

MEMORANDUM

BY THE

RAILWAY BOARD

FOR THE

**ROYAL COMMISSION ON
LABOUR**

This Memorandum will be reproduced in the
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MEMORANDUM

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**ROYAL COMMISSION ON
LABOUR**



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M17RD

PREFACE.

This combined memorandum is based on the official records of the Railway Board, and on the memoranda already submitted by the Railway Board and individual railways to the Royal Commission on Labour.

An endeavour has been made in the preparation of this memorandum to make it as comprehensive as possible, and to attain this object—

- (a) the information submitted by the Railway Board and railways in their original memoranda has been re-arranged under the relevant heads of the questionnaire;
- (b) additional information has been obtained from railways to give as complete replies as possible to the questionnaire.

Appendix "Z" contains information which the Railway Board and Railway Administrations, during their oral evidence, were asked by members of the Royal Commission to supply.

Although the preparation of the memorandum has been carried out under the direction of the Railway Board they cannot accept responsibility for every particular statement of fact in it.

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GENERAL ARRANGEMENT.

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INTRODUCTION.

The Railways of INDIA—by far the most important part of her system of communications—have filled a conspicuous role in the history of India's economic, social and political progress. The first railway constructed more than 70 years ago was a modest project of only 21 miles—and from this small beginning a vast and complex system has been built up. To-day the total route mileage is 41,000 miles, which is in excess of that in any other country save the United States, while the total staff numbers over 800,000 employees.

R. B. J.

There are 12 principal lines (known as class I railways) running through British India, 5 of which are State-owned railways managed by the State. The e are :—

The North Western Railway (Abbreviation—N. W.), which provides transport facilities for the Punjab, the Sind province of the Bombay Presidency, Baluchistan and North Western Frontier Province. A small mileage is also situated in the Delhi Province, the United Provinces of Agra and Oudh, and the Indian States of the Punjab.

The Eastern Bengal Railway (Abbreviation—E. B.), which provides transport facilities for the greater part of Bengal, a small mileage falling in Bihar and Orissa and in Assam.

The East Indian Railway (Abbreviation—E. I.) which connects the three provinces of Bengal, Bihar and Orissa and the United Provinces of Agra and Oudh.

The Great Indian Peninsula Railway (Abbreviation—G. I. P.), which provides transport facilities for the Bombay Presidency, Central Provinces, a small mileage traversing the Indian States of the Central India Agency and the United Provinces of Agra and Oudh.

The Burma Railways (Abbreviation—Bu.), which provides railway facilities in Burma.

There are 5 State-owned Railways managed by companies, viz.—

The Bengal Nagpur Railway (Abbreviation—B. N.), which connects Bengal with the Central Provinces passing through Bihar and Orissa, a small portion falling in the Madras Presidency on the main line to Madras.

The Bombay, Baroda and Central India Railway (Abbreviation—B. B. and C. I.), which provides railway communication in the Northern part of the Bombay Presidency and traverses the Indian States of the Rajputana Agency connecting Bombay with Delhi, a small mileage passing through Ajmere-Marwara and the southern part of the Punjab.

The Madras and Southern Mahratta Railway (Abbreviation—M. S. M.), which provides railway facilities in the Northern portion of the Madras Presidency and the Indian State of Mysore. The metre gauge portion of this railway caters for the settlement of Goa and the southern portion of the Bombay Presidency up to Poona.

The South Indian Railway (Abbreviation—S. I.) which traverses the southern portions of the Madras Presidency with a small mileage in the Madras States of Pudukkottai and Travancore.

The Assam Bengal Railway (Abbreviation—A. B.), which falls within the province of Assam with a small mileage in the east of Bengal.

Lastly there are two Company-owned and Company-managed Railways, viz.—

The Bengal and North Western Railway (Abbreviation—B. N. W.) and Rohilkund and Kumaon Railway (Abbreviation—R. K.), which are situated north of the rivers Gogra and Ganges and cover the areas from Moradabad and Muttra on the West to Katihar on the East. They provide transport facilities in the Provinces of Bihar and Orissa and the United Provinces of Agra and Oudh. To these two is entrusted the working of two small State-owned lines, viz., the Tirhut Railway and the Lucknow-Bareilly Railway, respectively.

A summary of important statistics of a general nature concerning these railways, which are likely to be of interest to the Royal Commission, such as route mileage, number and cost of staff on each railway, etc., is contained in Appendix A. It will be seen that the aggregate route mileage of these railways is 34,689 miles and their total number of employees exceeds 750,000, while the annual cost of staff (inclusive of incidental charges, such as allowances, except travelling allowance, gratuities and provident fund bonuses) is Rs. 38,42,62,000 (£28.9 millions). Figures in this paragraph do not correspond with figures given in the opening paragraph to this introduction, as they do not take into account railways owned and worked by Indian States and private companies, other than the B. and N. W. and R. K. railways.

The problems affecting railway labour in India are as various as they are numerous. There are several factors peculiar to each railway which have an important bearing on the conditions of labour pertaining to the particular line. Among these are the lengths of the railway, the territories through which it passes, the climatic, ethnological and other features peculiar to those territories, the intellectual and industrial progress made by the people living therein, the scope such progress affords for satisfactory recruitment of railway labour and the other avenues of employment open to labour. Two other factors which affect the agency from which each railway approaches its labour problems are its work agency and the financial limitations to which as a commercial concern it is subject.

The effect of these factors is, however, partially offset by the presence of certain co-ordinating forces. Thus there is in the first place a natural tendency for each railway to be affected by any important scheme of improvement launched on an adjacent line—a tendency which is strengthened by the workmen's associations who are not slow to claim, and press for, the extension of similar schemes to their railway. Moreover, the working policy of the Indian Railways is in its broad features controlled by a central body, viz., the Railway Board, which, as representing the Government of India, exercises certain general powers under the Indian Railways Act over almost all the railways in India. Again 72% of the total route mileage of Indian Railways is owned and 45% directly managed by the State, so that the control, financing and development of the Indian Railways as a whole falls very largely on the Government of India. Finally, another co-ordinating agency exists in the Indian Railway Conference Association to which is occasionally referred important labour questions affecting railways generally.

It is necessary, however, to bear in mind that many of the railways in India are still managed by Companies,* that men employed on such railways are the servants of the company, and that the Railway Board are not in a position to initiate any measures for the improvement of the terms of their service except by way of suggestions to the administration concerned; and finally that a revision of the terms of service of the staff, taken over with the transfer to State control and management, of the East Indian, Great Indian Peninsula and Burma Railways, in accordance with the policy and rules applicable to State railway servants generally, must, in the nature of things, be a gradual process.

This memorandum does not pretend to be by any means exhaustive, and care has been taken not to load it with unnecessary statistics which are apt to confuse rather than to enlighten. The term "Labour" in its orthodox sense as used in this country connotes manual labour. In the absence, however, of a precise definition of the term as used in the terms of reference of the Commission, it has been considered advisable to review generally the conditions of service of all employees, except supervisory and clerical staff.

In the lower grades of railway service stand out in prominence certain classes of employees who are directly engaged in the basic operations of

* N.B.—The B. B. & C. I. Railway in their Introductory Note stated as follows:—
 "At the end of 1905 the Secretary of State under the contracts then subsisting, purchased the property vesting in the Bombay, Baroda and Central India Railway Company by paying a fixed purchase price. Government however, were not prepared to take over the direct management of the Broad and Metre Gauge Systems and they consequently handed over the lines to a new Bombay, Baroda and Central India Railway Company for maintenance and working. Although a new Company has been working the lines since 1st January 1906 no change has in reality taken place in the management which has remained the same as before with its attendant differential staff rules. Since then efforts have been made to make the conditions of service uniform on both the systems and these have been successful in the case of the leave rules and the provident fund but there still remain some differences which it has not been possible so far to entirely remove."

the railway. These classes embrace the vast majority of lower paid employees. As the Commission is likely to devote special attention to the problems affecting such classes, this memorandum describes the terms of their service at some length. The classes referred to are :—

- (a) Workshop employees.
- (b) Labour employed in mines.
- (c) Labour employed in locomotive sheds.
- (d) Labour employed on the maintenance of permanent way, *e.g.*, mates, keymen and gangmen.
- (e) Lower grades of employees at stations, such as pointmen, shunting porters, porters, watermen, sweepers, etc.

As one of the largest employers of labour in India, the Railway Department must regard it as one of its chief concerns to promote the well-being of its staff and in the spring of 1929 the Government of India, with the sanction of the Secretary of State, strengthened the organization of the Railway Board by the addition of a Member who deals principally with problems affecting all staff generally and labour in particular. The Board hope this year, to initiate certain measures for the amelioration of the service conditions of the lower-paid employees, but in dealing with such questions they are inevitably and continually confronted with the necessity of counting the cost, which must, in the aggregate, be very considerable, and of finding the means to meet such cost. It is necessary, therefore, to proceed with reasonable caution as any wholesale revision, undertaken all at once, would tend to impose an insupportable burden on the carriage of produce and passengers which is the main source from which the extra expense entailed by such schemes of improvement must ultimately be met.

It is also pertinent here to refer to one important feature peculiar to railway service which consists in the variety of concessions, other than pecuniary allowances, enjoyed by the railway staff, such as free passes, uniforms, free medical attendance, etc. This subject is dealt with more fully under the relevant items. It will suffice here to draw attention to it as it has an important bearing on the conditions of labour and on any proposals which may be made for their improvement.

APPENDICES.

APPENDIX A.

Statement showing route mileage, number of employees by grades and communities, and cost of staff on Class I Railways (except H. E. H. the Nizam's Guaranteed and Jodhpur railways) for the year 1925-29.

NOTE—This statement shows the permanent staff and temporary staff engaged, retained, or likely to be retained, for a period not less than two years, whether on open line or construction.

| Name of Class I railways. | Route mileage. | Gazetted officers. | Staff drawing Rs. 250 and over. | | | | | Total. |
|--|----------------|--------------------|---------------------------------|--------------|------------|----------------|----------------|--------------|
| | | | Europeans. | Hindus. | Muslims. | Anglo-Indians. | Other classes. | |
| North Western Railway | 6,830 | 332 | 387 | 396 | 182 | 344 | 147 | 1,456 |
| Eastern Bengal Railway | 1,847 | 141 | 106 | 158 | 9 | 199 | 8 | 480 |
| East Indian Railway | 4,184 | 348 | 615 | 464 | 52 | 1,020 | 16 | 2,167 |
| Great Indian Peninsula Railway | 3,678 | 245 | 312 | 190 | 37 | 732 | 149 | 1,420 |
| Burma Railways | 1,931 | 185 | 24 | 109 | 11 | 260 | 58 | 462 |
| Total State-managed | 18,470 | 1,201 | 1,444 | 1,317 | 291 | 2,555 | 378 | 5,985 |
| Bengal-Nagpur Railway | 3,117 | 217 | 273 | 174 | 12 | 378 | 15 | 852 |
| Bombay, Baroda & Central India Railway | 3,852 | 192 | 141 | 270 | 29 | 380 | 223 | 1,043 |
| Madras & Southern Mahratta Railway | 3,121 | 153 | 82 | 40 | 1 | 166 | 16 | 305 |
| South Indian Railway | 2,294 | 149 | 48 | 88 | 4 | 185 | 9 | 334 |
| Assam-Bengal Railway | 1,185 | 76 | 23 | 29 | 4 | 41 | 7 | 104 |
| Bengal & North-Western Railway | 2,079 | 71 | 28 | 16 | 5 | 60 | 1 | 110 |
| Rohilkund & Kumaon Railway | 571 | 14 | 6 | 4 | 1 | 12 | 1 | 24 |
| Total Others | 16,219 | 872 | 601 | 621 | 56 | 1,222 | 272 | 2,772 |
| GRAND TOTAL | 34,689 | 2,073 | 2,045 | 1,938 | 347 | 3,777 | 660 | 8,757 |

APPENDIX A—concl.

| Name of Class I railways- | Staff drawing less than Rs. 250. | | | | | | Grand Total. | Total cost of staff 1928-29. |
|--|----------------------------------|-----------------|-----------------|----------------|----------------|-----------------|-----------------|------------------------------|
| | Europeans. | Hindus. | Muslims. | Anglo-Indians. | Other classes. | Total. | | |
| North Western Railway | 297 | 41,340 | 66,267 | 929 | 7,792 | 1,16,625 | 1,18,413 | 6,95,02,961 |
| Eastern Bengal Railway | 125 | 35,608 | 14,408 | 460 | 290 | 50,891 | 51,512 | 2,68,48,704 |
| East Indian Railway | 452 | 1,15,467 | 31,981 | 1,284 | 1,367 | 1,50,551 | 1,53,056 | 7,10,53,701 |
| Great Indian Peninsula Railway .. | 219 | 96,518 | 12,888 | 1,250 | 4,989 | 1,15,864 | 1,17,529 | 5,92,23,583 |
| Burma Railways | 10 | 17,219 | 3,080 | 401 | 7,264 | 27,974 | 28,571 | 1,71,52,083 |
| Total State-managed .. | 1,103 | 3,06,152 | 1,28,624 | 4,324 | 21,702 | 4,61,905 | 4,69,091 | 24,37,79,035 |
| Bengal-Nagpur Railway | 146 | 62,467 | 7,790 | 1,126 | 1,135 | 72,664 | 73,733 | 3,14,83,896 |
| Bombay, Baroda & Central India Railway | 47 | 54,463 | 12,496 | 704 | 2,780 | 70,490 | 71,725 | 4,49,84,780 |
| Madras & Southern Mahratta Railway .. | 45 | 43,430 | 6,082 | 2,070 | 3,296 | 54,923 | 55,381 | 2,59,26,027 |
| South Indian Railway | 33 | 29,362 | 2,124 | 1,366 | 3,660 | 36,545 | 37,028 | 2,19,41,928 |
| Assam-Bengal Railway | 1 | 11,381 | 6,392 | 297 | 134 | 18,205 | 18,385 | 69,47,580 |
| Bengal & North-Western Railway .. | 18 | 23,821 | 3,236 | 160 | 61 | 27,296 | 27,479 | 74,71,559 |
| Rohilkund & Kumaon Railway .. | 4 | 4,056 | 1,816 | 17 | 5 | 5,898 | 5,988 | 17,27,080 |
| Total Others .. | 294 | 2,28,980 | 39,936 | 5,740 | 11,071 | 2,86,021 | 2,89,665 | 14,04,82,850 |
| GRAND TOTAL .. | 1,397 | 5,35,132 | 1,68,560 | 10,064 | 32,773 | 7,47,926 | 7,59,756 | 38,42,61,885 |

APPENDIX B.

Rules regulating the discharge and dismissal of State Railway non-gazetted government servants.

Extent of application.—These rules apply in their entirety to non-gazetted government servants holding substantively permanent non-pensionable posts on railways or in other offices under the administrative control of the Railway Board or of the Financial Commissioner of Railways, and to labourers employed in a State Railway workshop or in any other branch of railway service who have completed three years' continuous service. The rules relating to dismissals also apply to temporary non-gazetted employees (including labourers) borne on a non-pensionable establishment on railways or in other offices under the administrative control of the Railway Board or of the Financial Commissioner of Railways.

2. *Powers.*—No authority lower than the head of a department or a divisional superintendent may pass an order of dismissal.

3. No officer lower than an officer of the senior scale or corresponding rank may pass an order of discharge.

4. Notwithstanding the provisions of rules 2 and 3, the Agent of a railway may, at his discretion, delegate power to an officer of an assistant grade or a senior subordinate to discharge, or to an officer of the senior scale or a corresponding rank to dismiss, an employee in inferior service, or a labourer, who has rendered less than ten years' continuous service.

5. *Dismissal.*—An employee will be liable to be dismissed from the service in the following circumstances, namely :—

- (i) in consequence of his conviction by a criminal court, or
- (ii) for serious misconduct, or
- (iii) for neglect of duty resulting in, or likely to result in, loss to government or to a railway administration, or danger to the lives of persons using the railway.

