****Dysentery, 409.****E****Earnings, see Wages and earnings.****Earth-work, 371, 430.****Eastern Coal Company, 263.****Economic Enquiry Committee, 446.****Education :**

- adult, 27-8, 29, 30-1.
- bribery and, 27.
- compulsory, 28-9, 53, 101, 134-5.
- economics, in, 449.
- efficiency and, 27-8, 139.
- factories, in connection with, 27-31, 260-1, 278.
- indebtedness and, 229.
- miners' children, of, 134.
- plantations, in, 413, 415-6.
- railways, on, 139-40.
- resulting from industry, 19.
- safety, and, 61, 131.
- technical, 30, 31, 131, 260.
- trade unions, and, 321-2, 328, 329-30.

Edward Mills, Beawar, 278.**Efficiency of workers :**

- accidents and, 60.
- drink and, 120-1, 222-3.
- education and, 27-8, 139.
- fatigue and, 449.
- finer and, 218-9.
- holidays, and, 26-7.
- hours of work and, 40, 42-6, 120, 479-81, 488.
- indebtedness and, 226.
- Indians and Burmans, comparative, 431-2.
- leisure and, 40.
- need for higher, 22, 128, 135, 208.
- poverty and, 208.
- sickness and, 250, 256, 257, 258.
- unemployment and, 33, 34-6, 178.
- wages and, 151, 172, 208-10, 238, 240, 490.

Efficiency of management, 208-9, 341.**Electrical works, 89, 301.****Emigration :**

- Burma, to, 425-9, 430-1, 439-42.
- external, 427, 453.
- See also Migration.

Employers' Associations, see Associations, Employers'.**Employers' Liability legislation, 214-5.****Employers and Workmen (Disputes) Act, 337.****Employment bureaux (and exchanges), 35, 175, 431, 490, 491.****Employment officers, 140. See also Labour officers.****Empress Mills, Nagpur, 260-1, 262, 277-8, 292.****Enforcement of :**

- agreements (seamen), 490.
- awards in trade disputes, 345-6.
- decrees for debt, 231-3.
- docks regulations, 187, 188.
- Factories Act, 67-74, 79.
- labour legislation, 476, 487.
- law in unregulated factories, 99-101, 104-5.
- law relating to fines, 221, 429.
- Mines Act, 124, 126, 132.
- minimum wages, 213-4, 397.
- municipal bye-laws, 288, 293, 435, 436.
- provisions against usury, 230-1, 235.

Engineering shops :

- hours of work, 39, 42.
- location, 8-9.
- recruitment of labour, 23.
- wages of workers, 199, 237.
- See also Ordnance factories and Railway workshops.

Enticement of labour, 377, 385, 389, 403.**Europeans, 7-8, 29-30, 141, 142, 340, 349.****Exemptions under :**

- Factories Act, 54-5, 77, 79-81, 82, 83, 86, 111, 410.
- Mines Act, 111-2, 299.

Expectation of life, 250.**Expenditure of workers, 206-7, 209.****Exports, 113, 185-6, 352.****F****Factories, see Perennial factories, Seasonal factories, Unregulated factories and Factories Act, Indian.****Factories Act, Indian :**

- application to smaller factories, 90-3, 95, 98, 104.
- administration, 67-74, 132, 452, 454, 460, 469.
- children, provisions relating to, 51-4, 87, 96, 98.
- exemptions under, 54-5, 77, 79-83, 86, 111, 410.

Factories Act, Indian—contd.
 health, provisions relating to, 56-9, 85, 93, 103, 410.
 hours, provisions relating to, 38, 40, 44-55, 93, 156.
 passing of, 37, 456.
 prosecutions under, 68-9, 73-4, 83, 93.
 provincialisation of, 457, 460, 461.
 rest-days, provisions relating to, 54-5, 77, 79, 93, 111.
 returns under, 443, 446.
 safety, provisions relating to, 58-62, 64, 86-7, 93.
 scope of, 9, 37, 90-1, 93.
 welfare, and, 63-6.

Factory Labour Commission, 43.

Fans, in factories, 57.

Fatigue, industrial, 46, 253, 254, 448, 449, 481.

Fawcett Committee, 33, 35, 215, 219, 339, 344n.

Federated Malay States, see Malaya.

Ferries, 301, 491.

Festivals, religious, 54, 97.

Fines :

employers, by, 216-21.
 Factories Act, under, 73-4.
 railways, on, 153, 170, 217, 221.

First-aid, 64, 131.

Flour mills, 39, 44.

Food :

adulteration, 252.
 expenditure on, 206-7.
See also Diet.

Forests, 301.

Franchise, 331, 462-4, 467.

Friendly Societies, 267.

Funeral expenses, 313.

G

Gandhi, Mr. M. K., 336, 337.

Ganges, 182.

ganja, 121.

Garden-sardars, 360, 363-6, 367, 370, 372, 375, 381.

Gas works, 39.

Gauhati, 364.

Gaya, 107.

ghi, 206, 244, 245, 252, 406.

Gill, Col., 108-9.

Girdih :

earnings of miners, 201.
 health, 115, 134, 248.
 housing, 281.
 location, 113.
 output, 113, 122.
 recruitment of labour, 118.

Girmi Kamgar Union, 339.

Goalundo, 364.

Goans, 173.

Golden Rook, 8, 283-4, 285.

Gorakhpur, 205, 225, 283.

Government of Assam, 361, 383, 409, 477, 483.

Government of Bengal, 40, 48, 50, 74, 215, 266, 296, 450, 491.

Government of Bihar and Orissa, 202.

Government of Bombay, 217, 274, 336, 338, 446.

Government of Burma, 92, 132, 338, 427, 432, 438, 441, 442.

Government of India, and :

Burma, 427, 428, 440-1.
 cinchona plantations, 350.
 Coorg Planters Act, 355.
 emigration, 416, 453.
 examination of labour proposals, 465.
 Factories Act, 54-5, 57-8, 71, 73, 78-80.
 Industrial Council, 467, 470, 471, 472.
 labour administration, 453, 455, 456, 469.
 mines, 108, 124, 127, 453.
 minimum wages, 212, 360, 369, 391.
 payment of wages, 237, 241.
 railways, 136, 137, 138, 142-3, 168, 169
 recruitment for plantations, 360-1, 363, 367, 368, 369, 371, 372-3, 374, 375.
 seamen, 175, 176, 490, 491.
 sickness insurance, 265-6, 267.
 statistics, 443, 444, 445, 451.
 trade disputes, 333, 334, 337, 338.
 trade unions, 317, 322-3, 326.
 workmen's compensation, 295, 297, 298, 300, 302, 307, 312, 314, 469.
 works committees, 335.

Government of Madras, 200, 275, 419.

Government of Punjab, 92.

Government of United Provinces, 196, 480.

Government Servants' Conduct Rules, 326.

Gratuities, railways, 145, 146, 149, 153, 172.

Groundnut decorticating factories, 76.

Guilds, 320, 478.

Gujarat, 7, 10.

Gujaratis, 340.

H

Half-timers, see Children.

Handcart pullers, 425, 430.

Handlooms, 15.

hastals, 334.

Hazardous occupations, 297, 298.

Hazaribagh, 107.

Health :

Boards of, see Boards.
 factories, perennial, 27, 56-9, 63, 65.
 factories, seasonal, 84-6.

Health—*contd.*

factories, unregulated, 93, 103.
 immigrants to Burma, 433-6, 438-9.
 industrial workers, 17-8, 211, 243-68,
 294.
 mining areas, 108-9, 110, 111, 112,
 114-5, 129, 132-4, 247-8.
 officers, *see* Medical Officers.
 plantations, 376, 401, 405-14, 417-23,
 482, 484.
 public works, 192.
 railways, 136, 170-1.
 visitors, 261-2, 412, 414.

High Courts, 74, 296, 314, 364.

Hindus, 7, 67, 173, 425, 433.

Hindustania, 426, 428, 439. *See also* United
 Provinces, workers drawn from.

Holidays :

allowances for, 26-7.
 factories, in, 14, 19, 26-7.
 Indians in Burma, 427.
 railways, on, 143-4.
See also Weekly rest-days.

Home Office, 301.

Home work, 99, 102.

Hooghly area, 8, 9, 10-11, 13, 70, 216, 258.

Hookworm, 115, 256, 405, 407, 409.

Hospitals :

factory-owners, 258, 259, 261, 265, 278.
 industrial areas, 257-9.
 maternity, 261, 283.
 mining areas, 108, 109, 111, 112.
 plantations, 410-2.
 trade union, 328.

Hours of work :

children's, *see* Children.
 docks, 187-8.
 factories, perennial, 18, 37-55, 478-81,
 485-6, 488-9.
 factories, seasonal, 38, 77, 79-81, 82-4.
 factories, unregulated, 92-3, 94-102,
 104-5.
 fatigue, and, 253, 254, 449.
 inland steam navigation, 182-3, 491.
 International Convention relating to,
 37, 156, 157, 159, 160, 167, 190.
 mines, coal, 118, 120, 124-6.
 mines, metaliferous, 107, 108, 109,
 111-2, 124-6.
 motor-bus services, 189-90.
 oilfields, 111-2.
 plantations, 383, 393, 396-9, 400.
 railways, 156-60.
 strikes connected with, 42, 334.
 tramways, 189-90.
 women's, 37, 51, 83, 90.

Housing :

immigrants in Rangoon, 434-9.
 industrial workers, 22, 243-6, 270-94.
 mining areas, 109, 111, 112, 118-9, 133,
 279-81.
 plantations, 384, 401, 403-9, 420, 422.
 public works, 192.
 railways, 170, 278, 283-4.
 responsibility for, 285-8, 438.
 shifts and, 44.

Howrah, 9, 256, 271, 272, 290.

Humidification, 57-9.

I

Ice factories, 76.

Immigrants, Protector of :
 Assam, 374, 380-1, 418.
 Burma, 427-8, 437.

Immigration, into Burma, 426-42.

Imperial Conference, 301.

Imprisonment for debt, 232.

Improvement Trusts, 36, 272, 273, 276-7,
 289-90.

Income, of industrial workers, 194-221. *See
 also* Wages and earnings.

Indebtedness :

causes of, 217, 226-8, 229, 231, 236-8,
 265.
 efficiency and, 226.
 expenditure arising from, 206, 207.
 extent of, 224, 226.
 interest rates on debt, 224-5.
 investigations into, 224-5, 449.
 measures for relieving, 227-42.
 migration and, 14-5, 244, 362, 479.
 payment of wages and, 181, 217, 236-42.
 workmen's compensation and, 303.

Indenture, *see* Breach of contract, criminal.

Index-numbers, cost-of-living, 149, 195, 196,
 209, 334, 450.

India General Navigation and Railway Com-
 pany, 182.

Indian Central Committee, 462, 463.

Indian States, *see* States, Indian.

Indian Statutory Commission, 286, 459, 462,
 463.

Industrial Council, proposed, 467-72, 474.

Industrial courts, 337-9, 346-7.

Industrial Courts Act, 337, 338.

Industrial Commission, Indian, 287, 291.

Industrial disease, 70, 115, 252-3, 307-8, 469.

Industrial hygiene, 252.

Infants :

exclusion from factories of, 65-6, 85.
 feeding of, 252, 406.
 mortality among, 243, 250, 262, 271,
 277, 433.

Influenza, 21, 333.

Inland navigation, 182-3, 301, 424, 428, 491.

Inland Steam Vessels Act, 182.

Insein, 283.

Inspectors (and inspection) :

boilers, 67, 72.
 conferences of (factories), 73.
 docks, 187-8, 189.
 factories, perennial, 46-7, 50, 58, 59-61,
 62, 64, 67-74, 460.

Inspectors (and inspection)—cont.

- factories, seasonal, 81-2, 85-6, 87-9, 397-8.
- factories, unregulated, 91, 93, 100, 102, 104-5.
- medical, 70, 87, 110-1, 132, 253, 417, 423, 433.
- mines, 112, 125, 132, 460.
- minimum wage, 214, 397-8.
- oilfields, 112.
- part-time, 69, 72, 73, 88-9, 105, 132.
- plantations, 397-8, 417, 423.
- recruitment of (factories), 70-2, 105, 460.
- sanitary, 104-5, 134, 254, 421.
- women (factories), 66, 71-2, 85, 265.

Insurance :

- health and sickness, 264, 265-9.
- social, 264, 461.
- unemployment, 19, 34, 35-6.
- workmen's compensation, 296, 297.

Interest, rates of, on debt, 224-5.**International Labour Conference, 175, 187, 190, 212, 318, 330, 457, 472.****International Labour Conventions :**

- generally, 54, 457, 472.
- hours of work, 37, 156, 157, 159, 160, 167, 190.
- minimum age for children, 52-3, 188.
- minimum wages, 211-2, 214, 483.
- night-work for women, 48.
- protection against accidents (dock workers), 187.
- seamen's facilities for employment, 175.
- sickness insurance, 265-6.
- weekly rest-day, 54, 156, 157, 159, 167.
- workmen's compensation, 295, 307.

International Labour Organisation, 3, 458, 468, 470, 472, 483, 484.**Intervals :**

- children's, 53, 97, 101.
- fatigue and, 46-7, 449, 481.
- meals and, 40, 41, 47, 48, 50, 96, 245.
- provision of, 48, 50, 77, 80.
- statutory, 46-7.
- unauthorised, 41-2, 478.

Investigators, 213, 253-4, 447-8, 449.**Iron ore mines, 112, 124, 201.****Iron and Steel Company, Indian (Tatas), 9, 33, 62, 258. See also Jamshedpur.****Iron and steel workers :**

- hours of work, 39.
 - physique, 247.
 - recruitment, 10, 11.
 - unemployment, 33, 34-5.
- See also Jamshedpur.