6. *Discharge.*—An employee will be liable to be discharged from the service in the following circumstances, namely :—

- (i) on reduction of establishment, or
- (ii) for inefficiency, or
- (iii) for an offence of a serious character but not so serious as to warrant dismissal or for repeated offences of a lighter character.

NOTE.—An employee may also be discharged in the circumstances referred to in note 1 under Rule 7.

Explanations.—The Railway Department being a commercial department, service in it must in its nature differ from service in other government departments and continuance of employment must be subject to the tests and conditions enforced by large commercial concerns. Accordingly the power which the railway administrations possess of discharging railway servants without assigning reasons in accordance with the terms of their agreement, or otherwise on reduction of establishment due to fluctuations of traffic, simplification of the methods of work or any other cause, or on grounds of inefficiency must be retained. This power, however, by its very nature imposes upon the competent authority the obligation to use it considerably and with strict justice so that the railway servants shall feel that they can expect fair and reasonable treatment. A too frequent or a thoughtless recourse to it is apt to lead to a sense of instability of service which is detrimental both to the welfare of the staff and to the efficient and economical working of railways.

The following principles are accordingly laid down, without prejudice to the foregoing power, for the guidance of the competent authority :—

- (a) In cases falling under Rule 6 (i) and (ii) the competent authority should consider before passing an order of discharge the desirability of employing the government servant concerned usefully in any other place or position and, if this is desirable and possible, should offer him the option of transfer to such place or position. In this connection it is particularly necessary that whenever a reduction in establishment is foreshadowed, enquiries should be instituted at the earliest possible moment directed to find suitable employment on the same or even reduced pay for those who are likely to be brought under reduction.

APPENDIX B—*contd.*Rules regulating the discharge and dismissal of State Railway non-gazetted government servants—*contd.*

- (b) Rule 6 (ii) covers cases of inefficiency whether due to incompetency, insolvency, physical unfitness or any other cause, where an employee is so inefficient that it is considered unprofitable for the railway to continue to employ him. It also includes cases in which an employee holding a post, the duties of which affect the safety of the travelling public, fails, due to defective eye-sight or any other infirmity, to conform to the standard of physical fitness required of the holder of such post. In such circumstances, however, provided the employee concerned has completed ten years' continuous service, he should be given leave on or without leave-salary as may be admissible in each case, not exceeding six months, prior to discharge, and during this period of leave every effort should be made to find other suitable employment for him.
- (c) Special efforts should be made to avoid the hardship entailed by the discharge of an employee who has completed ten years' continuous service. No such employee should ordinarily be discharged under Rule 6 (ii) unless frequent specific failures in work have occurred on his part for which he has been given a written warning and he has been punished with the stoppage of an increment or by reduction in pay during the last two years of his service.

7. *Dismissal—Procedure.*—In all cases where an employee is charged with an offence of a nature which if proved against him is likely to lead to his dismissal, a charge sheet shall be presented to him, stating the nature and details of the charge or charges against him, and he shall be required to submit a written explanation by a fixed date which shall allow of an interval of at least three clear days from the date he received the charge sheet. In the case of an illiterate or semi-literate employee the charge sheet shall be read out and explained to him by a gazetted officer or a selected senior subordinate who shall record the explanation given by the employee.

NOTE.—Where an Employment Officer is provided, the Agent may consider the advisability of entrusting this duty to him or his local representative.

The charge sheet with the explanation will then be placed before the officer competent to pass the order of dismissal, who shall, if he thinks that a *prima facie* case exists against the employee, order a departmental enquiry. At the enquiry a definite charge in writing shall be framed in respect of each offence and explained to the employee, and the evidence in support of it, as well as his defence, along with any evidence which he may adduce in his defence, shall be recorded in his presence, provided that, for special reasons to be recorded, the evidence of any witness may be taken and recorded otherwise than in the presence of the employee. A finding, with its grounds, shall be recorded on each charge.

NOTE.—1. An order of dismissal operates as a bar to re-employment in government service and shall not be issued unless the employee's guilt is established by clear and conclusive evidence. In other cases when there is circumstantial evidence as to his guilt, it shall be open to the competent authority to consider the question of discharging him.

2. The provisions of this rule do not apply when it is proposed to issue an order on the strength of facts or conclusions established at a judicial trial or when the railway servant concerned has absconded with an accusation hanging over his head.

8. *Discharge—Procedure.*—When an employee who has completed ten years' continuous service is charged with an offence of a serious character which merits discharge under Rule 6 (iii), a charge sheet shall be presented to him, stating the nature and details of the charge or charges against him, and he shall be required to submit a written explanation by a fixed date which shall allow of an interval of at least three clear days from the date he received the charge sheet. In the case of an illiterate or semi-literate employee, the charge sheet shall be read out and explained to him by a gazetted officer or a selected senior subordinate who shall record the explanation given by the employee.

NOTE.—Where an employment officer is provided, the Agent may consider the advisability of entrusting this duty to him or his local representative.

The charge sheet with the explanation will then be placed before the officer competent to pass the order of discharge who shall make such enquiry and in such manner as

APPENDIX B—*contd.***Rules regulating the discharge and dismissal of State Railway non-gazetted government servants—*contd.***

he deems proper and sufficient into the facts of the case and shall record his considered opinion before passing the order of discharge,

NOTE.—Note 2 under Rule 7 applies here also.

9. Any person whose conduct is undergoing investigation on a serious charge shall be placed under suspension until his case has been decided by the competent authority.

10. *Appeals.*—No appeal shall lie from an order of discharge made on reduction of establishment.

11. (a) Subject to the exception provided for in Rule 10, an appeal from an order of discharge or dismissal shall lie only to the authority next above the officer passing the order, provided that if the order was issued by the Agent himself, no appeal shall lie from it.

(b) Notwithstanding the provisions of clause (a), an employee who is dismissed with forfeiture of bonus shall have the right of appeal to the Railway Board.

12. Every appeal shall be preferred within one month after the date on which the employee preferring the appeal is informed of the order he appeals against.

NOTE.—The post vacated by an employee dismissed or discharged under the provisions of Rule 5 or Rule 6 (ii) and (iii) shall not be filled up permanently until the expiry of one month or if an appeal is preferred until the orders of the authority to which an appeal lies are received.

13. An appeal preferred under these rules shall contain no disrespectful or improper language and shall be submitted through the immediate superior of the appellant and the head of the office to which he belonged, and through the authority from whose order the appeal is preferred.

14. On receipt of an appeal which complies with the provisions of the foregoing rules the authority to whom it is addressed shall carefully review the whole case so as to avoid injustice or undue hardship, and shall pass such order as appears to him to be just and equitable, having regard to all the circumstances of the case. *In no case and in no sense is an appeal to be treated as a mere formality.*

NOTE.—1. On receipt of an appeal which complies with the provisions of these rules the officer to whom it is addressed shall ordinarily dispose of it himself except that, in respect of appeals addressed to the Agent, the latter may at his discretion and subject to such conditions as he may prescribe entrust their disposal to an officer of not lower rank than a Deputy Agent.

2. In the case of an appeal against an order of dismissal, the appellate authority shall consider:—

- (a) whether the facts on which the order was based have been established;
- (b) whether the facts established afford sufficient ground for taking action; and
- (c) whether the penalty is excessive or reasonable;

and after such consideration shall pass such order as he thinks proper, either confirming the order appealed against or remitting or reducing the penalty.

15. An appeal may be withheld by any officer through whom it is submitted if:—

- (i) it is an appeal in a case in which under these rules no appeal lies; or
- (ii) it does not comply with the provisions of rules 12 and 13; or
- (iii) it is a repetition of a previous appeal and is made to the same appellate authority by which such appeal was decided, and no new facts or circumstances are adduced which afford grounds for a reconsideration of the case; or
- (iv) it is an appeal to an authority to whom under these rules no appeal lies;

APPENDIX B—concl.

Rules regulating the discharge and dismissal of State Railway non-gazetted government servants—concl.

Provided that :—

- (a) when an appeal is withheld, the appellant shall be informed of the fact and of reasons for it; and
- (b) a quarterly list of all appeals withheld if any, other than those withheld under clause (iv), shall be submitted to the authority to whom such appeals were addressed.

16. No appeal shall lie against the withholding of an appeal by a competent authority.

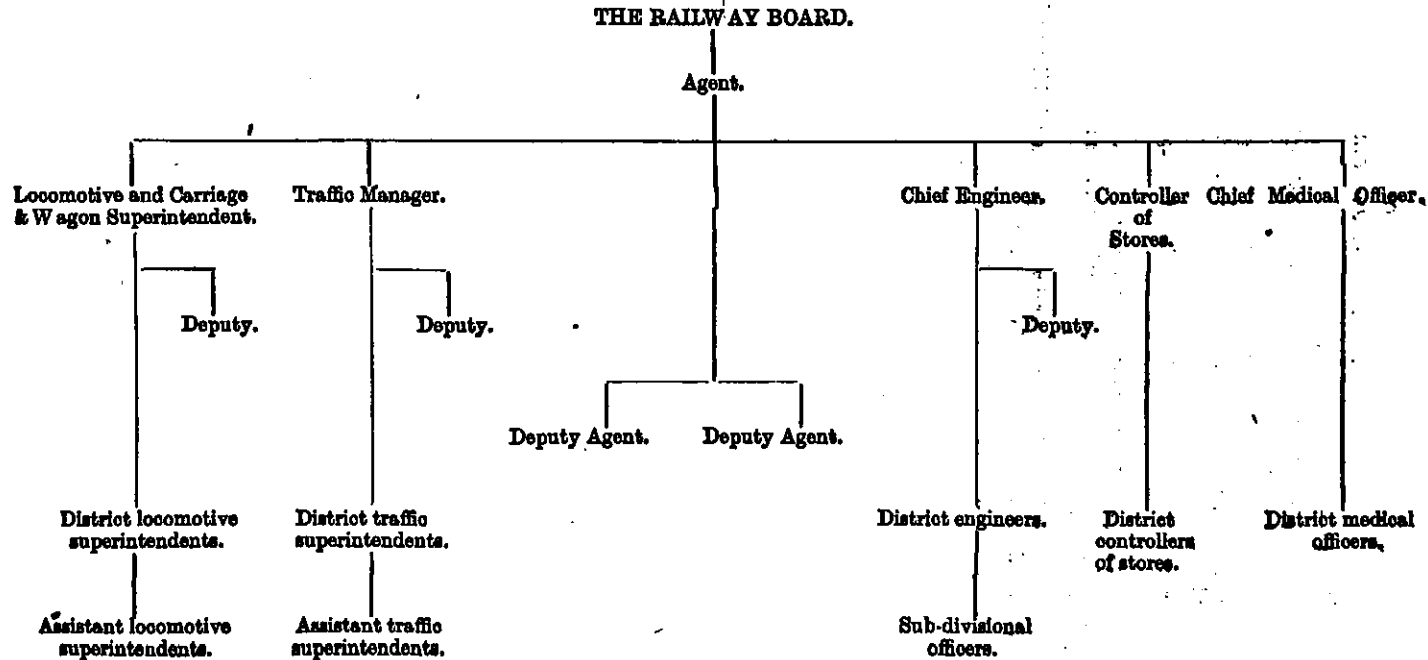
17. *Special rights.*—Nothing in these rules shall operate to deprive any employee of any right, which he would have had if these rules had not been made, in respect of an order issued before the promulgation of these rules.

18. *Subsidiary rules.*—The Agent of a railway may make subsidiary rules for the purpose of giving effect to the provisions of these rules.

APPENDIX C(i).

Charts illustrative of the organization of Indian railways.

State-managed railways organised on a departmental basis.

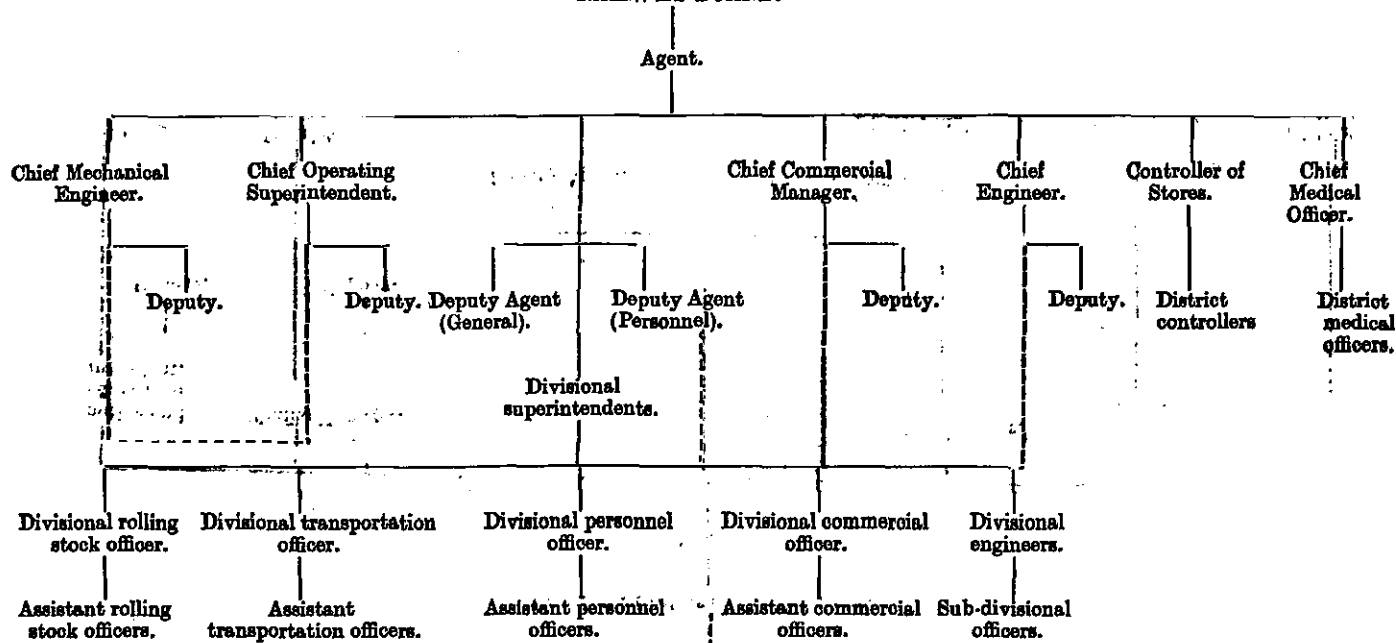


NOTE.—The above is a broad outline. The number of departments and officers vary according to the size and requirements of each railway.

APPENDIX C(ii).

State-managed railways organized on the divisional basis.

RAILWAY BOARD.