Irrawaddy, 111, 182.**Irrawaddy Flotilla Company, 182, 183.****Ishapore, 9.****J****Jalgaon, 7.****Jalpaiguri, 350, 417.****Jamshedpur :**

- budget enquiries in, 450.
 - control of steel works, 340.
 - housing, 282, 292.
 - increase of population, 270.
 - isolation of workers, 284-5.
 - medical facilities, 258.
 - railways in steel works, 62.
 - workmen's compensation in, 308.
- See also Iron and steel workers.

Japan, 61.**Jharia :**

- budget enquiries in, 202, 450.
- earnings of workers, 201, 202.
- housing, 279, 280.
- Mines Board of Health, 115, 133, 279, 419.
- recruiting of labour, 115, 118-9.
- situation of coalfield, 113.
- Water Board, 133, 255.
- welfare of workers, 263, 268.

Jobbers :

- bribery, and, 23-5.
- education of, 29, 31.
- housing provided by, 272.
- lending by, 23, 78, 79, 239-40, 429.
- powers of, 23-6, 50, 341-2.
- trade unionism and, 321.
- workmen's compensation, and, 313.

Joint machinery for disputes :

- Ahmedabad mills, 336.
- general, 342-4.
- railways, 136, 164-70.

Jorhat, 381, 419.**Jubbulpore, 270.****Jute mills :**

- apprenticeship in, 30-1.
- children in, 48-50, 52, 65.
- education of workers, 30-1.
- holidays of workers, 14.
- hours of work, 38, 47, 48-51, 198-9.
- housing of workers, 255, 272-3.
- location, 8.
- management, 8.
- medical facilities provided by, 258, 262.
- numbers of workers, 6, 8.
- organisation of workers, 320.
- physique of workers, 247.
- recruiting of labour, 11, 353.
- sanitation in, 56.
- short-time in, 38, 316.
- wages and earnings in, 50, 198-9, 215-6.
- wages, payment of, 237.
- wages, standardisation of, 215-6.
- welfare of workers, 261.
- women in, 47-8.

Jute Mills Association, Indian, and :

- earnings of workers, 198, 215, 316.
- education, 28, 31.
- hours of work, 33, 38.
- indebtedness of workers, 225.
- welfare, 65.

Jute presses, 75, 76, 78-9, 82.

K

- Kabulis, 225.
 Kala-azar, 407.
 Kamiauti system, 362.
 Kanchrapara, 8.
 Kangania, 355, 395.
 Kangra, 356.
 Kankinara Labour Union, 216.
 Karachi :
 docks, 183-4, 185-6, 187-8, 202.
 housing, 270, 278.
 sex disparity, 246.
 shipping, 174.
 tramways, 189.
 Karanpura, 113.
 Kathiawar, 10, 247.
 Kerosene tin making, 9.
 Khambari system, 362.
 Khargpur, 8, 283, 285.
 Khewra, 108-9, 135.
 Knowledge of laws, workmen's, 107, 310-1, 377-8.
 Kodaga, 364.
 Kodarma Mica Association, 94.
 Konkan, 247, 340, 479.
 Krishna Mills, Beawar, 278.
 Kurbaa, 354.

L

- Labao, 406, 411.
 Labour bureaux :
 for investigation, 450, 470.
 for recruitment on railways, 140-1.
 See also Employment bureaux.
 Labour Commissioners, 308, 452, 463-5.
 Labour Intelligences Officer, Bengal, 452.
 Labour Office, Bombay :
 family budget enquiries, 194, 205, 206-7, 224, 225, 270.
 fines, enquiry into, 217.
 housing, information relating to, 270, 273.
 infantile mortality, enquiry into, 271.
 organisation, 308, 447, 450, 452.
 sickness incidence, enquiry into, 267.
 Statistics Bill and, 446.
 wages, statistics of, 198, 445, 451.
 Labour officers :
 factories, 24-5.
 generally, 228, 342, 343.
 mines, 110, 120.
 oilfields, 111.
 Labour Statistics Bureau, Rangoon, 447, 450, 452.
 Labour Statistics Officer, Rangoon, 427, 452.
 Lac factories, 76, 82, 95, 103, 214.
 Lahore, 8, 10, 270.

- Lakhimpur, 357.
 Land acquisition, 276-7, 283, 290-1.
 Language difficulties, 24, 120, 321, 341, 342, 349-50.
 Lascars, *see* Seamen.
 Latrines :
 factories, statutory provision in, 56, 85-6, 103, 410.
 mines, in, 109, 115.
 plantations, in, 410.
 septic-tank, 56, 272, 289.
 type-plans, provision of, 288.
 unregulated factories, absence of, in, 92, 95, 96, 97, 98, 99.
 use by workers of, 56, 115, 256, 410.
 See also Sanitation.
 Lead and silver mines, 109-11, 201, 202, 424, 428.
 Lead poisoning, 110-1.
 League of Nations, 470.
 Leave, on railways, 143-5, 267, 330.
 Legislative Assembly :
 discussion of labour matters in, 457, 465.
 hours in mines, and, 125, 126.
 maternity benefits, and, 457.
 minimum wages, and, 212.
 representation of labour in, 318, 463.
 temperature in factories, and, 57.
 Weekly Payments Bill in, 237.
 workmen's compensation and, 295, 313-5.
 Legislative Councils :
 Assam, 378.
 Bengal, 335, 419.
 Bombay, 457.
 Central Provinces, 457.
 Coorg, 457.
 excise revenue, and, 223.
 Madras, 457.
 representation in, 316, 318, 463.
 Legislature, Indian :
 children in ports, and, 188-9.
 Factories Act, and, 51, 73, 456.
 Industrial Council, and, 472.
 labour legislation and, 456, 457, 459, 460-2, 471.
 minimum wages, and, 389.
 procedure in, 465-6.
 recruitment of seamen, and, 175.
 representation in, 316, 463.
 sickness insurance, and, 267.
 trade disputes legislation in, 344-5, 456.
 workmen's compensation, and 295, 313, 314-5, 456.
 Leisure for workers, 40-1, 43, 483.
 Lighting :
 factories (regulated), 56, 253.
 factories (unregulated), 92, 94, 95, 97.
 housing areas, 274, 275, 279, 282, 409.
 mines, 114.
 Lillooah, 8.
 Limestone quarries, 112.
 Limitation, law of, 234-5.
 Liquidation of debts, 228, 233-4.

- Liquor, consumption of, *see* Drink.
- Local self-government, 254, 287, 464-5. *See also* Municipalities.
- Lock-outs, *see* Strikes and lock-outs.
- Lodging-houses, 434-5.
- Loitering, 41, 478, 479, 480-1.
- Lucknow, 8, 10, 205, 225.
- M**
- Madras (city):
- Buckingham and Carnatic Mills, 251, 260, 275, 335-6, 342-3.
 - budget enquiries in, 450.
 - docks, 183-5, 187-8.
 - factories, 7, 10, 13, 320, 489.
 - health in, 263, 271.
 - housing in, 270-1, 274-5.
 - increase of population in, 270.
 - sex disparity, 246.
 - shipping, 174.
 - town-planning of, 288-9.
 - trade unions in, 318, 320.
 - tramways, 189.
 - wages in, 198.
- Madras Labour Union, 318.
- Madras Planters' Act, 355, 457.
- Madrasia, 10-1, 247. *See also* Tamils and Telugus.
- Madura, 7, 198, 270, 274, 354.
- Madura Mills, 275.
- Magistrates:
- factory inspection, and, 69, 88-9, 105.
 - factory prosecutions, conduct of, by, 73-4.
 - recruitment for Assam, supervision of, 364, 366, 380, 414.
 - reports of accidents to, 130-1.
 - trade disputes, and, 348.
 - workmen's compensation, and, 308.
- Maharashtra, 340.
- Mastries:
- Burma, in, 78, 426-7, 429, 430-1, 434, 441, 491.
 - docks, in, 185, 202.
 - plantations, in, 355, 401, 402.
 - See also* Jobbers.
- Malabar, 351, 353, 354, 355, 409.
- Malaria, 247, 256-7, 405, 406-7, 408, 420-1, 482.
- Malariologists, 257, 407, 421.
- Malaya, 296, 353, 389, 390, 391, 414, 415, 416.
- Maloney, Mr. T., 57, 59, 485.
- Managing agents, 215-6, 341.
- Mangalore, 353.
- Manganese mines, 107, 124, 201, 202, 424.
- Markets, 251, 274, 278, 436.
- Marriages:
- effect on standard of living, 205, 207.
 - expenditure on, 227, 303.

- Marwaris, 340.
- Match factories, 9, 91.
- Maternity benefits:
- legislation, 71, 263-5, 412, 457.
 - schemes, 133, 260, 261, 401, 412, 421.
- Matunga, 8.
- McCarrison, Col. R., 251.
- Medical certificates, 52, 53-4, 141, 144, 268.
- Medical facilities in:
- factories, 211, 221, 258.
 - industrial areas, 257-9, 260, 261, 262-3, 265, 274, 296.
 - mines, 108, 133.
 - plantations, 401, 410-1, 420, 422.
 - railways, 146, 170-1.
- Medical inspectors of:
- factories, 70, 72, 87, 253.
 - mines, 132, 253.
 - plantations, 417, 423.
- Medical officers:
- health, of, 132, 171, 254, 293, 410, 415, 417, 418, 423.
 - plantations, on, 406, 409-10, 411, 412, 413, 414, 421.
 - railways, on, 141, 171.
- Medical Registrars, 250.
- Medical Wants Ordinance, Ceylon, 420.
- Merchant Shipping Act, Indian, 181-2, 312.
- Mercury poisoning, 307.
- Mergui, 350.
- Metal works, 8-9, 23, 39, 199, 237.
- Metalliferous mines:
- accidents in, 112, 130.
 - earnings in, 107, 109, 200-2.
 - health in, 108-9, 110-1, 112, 132.
 - housing of workers, 111, 112, 281.
 - hours of work, 107, 108, 111, 123-6.
 - recruitment of labour, 107, 109.
 - weekly rest day, 111.
 - welfare of workers, 110.
 - women in, 108, 112, 127.
 - working conditions in, 107-10, 112.
 - See also* Mines.
- Mica:
- factories, 94, 214.
 - mines, 107, 124, 201, 202.
- Mica Association, Kodarma, 94.
- Midwives, in:
- industrial areas, 133, 261, 262, 263, 265.
 - plantations, 411-2, 414, 421.
- Migration:
- factory workers and, 10-20, 349-50.
 - health, and, 17, 211, 244-6.
 - indebtedness, and, 227.
 - investigation of, 448, 449.
 - plantations, to, 349-50, 361-2, 372-5, 385, 386, 406, 425, 481-2, 484.
 - poverty and, 14-5, 247, 435, 439-40.
 - sickness insurance, and, 266.
 - trade unions, and, 321.
 - unemployment, and, 33, 34, 240.
 - workmen's compensation, and, 296, 311.
 - See also* Emigration.

Millhands' Association, Bombay, 317.

Millowners' Associations :

Ahmedabad, 41, 336.

Bombay, 41, 215, 219, 316, 344, 480, 486.

Milk, 65, 206, 244, 245, 252, 406.

Mines :

Chief Inspector of, 126, 127, 130, 131, 132, 135, 200, 202.

location, 107, 108, 109, 112-3.

organisation of workers, 320.

statistics, 106, 130, 200, 201, 444.

workmen's compensation, 297, 299.

See also Coal mines,

Metalliferous mines,
Mines Act.

Mines Act :

administration of, 132, 460.

children, provisions relating to, 129.

exemptions under, 111, 112, 299.

hours, provisions relating to, 124-6.

Regulations under, 124, 127, 200, 444, 469.

safety provisions of, 129-31.

shifts, provisions relating to, 51, 124, 125, 126, 456.

woman, exclusion of, by, 124, 125, 127-9.

Minimum wages :

industry, in, 211-4.

plantations, in, 212, 360, 388-98, 402-4, 483-5, 489.

Mining Boards, see Boards.

Mining Industry Act (1926), 114.

Mining Settlements Acts, 133.

Ministers of Labour, 455.

Ministry of Labour (British), 214.

Mirzapur, 97.

Moghulpura, 8.

Money-lenders, 14, 177, 224-30, 239.

Monghyr, 112.

Montagu-Chelmsford Reforms, 318, 456, 459.

Mortality rates, see Death-rates and Infants, mortality among.

Motor transport, 9, 189-90, 301.

mukaddams, see Jobbers.

Multiple shifts, 38, 48-51, 198-9.

Municipal Act, Bengal, 273.

Municipalities :

Bombay, 29, 256.

control by Government, 286-8, 436.
health and welfare, and, 264, 265, 256, 262.

hospitals, and, 258.

housing, and, 273, 274, 278, 286-8, 289-90, 293, 434-5.

Karachi, 278.

Madura, 274.

Rangoon, 434-6, 438, 439.

representation of workers on, 464-5.

responsibility of, 250, 259, 285-6, 287, 438.

Musulmans, 7, 13, 67, 142, 173, 320, 337, 425.

Mysore, 352, 353, 354, 355.

Mytinge, 283.

N

Nagpur :

budget enquiries in, 205.

Empress Mills, 280-1, 262, 277-8, 292.

factory population, 7, 10, 13.

housing, 277-8, 292.

increase of population, 270.

sex disparity, 246.

naikins, 25-6.

Namtu, 109-10, 251, 258, 281.

Narainganj, 78.

Nellore, 107.

Nepal, 356-7.

New Delhi, 191.

Night-work for women, 46, 47-8.

Nilgiris, 351, 353, 354, 401, 410, 411, 419.

Noakhali, 182.

North-West Frontier Province, 67, 72, 91, 173.

Notices of :

accidents, 130-1, 311-2.

termination of employment, 240-1.

Notification :

diseases, of, 253.

factories, of, 91, 93, 100, 103.

Workmen's Compensation Act, under, 297, 302, 307, 469.

Nowgong, 357.

Nutrition, 250-1, 405-6.

Nystagmus, 115.

O

Offensive trades, 100, 103.

Oil, mineral, 111, 424.

Oilfields, 111-2, 299, 353, 425, 428, 450.

Oilfields, Act, 112.

Oil-mills, 39, 75.