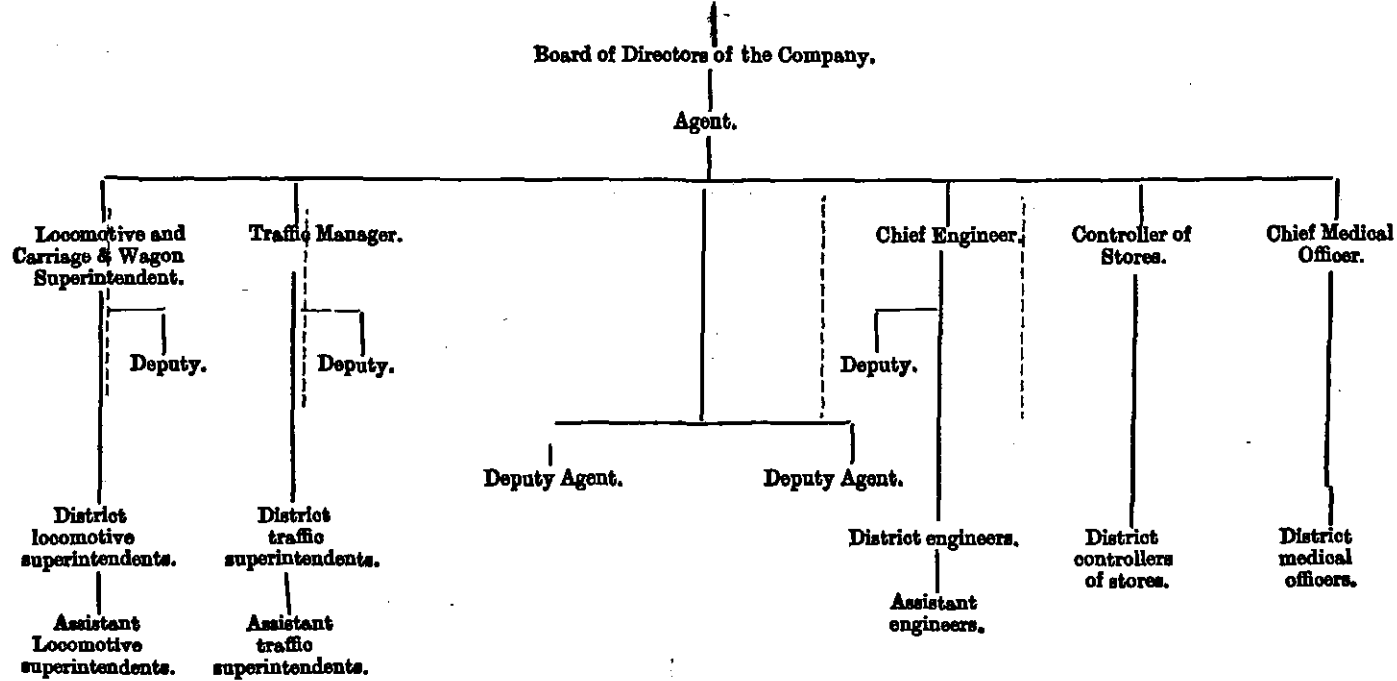


- NOTE 1. This diagram shows the N. W. R. organization. That of the E. I. R. and G. I. P. R. is somewhat different.
- „ 2.—The Stores and Medical departments are not divisionalized, nor are the workshops in some cases.
- „ 3.—The direct line denotes administrative responsibility, while the dotted line indicates responsibilities in technical matters.

APPENDIX C(iii).

Company-managed railways.

THE RAILWAY BOARD.



NOTE.—The above is a broad outline. The number of departments and officers vary according to the size and requirements of each railway.

APPENDIX D.

Scales of pay of Important classes of Railway servants.

APPENDIX D(i).

Statement showing scales of pay of important classes of railway servants other than workshop employees and collieries staff on the principal railways.

| Designation. | North Western Railway. | | Eastern Bengal Railway. | | East Indian Railway. | | Great Indian Peninsula Railway. | | Burma Railways. | | |
|--|------------------------|----------------|-------------------------|---------------------------------|----------------------|----------------|---------------------------------|----------------|-----------------|----------------|--|
| | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | |
| <i>Engineering.</i> | | | | | | | | | | | |
| Mates | 20-2-28 | 24-2-34 | 20-1-22 | 37-3-52 (Senior mates only). | 13-39 | 12/8-23/8 | 28-37 | 18 | 27 | | |
| Keymen | 14-1-18 | 22-2-24 | 16-8-20 | | 12-16 | 10-17 | 25-27 | .. | .. | | |
| Gangmen | 13-1-17 | 18-1-22 | 13-18 | | 12-16 | 9-13 | 24-26 | 15 | 17 | | |
| Trolleyman | 15-1-19 | 20-2-24 | 13-18 | | 12-16 | 11-14 | 22-24 | 16 | 16 | | |
| Gatekeepers | 14-1-17 | 17-2-23 | 9 | .. | 10-17 | 8-12 | 16-21 | 8 | 12 | | |
| <i>Traffic.</i> | | | | | | | | | | | |
| Station masters | 45-5-75 | 425-25-500 | 40-4-76 | 280-10-350 | 52-4-76 | 400-20-500 | 50 | 395 | 65-75 | 380-20-450 | |
| Guards | 30-1-35 | 125-210 | 45-5-100 | 110-10-210 | 30-5-70 | 90-10-180 | 70 | 210 | 40-80 | 110-10-210 | |
| Signallers | 33-3-42 | 150-10-190 | 30-4-70 | 120-10-170 | 30-3-38 | 120-10-200 | 45 | 140 | .. | .. | |
| Goods clerks, booking clerks and parcels clerks. | 33-3-60 | 210-270 | 34 | 115-10-145 | 28-3-52 | 280-10-300 | 40 | 100 | 40-2/8-45 | 80-5-100 | |

| | | | | | | | | | | |
|---------------------------|-----------------------|------------|----------|------------|-----------|------------|------------------|------|-----------|------------|
| Ticket collectors | 32-4-60 | 130-10-160 | 32-4-80 | 130-10-160 | 28-2-50 | 75-5-125 | 50 | 90 | 40-2/3-50 | 60-5-80 |
| Pointamen | 19-2-27 | 19-2-27 | 13-1-17 | .. | 12-1-18 | .. | 15 | 18 | .. | .. |
| Shunting porters | 17-2-23 | 19-2-27 | 14-1-19 | .. | 11-8/-16 | .. | .. | .. | .. | .. |
| Cabinmen | 15-1-19 | 37-2-45 | .. | .. | .. | .. | 65 (maximum pay) | .. | .. | .. |
| Watermen | 14-1-17 | 15-1-29 | 12-1-14 | .. | 10-1-15 | .. | 15 | 15 | .. | .. |
| Sweepers | 14-1-17 | 19-2-27 | 12-8/-18 | .. | 10-8/-15 | 12-14 1/2 | 8 (boys) | 18 | .. | .. |
| <i>Mechanical.</i> | | | | | | | | | | |
| Drivers | 31-68 | 140-10-230 | 34-62 | 140-10-220 | 40-4-50 * | 140-10-200 | 72 | 310 | 45-5-65 | 230-10-260 |
| Locomotive shunters | As. 13-15 per day. | 120-130 | 23-2-27 | 110 | 25-5-35 | *80-5-90 | .. | .. | 35-5-40 | 90-20-130 |
| Firemen | As. 8 1/2-11 per day. | 80-10-100 | 13-19 | 50-90 | 15-16 | 40-50 | 16/4 | 32/8 | 17-1-19 | 45-5-65 |
| Coal coolies | 17-2-23 | 19-2-27 | 16-1-19 | .. | 12-8/-18 | .. | .. | .. | .. | .. |
| Cleaners | 14-1-16 | 15-18 | 16-1-21 | .. | 10-1-16 | .. | .. | .. | 16-1-18 | .. |

* These are recent co-ordinated scales, the existing staff taken over from the East Indian Railway Company are on higher scales with a maximum of Rs. 150 for Shunters and Rs. 320 for Drivers.

APPENDIX D(i)—contd.

| Designation. | Bengal-Nagpur Railway. | | Bombay, Baroda and Central India Railway, metre-gauge. | | Bombay, Baroda and Central India Railway, broad-gauge. | | Madras and Southern Mahratta Railway. | |
|-------------------------|------------------------|-----------------|--|----------------|--|----------------|---------------------------------------|----------------|
| | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. |
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| <i>Engineering.</i> | | | | | | | | |
| Mates | 15-1/8 | 34 | 15-16 | 26-27 | 14-18 | 30-37 | 13/8-15 | 25-30 |
| Keymen | 13-1 | 23 | 14 | 18/8 | 13/8 | 27 | .. | 15 |
| Gangmen | 10-8/ | 17 | 13 | 17/8 | 12 | 24-26 | 10/8 | 22 |
| Trolley-men | 18-1 | 25 | 14/8-17 | 17/8-19 | 12 | 27 | 10/8 | 15 |
| Gatekeepers | 9-8/ | 16 | 11 | 16 | 11 | 19 | 9 | 13/8 |
| <i>Traffic.</i> | | | | | | | | |
| Station masters | 52-4 | 60-500 | 60 | 400 | 55 | 400 | 40-2/8-50 | 325-25-425 |
| Guards | 35/40-5 | 100-150-10-210. | 50 | 175-225 | 50 | 210 | 40-5-60 | 150-10-170 |
| Signallers | 30-4 | 70-170 | 40 | 75 | 60 | 70 | 25-2/8-45 | 95-5-110 |
| Goods clerks | 50-5 | 80-250 | 25 | 120-165 | 55 | 180 | 75-5-90 | 150-10-180 |

| | | | | | | | | | | | |
|---------------------|----|----|----|----------|-----------|-------|---------|---|------------------------------------|------------|---------|
| Parcel clerks | .. | .. | .. | 50-5-80 | 85-5-110 | 55 | 125 | .. | .. | .. | .. |
| Ticket collectors | .. | .. | .. | 30-4-80 | 100-5-120 | 40-70 | 100-120 | 55 | 110 | 25-2/8-35 | 60-5-80 |
| Pointmen | .. | .. | .. | 13-1-18 | | 13 | 18 | Wages are regulated according to local market rate. | | 15-8/-16/8 | |
| Shunting porters | .. | .. | .. | .. | .. | 30 | | Do. | | .. | .. |
| Cabinmen | .. | .. | .. | 11 | .. | .. | .. | Do. | | .. | .. |
| Watermen | .. | .. | .. | 11 | 15 | 11-15 | 12-16 | 9 | 20 | 12/8 | .. |
| Sweepers | .. | .. | .. | 11 | 15 | 11-15 | 12-16 | Local market rate. | | 14 | .. |
| <i>Mechanical.</i> | | | | | | | | | | | |
| Drivers | .. | .. | .. | 31-3-46 | .. | 40-75 | 265-275 | 2/8-7/8 per day (Indians). | 5-11 per day (Europeans). | 41-47 | 230-250 |
| Locomotive shunters | .. | .. | .. | .. | .. | .. | .. | 1/12-4 per day (Indians). | .. | 29-34 | .. |
| Firemen | .. | .. | .. | 13-8/-16 | 20-1-35 | 16-80 | 28-100 | As. 10-11/-1/2 per day (Indians). | 2/8-4/8 per day (Europeans). | 21-30/37 | 64-6-88 |
| Coal coolies | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| Cleaners | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. |

APPENDIX D(i)—concl'd.

| Designation. | South Indian Railway. | | Assam-Bengal Railway. | | B. & N. W. Railway | | Rohilkund and Kumaon Railway. | |
|-------------------------|-----------------------|----------------|-----------------------|----------------|--------------------|----------------|-------------------------------|----------------|
| | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. |
| <i>Engineering.</i> | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| Mates | 14-25 | | 20-30 | | 10 | 20 | 11-17 | 12-19/8 |
| Keymen | 13-16 | | 16-17 | | 9 | 12 | 10 | 15/8 |
| Gangmen | 12-15 | | 14-16 | | 8 | 12 | 9/8 | 15/8 |
| Trollymen | 12-15 | | 14-16 | | 8 | 10 | As. 11 per day. | |
| Gatekeepers | 12-25 | | 12-14 | | .. | .. | .. | .. |
| <i>Traffic.</i> | | | | | | | | |
| Station Masters | 30-1-35 | 280-15-325 | 40-3-49 | 350-20-450 | 30-35 | 300-400 | 30-35 | 250-330 |
| Guards | 25-2-37 | 95-5-120 | 40-50 | 150-10-200 | 21-45 | 110-150 | 20-50 | 110-150 |
| Signallers | 25-2/8-35 | 75-5-95 | 20-2-30 | 76-4-100 | 20-45 | 50-80 | 20 | 60 |
| Goods clerks | 35-1/8-42/8 | 105-5-125 | 32-2/8-42 | 105-5-120 | .. | .. | 25-45 | 45-5-60 |
| Parcel clerks | 25 | 80-4-100 | .. | .. | 25-40 | 50-80 | 25 | 60 |

| | | | | | | | | | | |
|---------------------|----|----|-------------|------------|---------|----------|-------|---------|-------|-----|
| Ticket Collectors | .. | .. | 25 1/8-32/8 | 80-4-100 | 20-2-30 | 76-4-100 | 18-35 | 40-60 | 20 | 50 |
| Pointsmen | .. | .. | 12 | 18 | | 12-16 | 8 | 11 | 10 | 14 |
| Shunting porters | .. | .. | 25-1-30 | | | 16-25 | 18 | 25 | 18 | 25 |
| Cabinmen | .. | .. | 25-1-30 | | | 16-25 | 20 | 30 | .. | .. |
| Watermen | .. | .. | 12-1-15 | | | 12-16 | 8 | 9 | 10 | 11 |
| Sweepers | .. | .. | .. | .. | | 14-16 | 8 | 9 | 10 | 11 |
| <i>Mechanical.</i> | | | | | | | | | | |
| Drivers | .. | .. | 75-5-130 | 240-10-263 | 30-3-45 | 225-275 | 20-69 | 120-200 | 35 | 200 |
| Locomotive Shunters | .. | .. | 25-2/8-30 | 55-5-70 | 24-2-28 | 50-4-70 | 19-24 | 60-80 | 24 | 60 |
| Firemen | .. | .. | 12-1-16 | 12-1-22 | 14-1-17 | 40-4-60 | 12-18 | 35-60 | 16-18 | 50 |
| Coal coolies | .. | .. | 15 | .. | .. | .. | 10 | 15 | 10 | 12 |
| Cleaners | .. | .. | .. | .. | 12-1-15 | .. | 10 | 15 | 10 | 12 |

M17RD

APPEN

Statement showing scales of pay of skilled, semi

N.B. 1.—These rates are exclusive of overtime and piece-work earnings.

N.B. 2.—This statement is generally based upon information supplied by railways in reply

| Designation. | North Western Railway. | | Eastern Bengal Railway. | |
|-----------------------------|--------------------------|--------------------------|--------------------------|----------------------------|
| | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. |
| <i>Unskilled labour.</i> | | | | |
| (a) Boys | As. 6-1-8 | As. 8-Re. 1/2 | As. 5-6. | As. 5-6/-6-9 |
| (b) Labourers .. | As. 8-1-12 | As. 12-Re. 1/2 | .. | As. 12 |
| <i>Semi-skilled labour.</i> | | | | |
| (a) Hammermen .. | As. 12-1-Re. 1/4 | Re. 1/4-2-1/8 | As. 7-12 | As. 9/9-/-6-12/9. |
| (b) Metal carriers .. | As. 14-1-Re. 1/2 | As. 14-1-Re. 1/2 | As. 9-/-6-12/9 | .. |
| <i>Skilled labour.</i> | | | | |
| (a) Fitters | As. 12-Re. 2/8 | Re. 1/8-2/- Rs. 2/8. | As. 10 | Rs. 3/14 |
| (b) Machinemen .. | As. 11-Re. 1/8 | Re. 1/4-2/- Rs. 2/8. | As. 12/3-1/3. Re. 1/3 | Rs. 2/1-2/6. Rs. 3/2/3. |
| (c) Moulders | Re. 1-2/-Rs. 2/8 | Re. 1/8-Rs. 2/8 | Do. | Do. |
| (d) Welders | Re. 1/4-2/-Rs. 2 | Re. 1/4-2/- Rs. 2/8. | Do. | Do. |
| (e) Turners | Re. 1/1-Rs. 2/8 | Rs. 1/8-2/- Rs. 2/8 | Do. | Do. |
| (f) Carpenters .. | As. 14-1-Re. 1/2 | Rs. 1/12-2/- Rs. 2/8. | Do. | Do. |
| (g) Blacksmiths .. | Re. 1/4-2/- Rs. 2/8. | Re. 1/12-2/- Rs. 2/8. | Do. | Do. |
| (h) Painters | As. 14-1-Re. 1/2 | Re. 1/4-2/- Rs. 2/8. | Do. | Do. |
| (i) Mistries | Rs. 2/10-3/- Rs. 4/2. | Rs. 4/4-4/- Rs. 5/8. | Re. 1/12-Rs. 3 | Rs. 5-0/8 |
| (j) Masons | Rs. 26-2-44 P. M. | Rs. 40-2-60 P. M. | Rs. 18-1-30 P. M. | Rs. 54-4-82 P. M. |

DIX D(ii).

skilled and unskilled labourers in workshops.

to an enquiry made in January 1929.

| East Indian Railway. | | Great Indian Peninsula Railway. (Workshop labour is generally monthly-rated). | | | | Burma Railways. | |
|----------------------|----------------|---|----------------|--------|--------------------------|-------------------------|--|
| Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | | Minimum scale. | Maximum scale. | |
| As 5/4-81-7/4. | As. 7-10/8 | Daily As. 4 | As. 8 | | .. | .. | |
| As. 7-/-8-9/8 | As. 10-Re. 1/4 | Do. As. 6 Monthly Rs. 19 | As. 12 | | As. 9/4-14 | As. 12-14/8 | |
| As. 7/8-10 | As. 12-Re. 1/8 | Daily As. 7 | Re. 1 | | As. 13/4-Re.1/4 | As. 14/8-Re-1/2/8. | |
| As. 10. | Re. 1/2 | Monthly Rs. 20 | Rs. 28 | | .. | .. | |
| As. 10 | Rs. 2/8 | Per mensem. 50 | Per mensem | Rs. 86 | Re. 1-2/8- Rs. 2/8. | Re. 1/4-Rs. 4/4 | |
| Do. | Do. | Do. 44 | Do. | 86 | Re. 1-1/9/4 | As. 14/8- Rs. 2/9/4. | |
| Do. | Rs. 2/4 | Do. 44 | Do. | 86 | Re. 1/1/4- Rs. 3/8. | .. | |
| Do. | Do. | Do. 44 | Do. | 89 | Re. 1-Rs. 2/10/8 | Rs. 2/5/4-3 | |
| Do. | Do. | Do. 50 | Do. | 89 | Re. 1-Rs. 2/9/4 | Re. 1/8- Rs. 3/14/8 | |
| Do. | Do. | Do. 39 | Do. | 69 | Re. 1 | Rs. 3 | |
| Do. | Rs. 2/8 | Do. 44 | Do. | 93 | As. 14/8-Rs. 3 | Re. 1/4-Rs. 4/4 | |
| As. 10-1/-15 | Do. | Do. 39 | Do. | 69 | As. 10/8- Rs. 1/13/4. | As. 14/8- Rs. 1/12 | |
| Rs. 1/4-Rs. 3 | Rs. 2/7-3/6 | Do. 80 | Do. | 140 | .. | .. | |
| Rs. 20 P. M. | Rs. 60 P. M. | Do. 32/8 | Do. | 52 | Rs. 60 P. M. | Rs. 60 P. M. | |

APPENDIX

| Designation. | Bengal-Nagpur Railway. | | Bombay, Baroda and Central India Railway. | |
|-----------------------------|------------------------|----------------|---|----------------|
| | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. |
| <i>Unskilled labour.</i> | | | | |
| (a) Boys | As. 6-1-10 | .. | As. 3-6 | As. 6-7/6 |
| (b) Labourers .. | As. 10/6-1-11/6 | .. | As. 7-11 | Re. 1 |
| <i>Semi-skilled labour.</i> | | | | |
| (a) Hammermen .. | As. 12-1-Re. 1 | .. | As. 6- Re. 1 | Rs. 2/4 |
| (b) Metal carriers .. | Do. | .. | As. 7- Re. 1 | As. 8-12 |
| <i>Skilled labour.</i> | | | | |
| (a) Fitters | As. 12-Re. 1/7 | Re. 1/8-Re. 2 | As. 8-Rs. 2 | Rs. 2/11-3/5 |
| (b) Machinemen .. | As. 11-1-Re. 1/1 | Re. 1/2-1/7 | As. 7- Re. 1/4 | Rs. 2/10 |
| (c) Moulders | Re. 1-1/15 | Rs. 2-2/14 | As. 7-Re. 1/8 | Rs. 2/14-3/5 |
| (d) Welders | Re. 1 | Rs. 2 | As. 8- Rs. 2 | Rs. 2/9 |
| (e) Turners | Re. 1-1/15 | Rs. 2-2/2/14 | As. 7-Rs. 2 | Rs. 2/10-3/5 |
| (f) Carpenters .. | Do. | Do. | As. 9- Re. 1/2 | Rs. 2/11 |
| (g) Blacksmiths .. | Re. 1 | Rs. 2 | As. 9-Rs. 2 | Rs. 2-9/3/9 |
| (h) Painters | Rs. 12-Re. 1/7 | Re. 1/8-Rs. 2 | As. 7-Rs. 1/4 | Rs. 2/10 |
| (i) Mistries | .. | .. | .. | .. |
| (j) Masons | Rs. 18 P. M. | Rs. 60 P. M. | As. 7-Rs. 2 | .. |

D(ii)—concl'd.

| Madras and Southern Mahratta Railway. | | South Indian Railway. | | Assam-Bengal Railway. | |
|---------------------------------------|----------------|-----------------------|----------------|------------------------|----------------|
| Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. | Minimum scale. | Maximum scale. |
| As. 4-6 | As. 4-9 | As. 6 | As. 7 | As. 5/4 | As. 8 |
| As. 5-8 | As. 6-Re. 1/5 | As. 9/4 | As. 11/4 | As. 6/8 | As. 12 |
| As. 7-13 | Re. 1/2 | .. | .. | As. 9/4 | Re. 1 |
| .. | .. | .. | .. | .. | .. |
| As. 7-Re. 1/12 | As. 14-Re. 5/4 | As. 14 | Rs. 2/8 | As. 12 | Re. 1/4-Rs. 3 |
| As. 7-Rs. 2/10 | Do. | As. 11/4 | Rs. 2 | As. 12- Rs. 1/10/8. | .. |
| As. 11-Re. 1/8 | Do. | As. 14 | Rs. 2/8 | .. | .. |
| As. 12-Re. 1 | Do. | Do. | Do. | As. 1/8 | Rs. 2/8 |
| Rs. 1-1/14 | Do. | Do. | Do. | As. 12 | Rs. 2/12 |
| As. 8-Rs. 2/8 | As. 14-Rs. 4/4 | As. 11/4 | Rs. 2 | Do. | Rs. 3 |
| As. 7-Rs. 2/2 | As. 14-Rs. 5/4 | As. 14 | Rs. 2/8 | Re. 1/1/4 | Rs. 3 |
| As. 7-Re. 1/8 | Do. | As. 11/4 | Re. 1/10 | As. 12 | Re. 1/12 |
| As. 9-Re. 1/7 | .. | .. | .. | .. | .. |
| Rs. 24 P. M. | Rs. 45 P. M. | .. | .. | .. | .. |

APPENDIX D(ii)—concl'd.

| Designation. | Bengal and North-Western Railway. | | Rohilkund and Kumaon Railway. | |
|-----------------------------|-----------------------------------|----------------|-------------------------------|------------------------------------|
| | Minimums scale. | Maximum scale. | Minimum scale. | Maximum scale. |
| <i>Unskilled labour.</i> | | | | |
| (a) Boys | As. 3/4 | As. 5/4 | As. 4 | As. 6 |
| (b) Labourers | As. 6 | As. 8/8 | As. 8 | As. 12 |
| <i>Semi-skilled labour.</i> | | | | |
| (a) Hammermen | As. 6/8 | As. 12 | As. 9/4 | As. 12 |
| (b) Metal carriers | Do. | Do. | As. 8 | As. 12 |
| <i>Skilled labour.</i> | | | | |
| (a) Fitters | As. 12 | Rs. 2/2 | As. 15/4 | Rs. 1/14/8 |
| (b) Machinemen | Do. | Do. | Rs. 1/3 | Rs. 2/0 |
| (c) Moulders | Do. | Do. | Rs. 1/4 | Rs. 2/0 |
| (d) Welders | As. 12 | Rs. 2/2 | Rs. 1 | Rs. 2/0 |
| (e) Turners | Do. | Do. | Rs. 1/4/8 | Rs. 2/0 |
| (f) Carpenters | Do. | Do. | Rs. 1/7/4 | Rs. 2/5 |
| (g) Blacksmiths | Do. | Do. | Rs. 1/7/4 | Rs. 2/8 |
| (h) Painters | Do. | Do. | As. 15/4 | Rs. 2/5 |
| (i) Mistries | Rs. 2/4 | Rs. 4/8 | Rs. 3/4 | Rs. 2/8 per diem to 95 per mensem. |
| (j) Masons | .. | .. | .. | .. |

GENERAL.

The following rates may be taken as representative of daily wages of workshop employees in important centres :—

| | Unskilled. | Semi-skilled. | Ordinary skilled. |
|----------------|------------|---------------|-------------------|
| | As. | As. | As. |
| Bombay | 14-16 | 17-24 | 26-46 |
| Lahore | 10-12 | 14-18 | 14-40 |
| Lillooah | 9-11 | 10-16 | 12-40 |
| Lucknow | 7/6-10½ | 10-18 | 16-36 |

APPENDIX D_(III).*Statement showing rates of wages of labour employed in railway collieries.*

EAST INDIAN RAILWAY.

GIRIDIH COLLIERIES.

| Designation. | Per diem. |
|--|------------------|
| Kamins and lamp boys | As. 4/3 |
| Hookmen, banksmen, trolley-men, propping mistries, miners time-keepers, oil munshis, signalmen, gunners, burhies, etc. | As. 8—Rs. 1/3/6 |
| Chowkidars | As. 5—7 |
| Chaprassis | As. 8 |
| Coolies | As 7/3—8 |
| Stone cutters, syesses, etc. | As. 8—9 |
| Sirdars | As 10—Rs. 2 |
| Deputy overmen | Rs. 2/4—4/8 |
| BOKARO COLLIERIES. | |
| Coolie and kamins | As. 5/2—7/3 |
| Chaprassis | As. 7—10 |
| Chawkidars | As. 9—11 |
| Dykemen, hookmen, etc. | As. 12—15 |
| Machinemen, fitters, carpenters, etc. | As. 11—Rs. 2. |
| Tindal coolies | As. 7/6—Rs. 1/13 |
| Sirdars | Rs. 1/4—1/8 |
| Deputy overmen | Rs. 1/4—3 |

APPENDIX E(i).

Statement showing grants from revenue and the fine fund for welfare objects during 1927-28.

| Name of railway. | Approximate number of employees in thousands). | Disbursements. | | | | | |
|---|--|---------------------|-------------------|--------------------|----------------------------|--------------------------------------|---------------------------------|
| | | Medical grants. | Education grants. | Sanitation grants. | Recreation grants. | Miscellaneous grants. | Total. |
| | No. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| North Western Railway .. | 118 | 9,10,457 | 4,68,859 | 6,86,399 | 8,519 | 33,940 | 21,08,174 |
| Eastern Bengal Railway .. | 52 | 3,32,084 | 86,852 | 2,19,496 | 750 | 20,474 | 6,59,656 |
| East Indian Railway .. | 153 | 7,03,626 | 4,61,797 | 5,40,220 | 1,346 | 6,433 | 17,13,422 |
| Great Indian Peninsula Railway | 118 | 6,49,847 | 2,27,494 | 3,99,457 | Nil | 19,603 | 12,96,401 |
| Burma Railways | 29 | 3,15,134 | 15,000 | 1,65,836 | Nil | 96 | 4,96,066 |
| Bengal-Nagpur Railway .. | 74 | 4,38,891 | 70,000 | 3,06,760 | 61 | 15,173 | 8,30,885 |
| Bombay, Baroda and Central India Railway. | 72 | 5,01,581 | 77,345 | 1,50,074 | 52 | 2,169 | 7,31,221 |
| Madras and Southern Mahratta Railway. | 55 | 3,23,155 | 84,190 | 91,898 | .. | 43 | 4,99,234 |
| South Indian Railway .. | 37 | 2,02,125 | 47,262 | 76,575 | .. | 3,980 | 3,29,942 |
| Assam-Bengal Railway .. | 18 | 1,64,212 | 8,426 | 85,153 | .. | 3,905 | 2,61,696 |
| Bengal and North-Western Railway. | 27 | 1,01,222 | 7,090 | 39,270 | Nil | .. | 1,47,583 |
| Rohilkund and Kumaon Railway | 6 | 23,645 | 2,999 | 5,895 | .. | .. | 32,539 |
| Total .. | .. | 46,65,970 | 15,57,315 | 27,67,031 | 10,728 | 1,05,816 | 91,06,869 |
| <i>Add—From fine funds</i> .. | .. | 6,652 | 87,974 | Nil | 2,38,481 | 2,66,231 *6,787 | 5,86,125 |
| GRAND TOTAL .. | 759 | Rs.46,72,631 | 16,25,289 | 27,67,031 | 2,49,209 [For 19 | 3,78,834 28-29 figures see | 96,92,994 next page.] |

*Compassionate grants.

APPENDIX E(ii).

Statement showing grants from revenue and the fine fund for welfare objects during 1928-29.

| Name of railway. | Approximate number of employees (in thousands). | Disbursements. | | | | | Total. |
|--|---|----------------------|-------------------|--------------------|--------------------|-----------------------|--------------------|
| | | Medical grants. | Education grants. | Sanitation grants. | Recreation grants. | Miscellaneous grants. | |
| North Western Railway .. | No. 118 | Rs. 8,80,826 | Rs. 4,77,086 | Rs. 6,75,923 | Rs. 1,448 | Rs. 58,576 | Rs. 20,94,759 |
| Eastern Bengal Railway .. | 52 | 4,05,082 | 1,36,416 | 2,19,428 | Nil | 60,781 | 8,21,707 |
| East Indian Railway .. | 163 | 8,28,638 | 4,60,129 | 5,97,514 | —871 | 6,045 | 18,91,455 |
| Great Indian Peninsula Railway | 118 | 5,78,150 | 2,24,769 | 3,69,572 | Nil | 26,739 | 11,99,230 |
| Burma Railways | 29 | 3,23,589 | 15,000 | 1,78,532 | Nil | 1,981 | 5,10,102 |
| Bengal-Nagpur Railway .. | 74 | 4,94,048 | 1,09,294 | 3,20,112 | 68 | 12,390 | 9,35,921 |
| Bombay, Baroda and Central Indian Railway. | 72 | 4,93,252 | 73,658 | 1,57,589 | —52 | Nil | 7,24,447 |
| Madras and Southern Mahratta Railway. | 55 | 3,40,954 | 79,761 | 1,00,231 | .. | 746 | 5,21,692 |
| South Indian Railway .. | 37 | 2,32,530 | 44,731 | 78,970 | .. | 1,488 | 3,57,719 |
| Assam-Bengal Railway .. | 18 | 1,75,228 | 15,929 | 84,375 | .. | 2,147 | 2,77,679 |
| Bengal and North-Western Railway. | 27 | 93,858 | 8,183 | 39,708 | Nil | .. | 1,41,749 |
| Rohilkund and Kumaon Railway | 6 | 23,785 | 3,494 | 6,089 | .. | .. | 33,968 |
| Total .. | .. | 48,69,940 | 16,49,350 | 28,28,643 | 593 | 1,70,902 | 95,19,428 |
| Add—From fine funds .. | .. | 8,376 | 81,368 | Nil | 3,05,555 | 2,32,819 *8,565 | 6,34,683 |
| GRAND TOTAL .. | 759 | Rs. 48,78,316 | 17,30,718 | 28,28,643 | 3,06,148 | 4,10,286 | 1,01,54,111 |

*Compassionate grants.

APPENDIX F(i).