Old age, provision for, 19, 269.

Open workings, coal, 114, 128-9.

Ordnance factories, 9, 30.

Orphans, 414.

"Outsiders," 317, 324-5, 329, 396, 484, 490.

Overcrowding in :

factories, 94.

industrial areas, 245, 270-1, 272, 278, 280.

Rangoon, 434-5, 437.

Overtime :

docks, 188.

factories, 38, 39, 55, 102.

plantations, 383, 393.

railways, 156, 157.

P

P. and O. Steam Navigation Company, 173.

panchayats, 260.

Paper mills, 9.

Parcel, 8.

Parsia, 7, 340.

Pathans, 226.

Payment of wages :

delays in, 236-8, 241.

direct, need of, 429.

methods in industry, 160-1, 183, 188, 202.

period of, 236-7, 238-41.

plantations, system in, 383-4, 398-9, 401-2.

rest-day, on, 121.

Pench Valley coalfield, 113.

Pepper, 350.

Perambur, 8.

Perennial factories :

children in, 16, 27-8, 51-3, 102.

distribution of, 6-10.

health in, 27, 56-9, 63, 65.

hours of work, 18, 37-55, 478-81, 485-6, 488-9.

inspection of, 46-7, 50, 58, 59-61, 62, 64, 67-74, 460.

migration to, 10-20, 211, 244, 247, 249, 425.

physique of workers, 244-5, 246-7.

recruitment of labour, 9-14, 21-5.

safety in, 59-63.

statistics, 37, 75, 443-4.

supervision in, 23-6.

wages and earnings of workers, 197-9, 216-7, 221, 236-9, 241.

welfare in, 22, 63-7, 71, 258, 260-1.

women in, 25-6, 37, 88, 46, 51.

See also under specific classes such as Cotton Mills, Jute Mills, &c.

Periods of wage-payment, 236-7, 238-41.

Petroleum :

oilfields, 111-2, 299, 425, 428, 450.

refineries, 9, 424.

Physique of :

children, 52.

dock workers, 248.

factory workers, 41, 61, 80, 246-7, 248.

industrial workers generally, 18, 208, 244-5, 248, 277.

miners, 115, 134, 247-8.

railway employees, 248.

plantation workers, 405-6.

Plague, 21, 249.

Plantations :

[*See generally Chapters XIX, XX, XXI, XXII.*]

access to lines, 378, 477.

child welfare, 413-6.

children, earnings of, 385, 387, 392, 398-9, 400.

children, minimum age for, 392, 415.

Plantations—*contd.*

children, recruitment of, 350, 368, 371, 385.

cinchona, 350.

coffee, 349, 351, 352-3, 354, 355, 400-1.

concessions, 384-5, 397, 399, 401, 404, 483.

education, 413, 415-6.

health and welfare, 376, 401, 405-23, 482, 484.

hours of work, 383, 393, 398-9, 400.

housing, 384, 401, 408-9, 420, 422.

indigo, 349.

location, 349-54, 358-8.

organisation of employers, 371, 377, 385-6, 388-9, 398-9, 399-400, 403.

organisation of workers, 320, 377, 386, 388, 398, 399.

production, 350-3.

recruitment of labour, 21, 353-82, 390, 403-4, 481-3, 484, 489.

repatriation from, 365, 371-3, 379-81, 389.

rubber, 301, 351, 353, 354, 383, 424.

statistics, 395, 405, 423, 444.

tea, 349-52, 353-423, 481-5, 489-90.

women, earnings of, 387, 398-9, 400-1.

women, recruitment of, 350, 368, 371, 385.

women, welfare of, 411-4.

workmen's compensation, 301.

Pooling of factories, 81-2, 86, 88.

Pneumonia, 408.

Poona, 11.

Population, 15, 21, 249, 270, 361, 476-7.

Port Trusts :

Bombay, 184, 203, 273, 491.

Calcutta, 184-5, 491.

Karachi, 184, 187, 202-3, 278.

Madras, 184, 185.

Rangoon, 184, 185, 433-4, 439.

safety of workers, and, 187.

Ports, 173-4, 183-9, 425, 432-3, 490.

Ports Act. Indian, 188-9.

Poverty :

causes of, 208, 210.

effects of, 14-5, 208, 244, 271, 321, 406.

efficiency and, 208.

evidence of, 207.

migration and, 14-6, 247, 406, 441.

Preventive medicine, 243, 252.

Prices movements in, 149, 172, 196.

Printing, 9, 320.

Profit-sharing, 210.

Promotion of workers, 29-31, 141, 147.

Propaganda :

health, 86, 251, 254.

recruiting (plantations), 365-6, 378-9, 403, 481, 484.

Prosecutions under :

Factories Act, 68-9, 73-4, 83, 102, 105.

law relating to fines, 221.

Trade Disputes Act, 347.

Protection, fiscal, 45, 477.

Protector of Immigrants, *see* Immigrants, Protection of.

Provident Funds :

attachment of, 232.
deduction of subscriptions to, 221.
old age, for, 269.
railways, on, 145, 147, 150, 151-2, 162, 172.

Public Health Acts, 255, 259, 288.

Public Health Commissioner, 252.

Public utility services, strikes on, 338, 346.

Public works, labour on, 23, 190-3, 337.

Punjabia, 78, 173, 190, 428.

Q

Quarries :

coal, 114, 128-9.
other than coal, 107, 108, 112, 202.
treated as mines, 107.
workmen's compensation in, 299.

Quinine, 354.

R

Race, differences of, 110, 321, 340-1, 441.

Railway Administrations :

Assam-Bengal, 248.
Bengal and North-Western, 283.
Bengal-Nagpur, 257, 383, 286.
Bombay, Baroda and Central India, 228, 248, 278, 283-4, 338.
Burma, 283.
East Indian, 115, 118, 134, 196.
Eastern Bengal, 248.
South Indian, 171, 196, 225, 283-4, 285.

Railway Board :

dismissals, and, 162, 163, 164.
education, and, 140.
health and welfare, and, 170.
hours of work, and, 156-60.
housing, and, 283-4.
indebtedness, and, 226.
mines, and, 129.
powers of, 137-8.
racial discrimination, and, 142-3.
relations with employees, and, 164, 166, 167, 168.
wages, and, 145, 147-50.

Railway Conference Association, Indian, 138, 157, 167, 168.

Railway workshops :

holidays, 143-4.
hours of work, 39, 156.
housing of workers, 278, 283-4.
location, 8.
numbers employed, 8, 33-4.
physique of workers, 248.
recruitment of workers, 10, 12, 140-1, 147.
unemployment, 33-5.
wages in, 147, 151.
works committees in, 164.

Railways :

administration, 136-8.
deductions from wages, 163, 217, 221.
factories, within, 62.
gratuities to employees, 145, 147, 149, 153, 172.
health and welfare on, 170-1, 248, 269.
hours of work, 156-60.
housing of employees, 146, 170, 283-4.
indebtedness of employees, 228, 231-2.
industrial relations, 164-70, 337.
leave and holidays, 143-5.
provident funds, 145, 146, 149, 150, 151-2, 172.
racial discrimination, 141-3.
recruitment, 138-43, 163, 425, 428.
service conditions, 160-3.
statistics, 171-2.
trade unions, 165-7, 317, 320.
wages on, 145-52, 153-5.
weekly rest, 143, 156-9.
workmen's compensation on, 297.
See also Railway workshops.