Transactions of the fine fund for the year 1927-28.

| Name of railway. | Approximate number of employees (in thousands.) | Disbursements. | | | | | Total. |
|---|---|-------------------------------|---------------------------|----------|-------------------|----------------|----------|
| | | Hospitals for sick employees. | Compassionate allowances. | Schools. | Recreation clubs. | Miscellaneous. | |
| | No. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| North Western Railway .. | 118 | .. | .. | 5,415 | 34,985 | 44,078 | 84,478 |
| Eastern Bengal Railway .. | 52 | 600 | .. | 40 | 12,325 | 2,073 | 15,038 |
| East Indian Railway .. | 153 | 3,400 | 247 | 19,232 | 70,830 | 94,523 | 1,94,232 |
| Great Indian Peninsula Railway | 118 | .. | .. | 2,219 | 30,490 | 21,288 | 53,907 |
| Burma Railways | 29 | .. | .. | 4,215 | 22,094 | 9,449 | 35,758 |
| Bengal-Nagpur Railway .. | 74 | 2,439 | 1,356 | 11,575 | 13,886 | 37,179 | 66,435 |
| Bombay, Baroda and Central India Railway. | 72 | .. | 3,138 | 2,480 | 14,710 | 26,484 | 46,812 |
| Madras and Southern Mahratta Railway. | 55 | 113 | 1,788 | 210 | 2,478 | 9,463 | 14,052 |
| South Indian Railway .. | 37 | .. | 258 | 180 | 18,189 | 8,150 | 26,777 |
| Assam-Bengal Railway .. | 18 | .. | .. | 13,493 | 3,673 | 924 | 18,000 |
| Bengal and North-Western Railway. | 27 | 100 | .. | 6,803 | 4,830 | 1,053 | 12,786 |
| Rohilkund and Kumaon Railway | 3 | .. | .. | 2,112 | 3,091 | *11,567 | 17,670 |
| Total .. | 759 | 6,652 | 6,787 | 67,974 | 2,38,481 | 2,66,231 | 5,86,125 |

* Includes Rs. 11,210 due to adjustment on account of revaluation of fine fund securities.
[For 1928-29 figures see next page.]

APPENDIX F(ii).

Transactions of the fine fund for the year 1928-29.

| Name of railway. | Approximate number of employees (in thousands). | Disbursements. | | | | | Total. |
|---|---|------------------------------|---------------------------|---------------|-------------------|-----------------|-----------------|
| | | Hospital for sick employees. | Compassionate allowances. | Schools. | Recreation clubs. | Miscellaneous. | |
| | No. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| North Western Railway .. | 118 | .. | .. | 4,511 | 41,667 | 41,469 | 87,647 |
| Eastern Bengal Railway .. | 52 | 800 | .. | 40 | 16,380 | 1,760 | 18,980 |
| East Indian Railway .. | 153 | 4,400 | 979 | 19,258 | 1,02,638 | 85,654 | 2,12,929 |
| Great Indian Peninsula Railway | 118 | 342 | .. | 2,335 | 44,781 | 24,378 | 71,836 |
| Burma Railways | 20 | 10 | .. | 4,858 | 22,957 | 9,276 | 37,101 |
| Bengal-Nagpur Railway .. | 74 | 1,886 | 2,264 | 26,567 | 13,704 | 28,566 | 72,987 |
| Bombay, Baroda and Central India Railway. | 72 | .. | 2,072 | 3,826 | 26,931 | 15,877 | 48,706 |
| Madras and Southern Mahratta Railway. | 55 | 575 | 1,000 | 183 | 4,843 | 10,653 | 17,254 |
| South Indian Railway .. | 37 | 113 | 250 | 180 | 19,241 | 9,062 | 23,846 |
| Assam-Bengal Railway .. | 18 | .. | .. | 9,815 | 3,593 | 582 | 13,990 |
| Bengal and North Western Railway. | 27 | 250 | .. | 7,006 | 4,279 | 5,469 | 17,604 |
| Rohilkund and Kumaon Railway | 6 | .. | .. | 2,189 | 4,541 | 73 | 6,803 |
| Total .. | 759 | 8,376 | 6,565 | 81,368 | 3,05,555 | 2,32,819 | 6,34,683 |

APPENDIX G.

Statement of railway schools (other than technical) and pupils for the year 1928-29 on Class I Indian railways.

| Railways. | Number of railway schools maintained. | | | Number of pupils (children of railway employees only), on 1st April 1929 at railway schools. | | | | | | Number of pupils (children of railway employees only) at railway-aided schools on 1st April 1929. | |
|--|---------------------------------------|------------------------------|-------------------|--|--------|------------------------------|--------|-------------------|--------|---|----------|
| | Europeans and Anglo-Indians. | Indians, other than primary. | Indians, primary. | Europeans and Anglo-Indians. | | Indians, other than primary. | | Indians, primary. | | Europeans and Anglo-Indians. | Indians. |
| | | | | Boys. | Girls. | Boys. | Girls. | Boys. | Girls. |  |  | Boys and girls. | Boys and girls. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| North Western Railway | 5 | 2 | 1 | 82 | 77 | 383 | 112 | 19 | 20 | 1,096 | 911 |
| Eastern Bengal Railway | 4 | 9 | .. | 31 | 34 | 196 | 1 | .. | .. | 404 | 1,810 |
| East Indian Railway | (a)24 | 11 | (b)54 | 578 | 4,85 | 1,708 | .. | 7,258 | 9 | 330 | 1,753 |
| Great Indian Peninsula Railway | 12 | .. | .. | 320 | 286 | 15 | 17 | 19 | 15 | 512 | 1,258 |
| Burma Railways | 2 | 1 | 1 | 25 | 26 | 46 | .. | 257 | 12 | 43 | 316 |
| Bengal-Nagpur Railway | 9 | 7 | 10 | 326 | 293 | 1,742 | 27 | 518 | 317 | 439 | 108 |
| Bombay, Baroda and Central India Railway | 11 | 2 | 10 | 143 | 165 | 344 | 5 | 654 | 256 | 235 | 589 |
| M/raas and Southern Mahratta Railway | 17 | .. | 5 | 348 | 356 | .. | .. | 649 | 128 | 180 | 514 |
| South Indian Railway | 8 | .. | 1 | 236 | 259 | .. | .. | 221 | 98 | 156 | 186 |
| Assam-Bengal Railway | .. | 4 | 4 | .. | .. | 432 | 71 | 99 | 125 | 82 | 61 |
| Bengal and North Western Railway | 5 | .. | 1 | 47 | 38 | .. | .. | 182 | 42 | 35 | 198 |
| Rohilkund and Kumaon Railway | .. | 7 | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| Totals | 97 | 36 | 87 | 2,136 | 2,019 | 4,836 | 233 | 9,876 | 1,022 | 3,521 | 7,704 |
| | | | | 4,155 | | 5,069 | | 10,898 | | | |

(a) Including the three boarding schools at Oakgrove.

(b) Including the schools at the collieries and 37 schools for Indian adults of the Operating Department.

APPENDIX G—concl'd.

| Railways. | Total expenditure during the year from revenue on railway schools maintained | | | Total grants made during the year from revenue to parents, etc., in connection with the education of their children. | | Total grants made during the year from revenue to non-railway schools. | | Taxes paid to municipal or other local authorities in the form of education tax during the year. | Total capital expenditure during the year. |
|---|--|------------------------------|-------------------|--|---------------|--|---------------|--|--|
| | Europeans and Anglo-Indians. | Indians, other than primary. | Indians, primary. | Europeans, and Anglo-Indians. | Indians. | Europeans and Anglo-Indians. | Indians. | | |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| North Western Railway | 15,205 | 8,582 | 1,560 | 1,41,297 | 1,120 | 18,422 | 15,033 | .. | .. |
| Eastern Bengal Railway | 10,512 | 7,031 | .. | 39,506 | .. | 5,397 | 13,770 | .. | .. |
| East Indian Railway | 2,07,116 | 29,101 | 1,604 | 51,672 | 836 | 5,108 | 4,444 | .. | 12,871 |
| Great Indian Peninsula Railway .. | *26,157 | .. | .. | 67,645 | 12,271 | 2,649 | 8,981 | .. | .. |
| Burma Railways | 3,647 | 5,441 | 1,997 | 477 | 9,281 | .. | .. | .. | .. |
| Bengal-Nagpur Railway | 33,369 | 36,392 | 6,488 | 19,747 | .. | 3,125 | 970 | .. | 12,468 |
| Bombay, Barods and Central India Railway. | 29,082 | 9,962 | 12,588 | 9,392 | .. | 2,355 | 1,057 | .. | 13,373 |
| Madras and Southern Mahratta Railway | 53,068 | .. | 9,915 | 2,406 | .. | 8,649 | 503 | 2,325 | .. |
| South Indian Railway | 27,141 | .. | 2,993 | 7,339 | 3,143 | 3,660 | 144 | 9,572 | 19,256 |
| Assam-Bengal Railway | .. | 3,033 | 1,770 | 6,962 | .. | .. | 425 | .. | 6,378 |
| Bengal & North-Western Railway .. | 4,167 | .. | 600 | 2,159 | .. | .. | 1,257 | .. | .. |
| Rohilkund & Kumaon Railway .. | .. | .. | .. | 3,404 | 2,189 | .. | .. | .. | .. |
| Total | 4,19,464 | 1,00,442 | 39,675 | 3,52,096 | 28,840 | 49,365 | 46,584 | 11,897 | 64,146 |

* Includes expenditure on Indians other than primary and Indian primary schools also.

APPENDIX H.

Note by the B., B. and C. I. Railway on the activities of the Jackson Co-operative Credit Society.

During the course of the examination of the B. B. and C. I. Railway witnesses at Ajmer on November the 11th and 12th the Royal Commission requested the Staff Officer to furnish for their information the following information with statements where necessary :—

- (A) What classes of men are entitled to take loans from the Co-operative Credit Society.
- (B) General conditions governing the grant of loans in the ordinary way.
- (C) Special conditions in regard to loans to gangmen.

As regards (A)—

There is no hard and fast rule to decide this. Generally all staff either on the permanent or temporary establishment, including menials and daily rated but monthly paid staff, who are members of the Society can take loans. Membership is open to all who pay an entrance fee of Re. 1 and purchase a share.

As regards (B)—

- (1) The amount of a loan is always limited to 6 months' pay of a borrower.
- (2) The borrower must produce two other employees of the Company who are men of the required standing to act as sureties. It is very difficult to define the required status of the sureties, as every case has different aspects. Generally, however, men who are members of the Provident Fund and who have rendered 10 years service, that is to say, men whose assets with the Company are such as to cover their liabilities with the Company and the Society or whose pay is sufficiently large to permit a full recovery on account of instalments therefrom (in case the borrower defaults) are accepted as sureties.
- (3) *Eligibility for loan and to stand surety.*—A borrower is eligible to take a loan upto the limit of 6 months' pay, (provided there is no liability against him as surety for some other loan). If, however, he has stood surety to a borrower, his liability on this account together with his own loan should not exceed 12 months' pay. Conditions similar to the above apply also in the case of a surety that is to say, a surety's liabilities on all accounts should not exceed 12 months' pay.

If a surety or borrower has sufficient assets at his credit in the Provident Fund to cover his own loan with the Society the limit of 12 months' pay is raised to 18 months.

- (4) The general scale of the amount of loan is Rs. 20 for each share of Re. 1 held by the borrower except in the cases of lower paid men who are granted loans upto Rs. 200 or the equivalent of 6 months' pay, whichever is less, on their holding one share of Re. 1.
- (5) The maximum number of instalments permitted to repay a loan is 30.

As regards (C)—

Any employee desiring to take a loan from the Society is required to furnish two sureties as required under B(2). But owing to the nature of their employment Gangmen are not in touch with men of the required standing to act as sureties. As it was found that the great majority of gangmen were in the hands of professional money lenders such as Pathans, Marwaris and Baniyas and in great distress in consequence of the exorbitant rate of interest charged, the condition imposed under B (2) was waived, and loans are now issued to Gangmen of 5 years' service provided they produce two sureties (not necessarily members of the Provident Fund) who have rendered at least 5 years' service.

The special condition under which this concession is granted to a Gangman is that he shall utilise the money through the Staff Officer for the specific purpose of liquidating his

APPENDIX H.—*contd.*

debts with professional money-lenders. The Staff Officer undertakes the complete liquidation through his Investigator, and although the concession has only very recently come into force the success already achieved is remarkable and the prospects extremely promising. A statement is attached showing the initial list of liquidations seriatim. From this it will be seen that the reductions of the mens' capital debts amount in some cases to over 50%; the reason being of course that the exorbitant interest already paid by the borrower has already covered the original loan several times over.

The effect and benefits of these settlements to the men are incalculable and it is expected, will considerably enhance efficiency. As a simple illustration the case of a man who borrows Rs. 100 from a professional money lender is cited. Assuming the interest charged to be Ans. 2 per Rupee per month (which is very common) the amount payable as interest to the money-lender is Rs. 12/8 per month. It is obvious that a man, drawing pay on a scale from Rs. 13/8 to Rs. 26 as these Gangmen do, cannot meet this monthly liability in full. The money-lender however squeezes every possible pie from him and adds the deficit to the original debt with compound interest and the amount at the man's debit rapidly grows. In course of time the money lender relieves the man of his entire monthly pay and supplies him with a minimum amount of food and necessaries in kind. If the man has a family, his wife and children are often put out to work by the money lender and are paid at a minimum in kind.

On a similar loan from the Co-operative Credit Society for repayment in 24 instalments the man would pay approximately Re. 0-7-0 per mensem interest *plus* repayment instalment of Rs. 4-3-0 per mensem which would result in his being entirely free of debt at the end of two years; whereas in the case of a professional money-lender the heavy monthly payments would probably continue throughout the man's life and his capital debt be constantly increased.

A question was asked by Sir Victor Sassoon at Ajmer, as to the losses sustained by the Society on account of defaulters. For the information of the Commission the following figures are taken from the Society's Balance Sheets over the past 5 years:—

| Years. | Loans Issued. | | | Amount of recoveries. | | | Amount of bad debts. | | |
|-----------------|---------------|-------------|-------|-----------------------|-------|-----|----------------------|--|--|
| | Rs. | Rs. | a. p. | Rs. | a. p. | Rs. | a. p. | | |
| 1924-25 | 20,91,700 | 19,54,866 | 8 5 | 861 | 1 0 | | | | |
| 1925-26 | 23,76,240 | 23,09,227 | 3 8 | 39 | 3 0 | | | | |
| 1926-27 | 26,80,000 | 26,57,491 | 14 8 | 0 | 0 0 | | | | |
| 1927-28 | 31,19,790 | 30,17,163 | 9 3 | 175 | 0 0 | | | | |
| 1928-29 | 31,15,950 | 31,32,730 | 13 3 | 147 | 5 0 | | | | |
| | 1,33,83,680 | 1,30,71,480 | 1 3 | 1,222 | 9 0 | | | | |

These figures speak for themselves.

The Commission further asked for a statement showing the number of lower paid staff who took loans; the amounts of such loans, the amounts of their debts and the percentage of defaulters to the average number of loans. Following is a statement showing the number of lower paidmen against whom loans are outstanding to date, the amount of their loans and the percentage of defaulters to that number.

| Number of low paid staff against whom loans are outstanding to date, i.e., staff drawing Rs. 35 per month and under. | Total amount of their loans. | No. of defaulters. | % of defaulters to the No. in the first column. |
|--|------------------------------|--------------------|---|
| 3,651 | Rs. 4,37,870 | 105 | 2.9 |

In all these cases the loss, i.e., Rs. 9,263-11-0 in all, fell on the sureties.

It is not possible to state the amount to which the above lower paid staff was indebted to professional money-lenders for the reason that the great bulk of these loans was taken under the ordinary rules of the Society backed by the usual sureties in which case it is not necessary for the borrower to declare what his debts are.

Shares and Loans.—The Society during the year ending 31st March 1929 issued 10,558 loans amounting to Rs. 31,15,950 and during the past six months ending 30th September 1929, 6,356 loans amounting to Rs. 17,65,740.

The total number of shares taken in the Company as at 31st March 1929 was 47,049 (of Rs. 10 each) and that issued during the last six months ending 30th September 1929 is 7,481 (of Rs. 1 each).

APPENDIX H.—contd.

Statement showing the amount of loans and their disbursements.

| Names. | Designation. | Amount of debt. | Amount of loan. | Disbursement of the Amount of Loan. | | | Remarks. |
|------------------------|------------------|-----------------|-----------------|-------------------------------------|------------------------|---|--|
| | | | | Amount of settlement. | % reduction on claims. | Amount returned to the Society to be credited to the man's account. | |
| | | Rs. | Rs. | Rs. | Rs. | Rs. | |
| Babu Tatia | Muccadam | 187 | 200 | 152 | 19 | 48 | Balance of As. 3 paid to the Keyman. Special mortgage case. |
| Dasharath Sabaji | Keyman | 119 | 100 | 99/13 | 16 | .. | |
| Sadu Malari | Gangman | 200 | 200 | 200 | .. | .. | |
| Jethia Rama | " | 180/2/6 | 150 | 150 | 17 | .. | |
| Basker Hari | " | 160 | 150 | 150 | 7 | .. | |
| Chinda Aila | Trolleyman | 154/6 | 140 | 140 | 10 | .. | |
| Bablia Pandoo | Gangman | 171/7/3 | 150 | 149/7/3 | 13 | .. | |
| Govind Raghoo | Mate | .. | 200 | .. | .. | .. | |
| Bhasker Sadoo | Gangman | 200 | 200 | 200 | .. | .. | |
| Jairam Rama | " | 140 | 140 | 140 | .. | .. | |
| Bala Padman | " | 125 | 120 | 120 | 4 | .. | |

Rs. 0/8/9 paid to the man.
Cheque returned to the Society.
Special case.
Do.

| | | | | | | | |
|-----------------------|----------------------|-------|-----|-------|----|----|--|
| Govind Bendia | Gateman | 70 | 60 | 69 | 15 | .. | |
| Soma Dina | Messenger | 162/8 | 120 | 105 | 36 | 15 | |
| Kharis Ranu | Mate | 136/6 | 120 | 120 | 12 | .. | |
| Baboo Rama | Gangman | .. | 130 | .. | .. | .. | Under disposal. |
| Jipar Kana | Day line Guard | 146 | 110 | 100 | 32 | 10 | |
| Kamalia Dama | Gang Cooly | 166 | 80 | 78/12 | 57 | .. | Balance Rs. 1/4/0. It was paid to the employé as the amount was a trivial one. |
| Gangis Barkhia | " " | 127 | 100 | 100 | 22 | .. | |
| Kakadia Lakhma | Mate | 159 | 140 | 113 | 29 | 27 | |
| Dharji Bapoodia | Trolleyman | 71 | 100 | 45 | 37 | 55 | |
| Ghelis Fuljee | Gangman | 116 | 100 | 76 | 35 | 24 | |
| Chhania Kashan | Trolleyman | 160 | 100 | 100 | 37 | .. | |
| Keshav Jivlo | Gangman | 120 | 100 | 100 | 17 | .. | |
| Fakir Rawia | Mate | 160 | 120 | 120 | 25 | .. | |
| Chunio Budio | Gangman | 140 | 100 | 100 | 29 | .. | |
| Bhanio Rawlo | Mate | 105 | 100 | 100 | 5 | .. | |
| Somic Harko | Gangman | 165 | 100 | 100 | 34 | .. | |
| Bhikoo Mitto | " | .. | 100 | .. | .. | .. | } These cheques have been held in abeyance. |
| Somlo Rawlo | Sawyer | .. | 100 | .. | .. | .. | |

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APPENDIX H.—contd.

| Names | Designation. | Amount of debt. | Amount of loan. | Disbursement of the Amount of Loan. | | | Remarks. |
|----------------------|----------------------|-----------------|-----------------|-------------------------------------|------------------------|---|---|
| | | | | Amount of settlement. | % reduction on claims. | Amount returned to the Society to be credited to the man's account. | |
| | | Rs. | Rs. | Rs. | Rs. | Rs. | |
| Vachio Zinco | Keyman | .. | 100 | .. | .. | 100 | After investigation it was found that the purpose which the loan was applied for was not such as to justify the grant thereof under the special concession terms. |
| Laxman Babaji | " | 230 | 150 | 130 | 44 | 20 | |
| Rama Vansia | Gangman | 200 | 140 | 105 | 48 | 35 | |
| Karia Vasia | Day line Guard | 185 | 110 | 75 | 60 | 35 | |
| Bhula Somla | Cooly | 150 | 110 | 75 | 50 | 35 | |
| Chamar Bhawa | " | 80 | 60 | 50 | 38 | 10 | |
| Chafya Rawji | " | 105 | 80 | 62 | 42 | 18 | |
| Lalia Jania | " | 187 | 110 | 82 | 59 | 28 | |
| Dama Bhalia | " | 197 | 110 | 100 | 27 | 10 | |
| Vanmali Bhanoo | Trolleyman | 110 | 80 | 68 | 39 | 12 | |

| | | | | | | | | | | | |
|----------------|----|----|----------------|----|----|-------|-----|--------|----|----|---------------------------|
| Dhaktia Deoji | .. | .. | Cooly | .. | .. | 180 | 110 | 83 | 58 | 27 | |
| Kashia Madhoo | .. | .. | Mate | .. | .. | 207/8 | 200 | 144/12 | 31 | 55 | Re. 0/4. paid to the man. |
| Manchoo Dalia | .. | .. | Cooly | .. | .. | 65 | 50 | 45 | 31 | 5 | |
| Laxia Ratan | .. | .. | " | .. | .. | 80 | 80 | 50 | 38 | 30 | |
| Chhiba Manga | .. | .. | Mate | .. | .. | 100 | 100 | 60 | 40 | 40 | |
| Devla Vasia | .. | .. | Trolleyman | .. | .. | 76 | 70 | 50 | 35 | 20 | |
| Pandoo Gopal | .. | .. | " | .. | .. | 150 | 100 | 100 | 34 | .. | |
| Rama Maria | .. | .. | Gangman | .. | .. | 150 | 100 | 90 | 40 | 10 | |
| Shamvar Gopal | .. | .. | " | .. | .. | 140 | 100 | 90 | 36 | 10 | |
| Khandoo Govind | .. | .. | Day line Guard | .. | .. | 130 | 100 | 100 | 23 | .. | |
| Kalia Balia | .. | .. | Cooly | .. | .. | 150 | 110 | 91 | 40 | 19 | |
| Dewlo Gopal | .. | .. | Mate | .. | .. | 130 | 100 | 100 | 23 | .. | |
| Pemlo Dhedio | .. | .. | Day line Guard | .. | .. | 125 | 100 | 100 | 20 | .. | |
| Ambia Lakhma | .. | .. | Gangman | .. | .. | .. | 50 | .. | .. | .. | Under disposal |
| Gowan Gojio | .. | .. | " | .. | .. | 125 | 100 | 100 | 20 | .. | |
| Lalo Pedio | .. | .. | " | .. | .. | 125 | 100 | 100 | 20 | .. | |
| Budhio Narsi | .. | .. | " | .. | .. | 110 | 100 | 100 | 10 | .. | |
| Wajiah Daktia | .. | .. | Gang Mate | .. | .. | .. | 120 | .. | .. | .. | Do. |
| Joma Bhistur | .. | .. | Mate | .. | .. | 230 | 200 | 200 | 13 | .. | |
| Jivia Dharma | .. | .. | Gang Cooly | .. | .. | 200 | 90 | 90 | 55 | .. | |

APPENDIX H—concl'd.

| Names. | Designation. | Amount of debt. | Amount of loan. | Disbursement of the Amount of Loan. | | | Remarks. |
|----------------------------|--|-----------------|-----------------|-------------------------------------|------------------------|---|---|
| | | | | Amount of settlement. | % reduction on claims. | Amount returned to the Society to be credited to the man's account. | |
| C. A. Dawyer | Progressman | Rs. 1,479/8 | Rs. 1,120 | 920 | Rs. 38 | Rs. 200 | |
| Chango Ganpat | Muster Clerk | 778 | 500 | 470 | 40 | 30 | |
| Mahadeo Govind Mahajan .. | Do. | 636 | 350 | 350 | 45 | .. | |
| Rhondiram Gopal | Do. | 978 | 780 | 780 | 21 | .. | |
| J. Gangaram | Do. | 1,100 | 750 | 750 | 32 | .. | |
| Kashinath Govind Valvalkar | Clerk, Loco. and Carriage Supdt's Office. | 1,100 | 880 | 880 | 20 | .. | |
| Junardhan R. | Muster Clerk | 600 | 600 | 600 | .. | .. | |
| Kashinath Ganpat | Do. | 884 | 490 | 490 | 45 | .. | |
| M. G. Oliveira | Fitter, 5445 | 1,220 | 1,190 | 1,180 | 3 | .. | |
| Trimbak Pershram | Muster Clerk | .. | 340 | .. | .. | 340 | Cheque returned to the Co-operative Credit Society. |
| Joseph Mascaranhas | Chargeman | 2,300 | 870 | 870 | 63 | .. | |

APPENDIX 1.

The figures given in statements (ii) to (iv) should be used with caution as the general raising of wages between the years 1913-14 and 1920-21 and the years 1920-21 and 1928-29 has had the effect of transferring large numbers of men from one category to another and thereby causing a considerable fluctuation in the number of men in each category and their average cost. The objects which the Royal Commission on Labour have in view can probably be gained by an examination of the scales of pay in force during the three years in question of certain typical classes of establishment and by working out the average cost of each group of establishment based on their scales of pay. This has been done in the case of the S. I. Railway *vide* statement (v) of this appendix.

The cost of staff includes compensatory allowance, house allowance and overtime allowances to Running staff only.

APPENDIX I (1).

Comparative statement showing the number and cost of superior staff during 1913-14, 1920-21 and 1928-29.

| Railway. | Departments. | Superior staff. | | | | | | | | |
|---------------|--------------|---------------------|---------------------|---------------------|-----------------|-----------------|-----------------|---------------------------|----------|----------|
| | | Number. | | | Cost. | | | Average cost per officer. | | |
| | | On 31st March 1914. | On 31st March 1921. | On 31st March 1929. | During 1913-14. | During 1920-21. | During 1928-29. | 1913-14. | 1920-21. | 1928-29. |
| N. W. .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| E. B. .. | a | 35 | 42 | 41 | 3,03,010 | 4,13,500 | 6,33,934 | 8,657 | 9,845 | 15,462 |
| | b | 14 | 21 | 22 | 1,33,620 | 2,22,600 | 3,65,760 | 9,544 | 10,000 | -16,097 |
| E. I. .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| G. I. P. .. | a | * | * | 82 | * | * | 13,99,669 | * | * | 17,069 |
| | b | * | * | 28 | * | * | 5,83,145 | * | * | 20,827 |
| Burma .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| B. N. .. | a | 28 | 49 | 50 | 2,50,386 | 4,77,422 | 7,14,308 | 8,942 | 9,743 | 14,286 |
| | b | 20 | 27 | 34 | 2,16,762 | 3,74,294 | 5,32,698 | 10,838 | 13,862 | 15,668 |
| B. B. & C. I. | a | 32 | 46 | 45 | 3,12,560 | 4,47,438 | 6,69,781 | 9,986 | 9,727 | 14,884 |
| | b | 25 | 31 | 36 | 2,64,141 | 4,29,109 | 4,76,825 | 10,566 | 13,842 | 13,240 |
| M. & S. M. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| S. I. .. | a | 21 | 22 | 24 | 2,04,379 | 2,36,465 | 3,23,930 | 9,732 | 10,752 | 13,500 |
| | b | 10 | 11 | 19 | 1,23,000 | 1,93,799 | 2,75,940 | 12,300 | 17,616 | 14,520 |
| A. B. .. | a | 10 | 15 | 17 | 75,575 | 1,52,987 | 1,87,331 | 7,555 | 10,199 | 11,019 |
| | b | 7 | 9 | 11 | 57,315 | 1,01,101 | 1,39,000 | 8,168 | 11,233 | 12,636 |
| B. & N. W. | a | 12 | 15 | 18 | 90,723 | 1,17,196 | 2,24,974 | 7,560 | 7,813 | 12,498 |
| | b | 12 | 12 | 15 | 97,565 | 1,19,601 | 2,00,207 | 8,130 | 9,967 | 13,347 |
| R. & K. .. | a | 4 | 3 | 5 | 22,872 | 27,565 | 41,873 | 5,718 | 9,168 | 8,335 |
| | b | 4 | 4 | 5 | 31,233 | 46,860 | 43,824 | 7,808 | 11,715 | 8,765 |

*Not available.

(a) Represents Transportation and Commercial (or Traffic).

(b) Represents Mechanical Engineering (or Loco. and Carriage and Wagon).

APPENDIX I (ii).

Comparative statement showing the number and cost of staff during 1913-14, 1920-21 and 1928-29.

| Railway. | Departments. | Subordinate staff. | | | | | | | | |
|---------------|--------------|---|---------------------|---------------------|-----------------|-----------------|-----------------|--------------------------------|----------|----------|
| | | Subordinates drawing Rs. 250 per mensem and over or on Scales of pay rising to Rs. 250 per mensem and over. | | | | | | | | |
| | | Number. | | | Cost. | | | Average costs per subordinate. | | |
| | | On 31st March 1914. | On 31st March 1921. | On 31st March 1928. | During 1913-14. | During 1920-21. | During 1928-29. | 1913-14. | 1920-21. | 1928-29. |
| N. W. .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| E. E. .. | a | 70 | 128 | 125 | 2,12,260 | 5,54,900 | 6,09,490 | 3,032 | 4,395 | 4,875 |
| | b | 47 | 96 | 144 | 1,94,816 | 4,51,860 | 6,99,440 | 4,145 | 4,707 | 4,857 |
| | c | 57 | 91 | 78 | 1,68,296 | 3,57,300 | 3,49,650 | 2,953 | 3,926 | 4,483 |
| E. I. .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| G. I. P. .. | a | * | * | 881 | * | * | 40,29,957 | * | * | 4,574 |
| | b | * | * | 210 | * | * | 11,72,431 | * | * | 5,583 |
| | c | * | * | 1,011 | * | * | 47,04,936 | * | * | 4,654 |
| Burma .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| B. N. .. | a | 49 | 236 | 197 | 1,33,759 | 6,22,036 | 6,78,793 | 2,730 | 2,636 | 3,446 |
| | b | 55 | 92 | 368 | 2,38,490 | 4,87,418 | 12,79,340 | 4,336 | 5,298 | 3,476 |
| | c | 29 | 105 | 352 | 80,981 | 2,83,478 | 9,74,511 | 2,792 | 2,700 | 2,936 |
| B. B. & C. I. | a | 48 | 150 | 257 | 1,59,100 | 4,82,423 | 9,52,990 | 3,315 | 3,216 | 3,708 |
| | b | 32 | 119 | 487 | 1,41,996 | 7,44,502 | 27,19,831 | 4,437 | 6,256 | 5,585 |
| | c | 22 | 71 | 302 | 68,040 | 2,27,380 | 13,55,205 | 3,093 | 3,203 | 4,487 |
| M. & S. M. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| S. I. .. | a | 10 | 34 | 36 | 30,094 | 1,12,211 | 1,23,212 | 3,012 | 3,300 | 3,420 |
| | b | 34 | 93 | 173 | 1,38,600 | 3,37,943 | 6,90,476 | 4,080 | 3,636 | 3,996 |
| | c | 2 | 67 | 118 | 5,730 | 1,53,779 | 3,58,420 | 2,865 | 2,295 | 3,037 |
| A. B. .. | a | 13 | 21 | 28 | 34,716 | 67,357 | 92,868 | 2,670 | 3,207 | 3,571 |
| | b | 23 | 29 | 36 | 77,340 | 1,34,376 | 1,74,708 | 3,362 | 4,634 | 4,853 |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| B. & N. W. | a | 14 | 15 | 20 | 46,430 | 55,037 | 72,410 | 3,316 | 3,669 | 3,620 |
| | b | 48 | 48 | 43 | 1,47,720 | 1,96,080 | 1,84,320 | 3,072 | 4,080 | 4,284 |
| | c | 7 | 12 | 7 | 21,000 | 45,048 | 27,540 | 3,000 | 3,754 | 4,056 |
| R. & K. .. | a | Nil | 6 | 7 | Nil | 18,758 | 23,733 | Nil | 3,126 | 3,390 |
| | b | 2 | 7 | 2 | 6,295 | 25,740 | 7,332 | 3,147 | 3,677 | 3,666 |
| | c | 6 | 7 | 11 | 18,215 | 24,039 | 46,594 | 3,036 | 3,434 | 4,236 |

*Not available.

a represents Transportation and Commercial (or Traffic)—all staff including supervisory and clerical.

b represents Mechanical Engineering (or Loco. and Carriage and Wagon)—all staff including supervisory and clerical.

c represents all departments—Subordinate staff (Labour only) except supervisory and clerical staff.