Railways Act, Indian, 62, 170.

Rajputana, 10, 190, 247, 473.

Rangoon :

Development Trust, 289, 436-9.
docks, 183-5, 186, 187-8, 202, 425, 432-3.
factories, 10, 426-7, 429, 430-1.
health, 271, 433-6.
housing, 270, 289, 434-8.
immigrants in, 425-33, 439-42.
Labour Statistics Bureau, 447, 450, 452.
Municipality, 434-7, 438-9.
sex disparity, 246.
shipping, 174.
tramways, 189.

Raniganj :

contractors, employment of, 119.
housing, 279.
mining activity, 113-4.
recruitment of labour, 116, 279.
sickness allowances in, 268.
wages in, 201, 237.

Ratnagiri, 11.

Recognition of trade unions, 166, 317, 323-6.

Recreation, 111, 223, 260-1, 275, 328, 413.

Recruitment of labour for :

docks, 184-6.
factories, perennial, 10-4, 21-5.
factories, seasonal, 77, 78, 426-7, 428-9, 430-1.
mines, 107, 110, 115-20.
plantations, 353-82, 390, 403-4, 481-3, 484, 489.
public works, 190-1, 193.
railways, 138-43, 163, 425, 428.
seamen, 173-7, 181-3, 490, 491.
tramways, 189.

Red Cross Society, 262.

Registrars :

medical, 250.
of Trade Unions, 462, 464.

Registration of trade unions, 318, 319, 323, 325-6, 331.

Remittances to villages, 14, 478.

Repatriation :

- Burma, from, 431.
- coal mines, from, 381-2.
- plantation labour, of, 365, 371, 379-81, 389.

Research Fund Association, Indian, 251, 253.

Research :

- industrial, 253-4, 468-70.
- industrial health, 251, 253.

Rest-days, see Weekly rest-day.

Rest-periods, see Intervals.

Returns statutory, 200, 314, 443, 444, 445.

Rice-mills :

- employment in, 76, 77-8, 424, 429.
- enquiry into conditions in, 92.
- health in, 84, 85.
- hours of work, 39.
- inspection of, 86.
- recruitment of labour, 426-7, 429, 430-1.
- statistics, 75, 77-8.

Rickshaw pullers, 425, 430, 435.

River Steam Navigation Company, 182, 183.

Roads :

- housing areas, in, 272, 275, 282, 289, 436.
- labour on, 190-1, 301, 428.
- transport by, 189-90.

Round-Table Conference, Indian, 424, 440-1, 459.

Royal Commissions, see Commissions.

Royal Indian Marine, 302, 491.

Rubber :

- factories, 76, 82.
- plantations, 301, 351, 353, 354, 383, 424.

S

Safety :

- docks, 187, 188.
- factories, 59-63, 86-7, 93.
- factory buildings, 62, 86-7.
- mines, 119, 123, 129-32.
- oilmeids, 111-2.
- railways, 61.

Safety First movement, 61.

Salem, 354.

Salt mines, 108-9, 124, 127, 134-5, 201-2.

sampans, 425, 428.

Sanitation :

- defects in housing areas, 245, 255-6, 271, 275, 277, 278, 280, 435-6.
- defects in unregulated factories, 92, 94, 95, 96, 97, 98, 99, 103, 104.
- factories, statutory requirements in, 56, 70, 85, 410.
- housing schemes, provision in, 272, 273, 274, 275, 276, 278, 281, 282, 284.
- inspection of, 70, 104-5, 134, 409-10.

migration and, 17.

mines, 108-9, 112, 115, 116, 133, 134.

plantations, in, 410, 418-9, 422.

public works, in, 191-2.

railways, on, 170-1.

See also Latrines.

Santals, 247, 248, 279.

Santal Parganas, 357, 359.

Sardars :

docks, in, see *Maistrics*.

factories, in, see *Jobbers*.

garden-sardars, 360, 363-7, 368, 370, 372, 375, 381.

plantations, supervisory, 383, 395.

Savings banks, 328.

Sawmills, 9, 91, 92, 424.

Schools :

factory, 27-8, 30-1, 260, 261, 278.

mines, 134-5.

municipal, 28-9, 31, 274.

plantation, 416.

trade union, 328.

tramway training, 189.

Seamen :

articles of agreement, 181-2, 300, 490, 491.

conditions of employment, 182-3, 490-2.

recruitment, 173, 175-81, 182-3, 490-1.

trade unions, 178, 179, 181-2, 183, 320.

unemployment, 177-80, 210.

wages, 183, 490-1.

welfare, 182.

workmen's compensation, 299-301, 312, 491.

Seamen's Recruitment Committee, - 175-7.

Seamen' Union, Indian, 178, 179, 181-2, 183.

Seasonal factories :

children in, 87.

duration of season, 76, 77, 78, 349, 430.

health in, 84-6, 409-10.

hours of work, 38, 77, 79-81, 83-4.

inspection of, 82, 86, 87-9, 397-8.

physique of workers, 248.

recruitment of labour, 12, 23, 77, 78.

safety, 86-7.

statistics, 6, 75, 443.

wages, 200, 237.

women in, 77, 78, 83-4.

Selection Boards, on railways, 139, 140, 141.

Septic tank latrines, 56, 272, 280.

serangs, 173, 175, 176, 178, 182-3, 491.

Sex disparity, 51, 128, 245-6, 249, 426.

Sewage disposal, 271, 273, 275, 276, 282.

Shan States, 109, 111.

Shellac factories, 76, 82, 95-6, 103.

Shevaroy Hills, 352, 354.

Shifts :

docks, in, 187-8.

factories, working of, in, 38, 39, 48-51, 81, 485-6.

Shifts—contd.

- factories, reduction of hours in, and, 43-4, 480, 485-6, 488.
- factories, rest-day in, and, 54, 55.
- mines, in, 111, 124-6.
- multiple, 38, 48, 50, 198-9.
- night, 38, 480, 485-6.
- railways, on, 156, 157.
- resort to, to avoid regulation, 93.
- weekly rest-day, and, 54, 55.

Shipping, at principal ports, 174.

Shipping Masters, 173, 176, 177, 178-9, 181, 312, 491.

Shipping offices, 176, 181, 182, 491.**Sholapur :**

- factories, 7, 10.
- health of workers, 247.
- housing, 277.
- income and expenditure of workers, 195, 197-8, 199, 205, 206-7, 447.
- labour recruited from, 11.
- sex disparity, 246, 247.