APPENDIX I (iii).

Comparative statement showing the number and cost of staff during 1913-14, 1920-21 and 1928-29.

| Railway. | Departments. | Subordinate staff. | | | | | | | | |
|---------------|--------------|--|---------------------|---------------------|-----------------|-----------------|-----------------|-------------------------------|----------|----------|
| | | Subordinates on scales of pay rising to less than Rs. 250, but excluding those drawing less than Rs. 30 per mensem and on scales of pay terminating under Rs. 30 per mensem. | | | | | | | | |
| | | Number. | | | Cost. | | | Average cost per subordinate. | | |
| | | On 31st March 1914. | On 31st March 1921. | On 31st March 1929. | During 1913-14. | During 1920-21. | During 1928-29. | 1913-14. | 1920-21. | 1928-29. |
| N. W. .. | a | .. | .. | .. | .. | .. | .. | .. | .. | |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | |
| E. B. .. | a | 4,041 | 5,459 | 5,674 | 23,30,088 | 37,45,584 | 54,71,252 | 576 | 686 | 964 |
| | b | 377 | 896 | 993 | 7,98,624 | 11,93,498 | 17,47,100 | 1,180 | 1,332 | 1,759 |
| | c | 4,262 | 6,483 | 7,914 | 28,11,673 | 46,27,424 | 72,15,038 | 660 | 714 | 912 |
| E. I. .. | a | .. | .. | .. | .. | .. | .. | .. | .. | |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | |
| G. I. P. .. | a | * | * | 15,610 | * | * | 1,38,99,985 | * | * | 830 |
| | b | * | * | 9,883 | * | * | 79,19,507 | * | * | 801 |
| | c | * | * | 27,783 | * | * | 2,25,72,780 | * | * | 812 |
| Burma .. | a | .. | .. | .. | .. | .. | .. | .. | .. | |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | |
| B. N. .. | a | 2,842 | 4,347 | 5,360 | 16,02,019 | 31,44,868 | 48,95,487 | 564 | 723 | 913 |
| | b | 4,301 | 7,989 | 8,760 | 18,07,307 | 49,47,821 | 66,30,436 | 420 | 619 | 767 |
| | c | 6,663 | 11,881 | 14,315 | 31,35,031 | 74,88,323 | 1,10,68,176 | 471 | 630 | 773 |
| B. B. & C. I. | a | 4,835 | 6,176 | 7,221 | 28,58,846 | 58,91,459 | 82,70,217 | 591 | 954 | 1,774 |
| | b | 875 | 1,295 | 7,689 | 10,69,864 | 21,30,025 | 69,44,756 | 1,219 | 1,645 | 903 |
| | c | 9,359 | 12,085 | 19,602 | 41,77,240 | 94,54,170 | 1,66,32,685 | 446 | 782 | 849 |
| M. & S. M. | a | .. | .. | .. | .. | .. | .. | .. | .. | |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | |
| S. I. .. | a | 2,847 | 3,241 | 4,214 | 12,25,221 | 20,73,763 | 24,42,102 | 432 | 636 | 576 |
| | b | 2,100 | 2,254 | 2,589 | 23,65,932 | 23,86,028 | 28,36,436 | 1,116 | 1,056 | 1,092 |
| | c | 4,490 | 5,029 | 6,339 | 33,94,611 | 41,36,145 | 49,48,886 | 756 | 822 | 780 |
| A. B. .. | a | 432 | 944 | 1,201 | 2,60,052 | 6,41,064 | 9,09,240 | 602 | 679 | 757 |
| | b | 640 | 936 | 1,612 | 2,82,984 | 5,32,776 | 8,83,020 | 442 | 569 | 548 |
| | c | 1,091 | 1,913 | 2,826 | 5,35,236 | 11,45,136 | 17,36,472 | 491 | 598 | 614 |
| B. & N. W. | a | 944 | 1,510 | 1,826 | 4,47,073 | 8,06,292 | 11,21,945 | 473 | 534 | 614 |
| | b | 275 | 733 | 1,172 | 1,95,840 | 4,43,508 | 5,98,596 | 708 | 600 | 510 |
| | c | 608 | 1,570 | 2,243 | 3,33,433 | 8,20,757 | 11,97,249 | 548 | 523 | 534 |
| R. & K. .. | a | 197 | 311 | 328 | 1,13,508 | 1,72,333 | 1,98,672 | 576 | 556 | 606 |
| | b | 55 | 221 | 174 | 43,788 | 1,19,748 | 1,07,652 | 796 | 541 | 618 |
| | c | 64 | 202 | 340 | 31,714 | 95,568 | 1,55,686 | 496 | 473 | 458 |

*Not available.

a represents Transportation and Commercial (or Traffic)—all staff including supervisory and clerical.

b represents Mechanical Engineering (or Loco. and Carriage and Wagon)—all staff including supervisory and clerical.

c represents all departments—Subordinate staff (Labour only) except supervisory and clerical staff.

APPENDIX I (iv).

Comparative statement showing the number and cost of staff during 1913-14, 1920-21 and 1928-29.

| Railway. | Departments. | Subordinate staff. | | | | | | | | |
|---------------|--------------|--|---------------------|---------------------|-----------------|-----------------|-----------------|-------------------------------|----------|----------|
| | | Subordinates drawing less than Rs. 30 per mensem and on scales of pay terminating under Rs. 30 per mensem. | | | | | | | | |
| | | Number. | | | Cost. | | | Average cost per subordinate. | | |
| | | On 31st March 1914. | On 31st March 1921. | On 31st March 1929. | During 1913-14. | During 1920-21. | During 1928-29. | 1913-14. | 1920-21. | 1928-29. |
| N. W. .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| E. B. .. | a | 7,971 | 8,363 | 7,821 | 8,85,868 | 14,57,216 | 16,37,266 | 111 | 174 | 209 |
| | b | 1,592 | 1,682 | 1,920 | 2,58,520 | 4,15,252 | 4,45,436 | 162 | 221 | 232 |
| | c | 22,426 | 23,711 | 24,816 | 26,46,672 | 40,29,068 | 50,51,085 | 118 | 170 | 204 |
| E. L. .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| G. I. P. .. | a | * | * | 27,084 | * | * | 87,54,579 | * | * | 249 |
| | b | * | * | 6,666 | * | * | 21,44,091 | * | * | 322 |
| | c | * | * | 84,656 | * | * | 182,65,628 | * | * | 216 |
| Burma .. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| B. N. .. | a | 4,705 | 7,900 | 8,178 | 4,81,783 | 11,38,218 | 15,36,630 | 102 | 146 | 188 |
| | b | 9,112 | 16,163 | 16,850 | 9,84,108 | 25,23,948 | 37,34,698 | 108 | 156 | 222 |
| | c | 29,685 | 44,602 | 53,837 | 28,79,840 | 63,33,275 | 99,26,214 | 97 | 142 | 164 |
| B. B. C. & I. | a | 8,578 | 10,606 | 11,326 | 10,60,040 | 23,17,464 | 24,62,948 | 124 | 237 | 217 |
| | b | 399 | 388 | 9,680 | 80,658 | 1,28,950 | 23,18,061 | 202 | 332 | 239 |
| | c | 29,222 | 35,037 | 45,325 | 37,87,190 | 81,48,341 | 1,10,47,312 | 130 | 233 | 244 |
| M. & S. M. | a | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | b | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | c | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| S. I. .. | a | 4,797 | 5,235 | 7,026 | 4,00,542 | 8,28,686 | 10,08,470 | 72 | 156 | 144 |
| | b | 8,518 | 10,213 | 8,526 | 18,20,231 | 33,87,018 | 29,76,574 | 216 | 336 | 348 |
| | c | 20,344 | 23,147 | 25,221 | 30,84,962 | 57,88,289 | 60,28,582 | 151 | 249 | 239 |
| A. B. | a | 1,945 | 2,045 | 2,512 | 3,21,120 | 4,29,912 | 5,04,608 | 165 | 210 | 201 |
| | b | 1,744 | 2,326 | 3,004 | 2,90,280 | 4,45,180 | 5,48,868 | 166 | 191 | 183 |
| | c | 6,998 | 8,679 | 10,229 | 9,92,400 | 17,54,640 | 18,85,784 | 142 | 202 | 194 |
| B. & N. W. | a | 4,431 | 4,320 | 4,967 | 3,95,127 | 5,29,295 | 7,21,132 | 89 | 122 | 145 |
| | b | 9,327 | 7,676 | 7,741 | 9,67,620 | 12,25,700 | 14,98,668 | 102 | 159 | 192 |
| | c | 20,557 | 19,247 | 20,725 | 18,22,041 | 20,43,243 | 30,98,266 | 89 | 106 | 149 |
| R. & K. .. | a | 927 | 860 | 1,001 | 1,11,492 | 1,25,878 | 1,49,414 | 121 | 147 | 149 |
| | b | 1,287 | 840 | 636 | 1,38,480 | 1,52,292 | 1,09,284 | 107 | 181 | 171 |
| | c | 2,625 | 2,819 | 2,845 | 2,28,633 | 3,58,513 | 3,95,676 | 87 | 127 | 139 |

*Not available.

a represents Transportation and Commercial (or Traffic)—all staff including supervisory and clerical.

b represents Mechanical Engineering (or Loco. and carriage and Wagon)—all staff including supervisory and clerical.

c represents all departments—Subordinate staff (Labour only) except supervisory and clerical staff

APPENDIX I(v):

Comparative statements showing the number and cost of certain typical classes of subordinate staff during 1913-14, 1920-21 and 1928-29.

| Railway. | Department. | Designation. | Subordinate staff. | | | | | | | | |
|----------|-------------|--|---------------------|---------------------|---------------------|-----------------|-----------------|-----------------|-------------------------------|----------|----------|
| | | | Number. | | | Cost. | | | Average cost per subordinate. | | |
| | | | On 31st March 1914. | On 31st March 1921. | On 31st March 1929. | During 1913-14. | During 1920-21. | During 1928-29. | 1913-14. | 1920-21. | 1928-29. |
| S. I. | Traffic | Signallers | 300 | 288 | 172 | 80,460 | 1,42,848 | 98,916 | 298 | 496 | 570 |
| | | Inferior staff— | | | | | | | | | |
| | | Head Pointsmen and Pointsmen .. | 1,282 | 1,385 | 2,800 | 1,21,704 | 2,27,340 | 3,90,768 | 95 | 164 | 149 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | Mechanical | Gate-men | 1,261 | 1,304 | 1,315 | 88,356 | 1,03,776 | 1,04,748 | 70 | 149 | 148 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | Foremen (Workshops and Running sheds) and Loco Inspectors. | 37 | 40 | 55 | 1,52,076 | 1,99,020 | 3,50,076 | 4,126 | 4,975 | 6,305 |
| | | Transportation Branch— | | | | | | | | | |
| | | Running staff— | | | | | | | | | |
| | | Drivers | 412 | 443 | 569 | 4,05,576 | 7,30,620 | 9,94,728 | 1,202 | 1,649 | 1,748 |
| | | Firemen | 804 | 880 | 1,080 | 2,12,220 | 4,31,016 | 5,58,048 | 264 | 487 | 517 |
| | | Brakemen | 28 | 40 | 40 | 5,376 | 13,440 | 13,440 | 192 | 336 | 336 |

APPENDIX J.

Statements (prepared by Mr. H. N. Heseltine, C.I.E.) showing the percentage increases granted to railway servants in the general revision of scales in or about 1920 on the various railways and comparing them, where possible, with the percentage increases allowed by certain local governments.

(i) *Workshop employees.*

| Railways. | Mistries. | | | | | | Skilled. | | | | | | Unskilled and semi-skilled. | | | | | |
|---|-----------|-----------|------------------------------|-----------|-----------------------|-----------|-----------|-----------|------------------------------|-----------|-----------------------|-----------|-----------------------------|-----------|------------------------------|-----------|-----------------------|-----------|
| | Pre-war. | | As revised in or about 1920. | | Percentage increases. | | Pre-war. | | As revised in or about 1920. | | Percentage increases. | | Pre-war. | | As revised in or about 1920. | | Percentage increases. | |
| | Mini-mum. | Maxi-mum. | Mini-mum. | Maxi-mum. | Mini-mum. | Maxi-mum. | Mini-mum. | Maxi-mum. | Mini-mum. | Maxi-mum. | Mini-mum. | Maxi-mum. | Mini-mum. | Maxi-mum. | Mini-mum. | Maxi-mum. | Mini-mum. | Maxi-mum. |
| North Western Railway .. | 40 | 91 | 98 | 143 | 70 | 57 | 18 | 30 | 33 | 65 | 154 | 67 | 10 | 16 | 16 | 30 | 60 | 87 |
| Eastern Bengal Railway .. | 25 | 100 | 50 | 140 | 100 | 40 | 18 | 70 | 20 | 82 | 54 | 18 | 11 | 20 | 18 | 34 | 18 | 70 |
| East Indian Railway .. | 45 | 87 | 85 | 187 | 88 | 115 | 20 | 45 | 39 | 81 | 95 | 80 | 4 | 20 | 12 | 35 | 200 | 80 |
| Great Indian Peninsula Railway .. | 45 | 120 | 80 | 155 | 78 | 29 | 30 | 69 | 50 | 93 | 67 | 35 | 12 | 30 | 23 | 42 | 91 | 40 |
| Oudh & Rohilkhand Railway .. | 26 | 69 | 62 | 130 | 138 | 68 | 13 | 38 | 25 | 59 | 92 | 55 | 7 | 15 | 11 | 25 | 57 | 66 |
| Bengal-Nagpur Railway .. | 28 | 120 | 40 | 175 | 48 | 46 | 6.8 | 78 | 11.6 | 138 | 75 | 77 | 4.14 | 16.4 | 6.8 | 22-12 | 33 | 40 |
| Bombay, Baroda & Central India Railway. | 38 | 130 | 55 | 190 | 66 | 46 | 23 | 78 | 49 | 98 | 112 | 26 | 10 | 20 | 16 | 32 | 60 | 60 |
| Madras & Southern Mahratta Railway. | 30 | 120 | 71 | 136 | 137 | 14 | 26 | 65 | 39 | 82 | 50 | 26 | 8 | 21 | 13 | 29 | 62 | 38 |
| South Indian Railway .. | 30 | 75 | 41 | 117 | 37 | 56 | 25 | 52 | 36 | 78 | 44 | 50 | 9 | 20 | 13 | 26 | 44 | 30 |
| Rohilkund & Kumaon Railway .. | 23 | 72 | 46 | 117 | 100 | 68 | 10 | 39 | 13 | 55 | 30 | 41 | 6 | 8 | 10 | 14 | 66 | 75 |

NOTE.—It must be remembered that on the N. W. R., E. I. R., and G. I. P. R. at least and probably on other lines, wages increased slightly after 1920 till about 1922 or 1923.

APPENDIX J—concl'd.