Sibsagar, 357.**Sickness :**

- benefits, 268, 269, 386, 412.
 - expenditure on, 207.
 - housing in relation to, 271.
 - indebtedness and, 228-7.
 - insurance, 266-9.
 - statistics, 172, 250, 254, 266-7, 405, 448.
- See also Health.*

Sikhs, 142.**Sikkim, 356.****Silk factories, 39.****Silver mines, see Lead and silver mines.****Sind, 112, 190.****Singhbhum, 9, 112.****Slate quarries, 112.****Smallpox, 133, 249, 433.****South Kanara, 355.****Spoilt cloth, 217, 220.****Spreadover, 47-8, 54, 83-4, 92.****Standard of living :**

- Burmans' and Indians', relation between, 431-2, 441-2.
- changes in, 209, 284, 388.
- desirability of raising, 135, 244, 476.
- desire of workers for higher, 292-3, 294.
- exclusion of women, effect of (mines), 128.
- health of workers and, 194, 243, 244.
- hours of work and, 44-5, 479.
- indebtedness and, 226.
- industrial workers', 110, 204-9.
- industrial labour in relation to agriculture, of, 212, 477.
- industrial labour in relation to community, of, 211.
- lack of statistical information on, 194-6, 445-7.
- minimum wages and, 211, 214.

Standard of living—contd.

plantation workers', 362, 381, 385, 388, 401-2.

population and, 249.

wages, effect of raising, on, 209-10, 388.

Standardisation of wage-rates, 151, 214-6, 339, 385, 483-4.

States, Indian, 7, 351, 354, 472-4.

Statistics :

- accidents, 59-60, 129-30, 187.
- disputes, industrial, 333, 445.
- factories, 37, 75, 100, 443-4.
- immigration to Burma, 426, 441.
- legislation relating to, 446, 470.
- mines, 130, 200, 201, 444.
- plantations, 350-1, 405, 444.
- railways, 171-2.
- standard of living, 194-5, 196, 206-7, 446-7, 448.
- sickness, 172, 250, 254, 266-7, 405, 449.
- trade unions, 445.
- unemployment, 35.
- vital, 249-50, 271, 405, 417, 423, 444.
- wages and earnings, 172, 195, 197, 213, 394-5, 443, 444, 445-7.
- workmen's compensation, 203-4, 310, 445.

Statutory Commission, Indian, 286, 459, 462, 463.

Stevedores, 184-6, 202-3.

Still-births, 249.

Stone quarries, 107, 112, 202.

Strikes and lock-outs, 19, 319-20, 333-48, 445.

See also under Cotton mills and Docks.

Subletting of houses, 274, 275, 276, 277, 278, 284.

Sugar factories, 39, 75.

Sukkur, 191.

Surat, 7.

Surgeons, Civil, 259, 417.

Surma Valley :

- absenteeism, 388.
- access to lines, 378.
- earnings, 387.
- health and welfare, 411, 413, 419.
- plantations, 350, 357.
- recruiting of labour for, 359, 361, 364.

Suspension of workers, 218.

Sylhet, 182, 357.

T

Tamils, 389, 426, 423, 439.

Tanneries :

- health and welfare in, 65, 103, 252.
- minimum wages and, 214.
- regulated, 9, 12, 65.
- unregulated, 98, 103, 214.

Tariff Board, 33, 215.

Tariffs, 45, 477.

Tea Association, Indian :
 absenteeism, on, 387-8.
 health, and, 407, 417, 482.
 organisation, 385, 403-4, 433.
 recruitment of labour, and, 369, 381,
 385-6, 403-4.
 wages, and, 385-6, 398, 402-3, 404, 484.

**Tea Districts Labour Association, 364, 367,
 373, 403.**

Tea factories :
 employment in, 75, 77.
 health in, 84-5, 86, 410.
 hours of work, 38, 77, 79.
 regulation and inspection, 85-6, 88-9,
 397-8, 410.
 seasons of work, 76, 77, 349.

Tea plantations, see Plantations.

Telugus, 10, 426, 428, 430, 432, 439.

Temperature, in factories, 57-8, 95.

Tenancy law, 118-9, 384.

Tennessee, 353.

Terai, 356, 357, 398, 399.

Terai Planters' Association, 399.

**Textile industries, 6, 30, 37, 43, 51-2, 75,
 320, 424. See also Cotton mills, Jute
 mills, Silk factories, Woollen mills.**

Tile factories, 76.

Tin mines, 201, 202, 424.

Tin Plate Company, 33, 282-3.

Tinnevely, 354.

Titagarh, 273.

Tobacco factories, 9, 39, 58, 75.

Town-planning, 288-9.

**Trade Disputes Act, see Acts, Trade
 Disputes.**

**Trade Union Congress, All-India, 318, 319,
 321.**

Trade Union Federation, All-India, 319.

Trade Unions :
 co-operation against bribery, 25.
 disputes, industrial, and, 320, 333, 342.
 franchise, and, 331, 462-4.
 history, 317-21.
 Industrial Council and, 467.
 leaders, 92, 317-8, 319, 324-5, 327, 328-30.
 legal position, 318-9, 325-8, 330-1.
 need of, 322-3.
 railways, on, 165-9, 320.
 recognition of, 166, 318, 323-6.
 registration of, 165, 166, 318, 319, 324,
 325-6, 331.
 strength of, 320-1.
 subscriptions to, 321, 326-7, 328, 320.
 wage-standardisation, and, 216.
 welfare, and, 235, 251, 321, 327-8.
 workmen's compensation, and, 296,
 328.
 works committees, and, 167, 322, 342-3.

Trade Unions Act :
 administration, 452, 454, 460, 469.
 amendment of, 330-2.

Trade Unions Act—contd.
 passing of, 318-9, 326, 456.
 registration under, 165, 166, 318, 319,
 321, 323, 325-6.
 statistics under, 445.

Trade Union Congress, British, 297n.

Tramways, 9, 189-190, 297, 425, 428.

**Transport services (other than railways),
 173-90, 237, 301, 320, 322.**

Travancore, 352, 354.

Trichinopoly, 8, 283, 354.

Tropical Medicine, School of, 407, 482.

Tubs (in mines), 121-2, 123.

Tuberculosis, 247.

Turnover of labour :
 factories, 18, 26, 32, 210-1, 443.
 railways, 163.

Tuticorin, 275.

U

Unemployment (and under employment) :

dock workers, 185-6, 202, 203, 433.

effect on earnings, 210-1.

exchanges, and, 35.

factory workers, 19, 31-6.

immigrants to Burma, 430, 431.

indebtedness and, 226-7.

insurance against, 19, 34, 35, 36.

miners, 108.

plantation workers, 391, 483.

population and, 249.

relief of, 35-6.

seamen, 177-80, 210.

Unions, trade, see Trade unions.

**United Planters' Association of Southern
 India, 355, 400, 407.**

**United Provinces, workers drawn from, 10,
 11, 78, 107, 116, 190, 247, 359, 371. See
 also Hindustanis.**

United States of America, 136, 458.

Universities, 330, 448-9.

Unregulated factories :

children in, 90, 92, 93, 94, 95, 96-8,
 101-2, 214.

health in, 92, 93, 94, 95, 96, 97, 98, 99,
 103-4.

hours of work, 48, 50, 51-3, 90, 92-3,
 94, 95, 96, 97, 98, 99, 101, 102.

inspection of, 93, 103, 104-5.

minimum wages in, 213-4.

regulation of, 92, 93-4, 99-104.

rest-days in, 93, 97, 102-3.

safety in, 92, 93.

woman in, 94-5, 98, 99.

Upper India Chamber of Commerce, 277.

Uriyas, 11, 426, 428, 439.

Usurious Loans Act, 229-30.

V

- Vaccination, 413, 433.
 Vegetables, 245, 251, 406.
 Venereal diseases, 246.
 Ventilation :
 factories, in, 70, 84, 94, 95, 99, 103.
 housing areas, lack of, in, 245, 271, 272,
 273, 278, 279, 434.
 housing schemes, provision in, 276, 279,
 408, 409.
 mines, in, 109, 114-5.
 Versailles, Treaty of, 457.
 Vetti system, 362.
 Villages :
 conditions in, 14-6, 271, 279.
 connection of labour with, 11-20, 76,
 206, 211, 333.
 crafts in, 15.
 movement from plantations to, 361.
 Visitors, Health, 261-3, 412, 414.
 Vital statistics, 249-50, 405, 417, 423, 444.

W

- Wages and earnings :
 advances of, 177, 191, 193, 236, 238-9,
 377, 385, 400-2.
 census of, 214, 445, 451.
 cotton-ginning and pressing factories, in,
 200.
 cotton-textile mills, in, 42, 43, 197-8,
 215, 237, 445, 479.
 deductions from, 153-4, 216-8, 429.
 docks in, 202-3, 433.
 efficiency, in relation to, 151, 172, 208-10,
 479-80, 490-1.
 engineering and metal factories, in, 199.
 Indians in Rangoon, of, 439.
 inland steam navigation, in, 193, 491.
 jute mills, in, 50, 199, 215-6, 237.
 mines, coal, in, 118, 119, 121, 122, 123,
 200-2.
 mines, metalliferous, in, 107, 109, 110,
 200-2.
 minimum, 211-4, 360, 388-99, 402-4,
 483-5, 489.
 movements in, 147-9, 156, 172, 196-7.
 payment of, 121, 150-1, 202, 236-41,
 401-2, 429.
 plantations, in, 212, 383-404, 483-5,
 489.
 provincial comparison of, 203-4.
 public works, in, 191, 192.
 railways, on, 145-52, 153-5, 163.
 relations between, 210-1, 446-7.
 seamen, of, 490, 491.
 standardisation, 77, 151, 214-6, 339, 385,
 483-4.
 statistics of, 172, 195, 197-205, 213,
 394-5, 443, 444, 445-6.
 unskilled labourers, of, 201, 203.
 welfare, and, 260.
 workmen's compensation, and, 203-4,
 302, 304-6.

- War, the, 21, 316, 333, 334.
 Warehs, 135.
 Washing places :
 factories, lack of, in, 65, 92, 95, 98.
 housing schemes, provision of, in, 275,
 280, 282.
 plantations, need of, in, 409.
 Water supplies :
 factories, in, 64-5.
 industrial areas, provision by employers
 in, 255, 272, 273, 275, 278, 281.
 mining areas, in, 112, 118, 133, 134, 255,
 280.
 need of adequate, 255.
 plantations, in, 407-8, 422.
 Rangoon, in, 435-6, 437, 438.
 Water-works, 39.
 Weekly rest-day :
 docks, 188.
 factories, regulated, 40, 54-5, 77, 79,
 111.
 factories, unregulated, 93, 96, 102-3.
 International Convention relating to, 54,
 156, 157, 159, 167.
 mines, 111, 121, 124.
 railways, 143, 156-9.
 tramways, 190.
 Weekly Payments Bill, 237, 239.
 Welfare :
 children, of, 65-6, 123-4, 260-2, 411-2,
 413, 414.
 committees, 171, 335-6.
 factories, in connection with, 22, 63-7, 71,
 101, 258, 259-63.
 mines, in connection with, 110, 119,
 132-5, 263.
 oilfields, in, 111, 261, 282.
 officers, 111, 260, 278, 282, 335.
 orders, 64, 85.
 plantations, in, 413, 414, 418-23.
 railways, on, 164, 165, 170, 171.
 scope of, 259-61.
 seamen, of, 182.
 trade unions and, 327-8.
 Wells, 255, 275, 407, 435.
 Whitewashing of factories, 56, 57, 86.
 Women :
 clinics for, 261, 263.
 doctors, 66, 261, 262, 263, 264, 411-2,
 414.
 factories, employment of, in, 25-6, 77,
 78, 90, 92, 94-5, 98-100.
 factories, hours of, in, 37, 38, 46, 47-8,
 51, 83-4.
 factory inspectors, 66, 71-2, 85, 265.
 factory workers, physique of, 247.
 investigators, 448.
 mines, in, 108, 112, 125, 127-9, 247.
 night-work of, 46, 47-8.
 plantations, recruitment of, in, 350, 368,
 371, 385.
 plantations, welfare of, in, 411-4.
 public works, in, 191.
 representation on Boards of, 133, 396,
 418.

Women—*contd.*

- supervision, in factories, of, 23, 25-6.
 - wages in industry of, 198, 200, 201, 204.
 - wages in plantations of, 383, 387, 399, 400-1.
 - welfare of, 65-6, 85, 261, 262, 263, 411-4.
- See also* Maternity benefits.

Women's Medical Service, 265.

Wolfram, 424.

Wool cleaning, 94-5.

Woolen mills, 9, 39, 56.

Workmen's Breach of Contract Act, 107, 191, 355-6, 357, 361, 456.

Workmen's Compensation :

- administration, 296, 298, 308-10, 452, 454, 461.
- conditions governing, 306-7.
- dependants, 303, 304, 306-7, 311-2, 313-4.
- effect on accident incidence, 60.
- International Conventions relating to, 295, 307.
- passing of Act, 295, 314, 456, 460, 466.
- procedure, 310-4, 469.
- revision of Act, 295, 297-315.
- scales of, 295, 302-4.
- statistics, 310, 445.

Workmen's Compensation—*contd.*

- trade unions and, 296, 328.
- wages of persons receiving, 203-4.
- waiting period, 306.
- working of Act, 296-7.
- workmen to whom applicable, 92, 290, 302, 491.

Works Committees, 110, 163-5, 322, 335-342-3.

Works Councils, 322.

Worli, 274, 283.

Wynaad, 353, 354, 407, 410, 419.

Y

Yenangyaung, 111, 261, 281-2.

Yeravas, 354.

Young persons, in factories, 53-4.

Yunnan, 109.

Z

Zamindari areas adjoining tea-gardens, 424-23.

Zoning of towns, 289.

CHECKED
2003-04

X:9.2.N29t
F9

9229

Government of India.
Report of the Royal
Commission on Labour
in India. [Royal Commission
on Labour in India]

Name of borrower	Lent on	Received on
hi	1955 7/2	1955 18

**SERVANTS OF INDIA SOCIETY'S LIBRARY
POONA 4.**

1. Books drawn from the library may not be retained for longer than a fortnight.
2. Borrowers will be held strictly responsible for any damage done to books while they are in their possession.