(ii) Other Staff.

| Pre-war rates of pay. | North Western Railway. | Punjab Government. | Oudh & Rohilkhand Railway. | United Provinces Government. | East Indian Railway. | Bihar & Orissa Government. | Bengal-Nagpur Railway. | Central Provinces Government. | Eastern Bengal Railway. | Madras & Southern Mahratta Railway. | Southern Indian Railway. | Madras Government. | Great Indian Peninsula and Bombay, Baroda & Central India Railways. | Bombay Government. | |
|-----------------------|------------------------|--------------------|----------------------------|------------------------------|----------------------|----------------------------|------------------------|-------------------------------|-------------------------|-------------------------------------|--------------------------|--------------------|---|--------------------|--|
| Rs. | % | % | % | % | % | % | % | % | % | % | % | % | % | % | |
| 250 | 20 to 117 | 29 to 33 | 12 to 57 | 20 | 17 to 110 | 20 | 17 to 95 | .. | 21 to 47 | 15 to 76 | 24 | 20 | } 29 to 32 | 20 | |
| 225 | 53 to 108 | 40 | 7 to 55 | 20 | 33 to 53 | 20 | 38 to 117 | .. | 20 to 90 | 22 | 24 | 21 to 24 | | } | |
| 200 | 12 to 134 | 14 to 63 | 7 to 42 | 20 | 21 to 106 | 25 | 20 to 51 | 14 to 31 | 25 to 100 | 21 to 26 | 15 to 47 | 12 to 27 | | | |
| 150 | 17 to 110 | 14 to 75 | 21 to 104 | 30 | 28 to 117 | 25 | 24 to 73 | .. | 22 to 83 | 19 to 49 | 12 to 71 | 21 to 48 | } 31 to 40 | 25 | |
| 100 | 16 to 83 | 3 to 69 | 9 to 129 | 40 | 24 to 113 | 25 | 37 to 150 | 22 to 42 | 22 to 83 | 15 to 47 | 20 to 90 | 25 to 44 | | | |
| 75 | 34 to 52 | 50 to 81 | 15 to 88 | 45 | 18 to 87 | 25 | 27 to 117 | 46 to 52 | 17 to 115 | 23 to 38 | 25 to 68 | 25 to 66 | } 37 to 50 | 75 | |
| 50 | 58 to 91 | 8 to 123 | 32 to 84 | 58 | 42 to 100 | 33 | 26 to 93 | 60 to 138 | 38 to 83 | 25 to 28 | 8 to 124 | 21 to 60 | | | |
| Below 50 | 51 to 78 | 31 to 92 | 4 to 156 | 58 & 77 | 33 to 112 | 33 | 20 to 200 | 42 to 134 | 30 to 130 | 25 to 66 | 17 to 140 | 20 to 78 | 50 to 73 | 75 & 100 | |
| Menials.. | 75 to 167 | 70 to 98 | 16 | 61 | 25 to 200 | 33 | 33 to 159 | .. | 22 to 150 | 27 to 134 | 9 to 88 | 67 | .. | .. | |

NOTE—(i) Information as to the increases given by the Bengal Government is not available.
(ii) Percentage increases are given to the nearest whole numbers.

APPENDIX K.

Pass rules for the employees in subordinate and inferior grades on the principal railways over their home lines.

| Railways. | Class of passes employees are entitled to. | | | Number of passes admissible in a year. | | Special rules of general application. |
|-------------------------|--|--|--|---|--|---|
| | 2nd Class. | Inter Class. | 3rd Class. | Salary. | Number of passes. | |
| North Western Railway. | <p>(i) Staff on Rs. 125 per mensem and over.</p> <p>(ii) Accountants, travelling inspectors of accounts, stock verifiers, lady typists, lady booking clerks, lady ticket collectors, lady telegraph clerks, lady teachers and hospital nurses.</p> | Staff on Rs. 50 to Rs. 125 per mensem. | Staff on less than Rs. 50 per mensem. | <p>Above Rs. 250 ..</p> <p>Rs. 250 and under down to Rs. 100.</p> <p>Under Rs. 100 ..</p> | <p>Ten single journey passes.</p> <p>Eight single journey passes</p> <p>Six single journey passes plus two to be used either at Christmas or Dussehra or Maharram.</p> | In the case of guards, drivers, foremen, shedmen, shunters, brakemen and travelling ticket examiners, their total emoluments, i.e., pay plus 75% of pay are taken into consideration in determining the class of pass to be granted. NOTE.—Daily rated mistries working in railway shops, etc., are not entitled to second class privilege passes. |
| Eastern Bengal Railway. | <p>(i) *Staff on over Rs. 125 per mensem.</p> <p>(ii) Military Assistant Surgeons not holding Commissioned rank and Civil and whole time Railway recruited Assistant Surgeons.</p> | Subordinate staff drawing not less than Rs. 21 and not more than Rs. 125 per mensem. | <p>(i) Workmen of the Locomotive and Engineering departments on less than Rs. 60 per mensem.</p> <p>(ii) Subordinate staff on less than Rs. 21. per mensem.</p> <p>(iii) Menial staff.</p> | <p>Over Rs. 150 ..</p> <p>Rs. 150 and less ..</p> | <p>Four single journey passes a month.</p> <p>Eight single journey passes a year.</p> | 1. *This includes guards, drivers, firemen, shedmen, shunters, brakemen and travelling ticket examiners on Rs. 90 and over as their total average emoluments exceed Rs. 125 per mensem. |

APPENDIX K.—concl'd.

| Railways. | Class of passes employees are entitled to. | | | Number of passes admissible in a year. | | Special rules of general application. |
|--------------------------------|---|---|---------------------------------------|---|---|---|
| | 2nd Class. | Inter Class. | 3rd Class. | Salary. | Number of passes. | |
| Eastern Bengal Railway—cont'd. | (iii) *Accountants, travelling inspectors of accounts, stock verifiers, lady typists, lady booking clerks, lady ticket collectors, lady telephone clerks and hospital nurses. | | | | | <p>2. * Only when proceeding on leave.</p> <p>3. †Only when proceeding to attend cases of illness among railway employees.</p> <p>4. Where intermediate class does not exist, second class passes are issued for those on not less than Rs. 75 per mensem.</p> <p>5. Workmen of the Locomotive and Engineering departments on Rs. 60 per mensem and over are given intermediate class passes.</p> <p>6. Mistries of the Locomotive and Engineering departments, irrespective of pay, are given intermediate class passes.</p> |
| East Indian Railway | Staff on Rs. 116 per mensem and over. | †Staff on Rs. 75 to Rs. 116 per mensem. | Staff on less than Rs. 75 per mensem. | Rs. 116 and over .. Under Rs. 116— With one to three years' service. With three to five years' service. With five years' service. | Three sets .. One set: the distance in each direction not to exceed 550 miles except when travelling to and from home. Two sets. Three sets. | ‡Clerical staff irrespective of pay are given intermediate class passes. |

| | | | | | | | |
|---|---|--|---|------------------|----|---|--|
| Great Indian Peninsula Railway. | (i) Staff on over Rs. 100 per mensem. (ii) Staff who were on Rs. 50 and over per mensem and who were eligible for second class passes up to 31st March 1918. | Staff on Rs. 50 to Rs. 100 per mensem. | Staff on less than Rs. 50 per mensem. | All staff .. | .. | Two sets. | |
| Burma Railways .. | §Staff on Rs. 125 per mensem and over. | No intermediate class on Burma Railways. | §Staff on less than Rs. 125 per mensem. | All staff .. | .. | Four sets .. | §Staff with over 15 years' service on Rs. 50 per mensem and over are given second class passes. |
| Bengal-Nagpur .. | All persons employed on the subordinate establishment drawing salaries of more than Rs. 100 and all school mistresses, lady typists and lady ticket collectors. | All persons whose pay ranges from Rs. 40 to Rs. 100. | All others .. | All employees .. | .. | Two sets .. | An unlimited number of cessation orders is also allowed. A proportion of workshop employees are also allowed two additional sets of free passes—on Puja or Christmas holidays. |
| Bombay, Baroda & Central India Railway. | Employees drawing pay of Rs. 125 and over. | Employees drawing Rs. 55 to Rs. 124. | Employees drawing under Rs. 55. | Above Rs. 250 .. | .. | Four sets. | |
| Madras & Southern Mahratta Railway. | Employees drawing Rs. 105 and over. | Employees drawing Rs. 75 to 104 | Others .. | .. | .. | Three sets. | |
| Bengal & North-Western Railway. | (i) Staff on Rs. 100 per mensem and over. | Staff on Rs. 50 to less than Rs. 100 per mensem. | Staff on less than Rs. 50 per mensem. | All employees .. | .. | Four single journey passes. | The issue of passes to menials is confined to a distance of 100 miles and under. |
| Rohilkhand & Kumaon Railway. | (ii) Lady teachers. | | | All staff .. | .. | 2 sets or 4 single journey passes on home line, also one set foreign line passes which includes a 3rd home line return journey. | |

APPENDIX L.

(i) List of labour unions appertaining to railways.

| Names of railways. | Names of labour unions. | Registered under the Trade Unions' Act or not. | Numerical strength. | Recognized by the railway administration or not. | Office-bearers. |
|-------------------------|---|--|---------------------|--|--|
| North Western Railway. | (1) The North Western Railway Union, Lahore. | Registered | 5,000 | Recognized | President : Dewan Chaman Lall, M.L.A. |
| | (2) The General Workers' Union, Lahore. | Do. .. | 8,500 | No | General Secretary : Mr. M. A. Khan. |
| | (3) North Western Railway Compilation Section Union, Lahore. | Do. .. | 114 | No. | |
| | (4) North Western Railway Accounts Union, Lahore. | Do. .. | 367 | No. | |
| Eastern Bengal Railway. | (1) The Eastern Bengal Railway Indian Employees' Association, Calcutta. | Do. .. | 11,147 | The railway administration has dealings with these unions. | President : Mr. I. B. Sen, M.A., Bar-at-Law. General Secretary : Mr. J. N. Gupta. Organizing Secretary : Mr. M. L. Sarkar. |
| | (2) The Kanchrapara Railway Workmen's Unions. | Do. .. | 376 | | |
| | (3) The Eastern Bengal Railway Branch of the All-India Covenanted Non-gazetted Railway Services Association at Kanchrapara. | Do. .. | Not known .. | .. | |
| East Indian Railway | (1) East Indian Railway Union, Lillooah. | .. | .. | No | General Secretary : Mr. K. C. Mitra. Assistant Secretary : Mr. S. R. Mondal. |

| | | | | | |
|---------------------------------|---|-----------------|--------|--|---|
| | (2) Do. do. | Registered | .. | Recognized to the extent of dealing with grievances of a general nature. | President : Maulvi Mohammed Yakub, M.L.A. General Secretary : Mr. H. S. Bhatnagar. |
| | Moradabad. | | | No | .. |
| | (3) Do. do. | Do. .. | .. | Recognized | President : Mr. Jamnadas Mehta, M.L.A. Honorary Secretary : Mr. S. C. Joshi, M.A., LL.B., M.L.C. General Secretary : Mr. P. S. Bakhale, B.A., LL.B. |
| Great Indian Peninsula Railway. | (1) The Great Indian Peninsula Railway's Staff Union, which is composed of— | .. | 3,321 | Do. | .. |
| | (a) The Great Indian Peninsula Railway Wadi Bunder Staff Union. | .. | .. | Do. | .. |
| | (b) The Great Indian Peninsula Railway Staff Union, Poona. | .. | .. | Do. | .. |
| | (c) The Great Indian Peninsula Railway Cabin Staff Union. | .. | .. | Do. | .. |
| | (d) The Great Indian Peninsula Railway Staff Union, Sholapur. | .. | .. | Do. | .. |
| | (2) The Great Indian Peninsula Railwaymen's Union. | .. | 42,000 | Do. | President : Mr. F. J. Ginwala, M.A., LL.B., M.L.C. General Secretary : Mr. S. H. Jhabwala. Member, Executive Council : Mr. P. D. Chetty. |
| | (3) The Great Indian Peninsula Railway Kamgar Union. | Non-registered. | .. | Non-recognized | .. |
| Burma Railways .. | No trade unions. | | | | |
| Bengal Nagpur Railway. | (1) The Bengal Nagpur Railway Indian Labour Union, Kharagpur. | Registered | 14,000 | Recognized | General Secretary : Mr. M. N. Mukerjee, B.A. |

APPENDIX L—contd.

| Name of railways. | Names of labour unions. | Registered under the Trade Unions' Act or not. | Numerical strength. | Recognized by the railway administration or not. | Office-bearers. |
|---|--|--|-------------------------------------|--|--|
| Bengal Nagpur Railway— <i>contd.</i> | (2) The Bengal-Nagpur Railway Employees' Union, Calcutta. | .. | .. | No correspondence or deputation is received except in matters of common interest to employees. | .. |
| Bombay, Baroda & Central India Railway. | (1) The Bombay, Baroda & Central India Railway Employees' Association, Ahmedabad. | Registered | 6,500 | Recognized | President : Mr. V. J. Patel. General Secretary : Mr. V. Kothari. |
| | (2) The Bombay, Baroda & Central India Railway Employees' Union, Parel. | Do. .. | 6,300 | Do. | President : Mr. Jamnadas Mehta, M.L.A. General Secretary : Mr. S. H. Jhabwala. |
| | (3) The Bombay, Baroda & Central India Railway Workers' Federation, Ajmer. | Do. .. | .. | Have not yet approached the railway administration for recognition. | .. |
| Madras & Southern Mahratta Railway. | (1) The Madras & Southern Mahratta Railway Employees' Union, Perambur. | Do. .. | 8,000 | Not formally recognized | President : Mr. V. V. Giri, Bar-at-Law. General Secretary : Mr. G. R. Krishnamurty. |
| South Indian Railway | The South Indian Railway Labour Union has not functioned since the 1928 strike. | .. | .. | .. | .. |
| Assam-Bengal Railway | (1) Assam-Bengal Railway Indian Employees' Association. | Registered | 800 | Not recognized .. | .. |
| Bengal & North-Western Railway. | (1) The Bengal & North-Western Railway Railwaymen's Association, Gorakhpur (1921). | Registered in 1928. | Very small percentage of employees. | Not formally recognized | .. |
| Rohilkund & Kumaon Railway. | No trades union. | | | | |

APPENDIX L—concl'd.

(ii) *List of labour associations of an all-India character.*

| Name. | Particulars. | Total membership. | Office-bearers. |
|---|---|-------------------|---|
| The All-India Railwaymen's Federation .. | This federation is composed of the undermentioned trade unions :— (1) Bengal-Nagpur Railway Indian Labour Union. (2) Eastern Bengal Railway Indian Employees' Association. (3) Madras & Southern Mahratta Railway Employees' Association. (4) Great Indian Peninsula Railwaymen's Union. (5) Great Indian Peninsula Railway Staff Union. (6) Bombay, Baroda & Central India Railway Employees' Union. (7) Bengal & North-Western Railwaymen's Association. (8) North Western Railway Union. (9) East Indian Railway Union, Dinapore. (10) East Indian Railway Union, Moradabad. (11) H. E. H. the Nizam's Guaranteed State Railway Employees' Union. (12) South Indian Railway Labour Union. (No information about this union after 1928 strike). | 100,000 | President : Mr. N. M. Joshi, M.L.A. General Secretary : Mr. V. V. Giri, Bar.-at-Law. |
| 2. Anglo-Indian & Domiciled European Association. | Has recently applied to railways for recognition | 10,000 | Has not formed itself into a trade union. |
| 3. All-India & Burma Covenanted Non-gazetted Railway Service Association (Headquarters : Bombay). | Has branches on all important railways ; such branches are recognized on Eastern Bengal, Great Indian Peninsula and Bengal-Nagpur railways. | 265 | President : Mr. R. Bell. Honorary General Secretary : Mr. G. E. Townsend. |
| National Union of Railwaymen of India & Burma. | Registered under the Trade Unions' Act, 1926 | 2,000 | General Secretary : Mr. E. Clarkson. |

APPENDIX M.

Notes issued by the North-Western Railway Administration for the guidance of Officers in dealing with the Union.

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

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

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

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

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

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

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

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

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

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

APPENDIX M—concl'd.

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

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

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

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

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

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

APPENDIX N.

Terms and Conditions of Recognition of G. I. P. Railway Unions.

(1) The Agent will receive representations from the Union on the subject of grievances or welfare of the employees and will deal with them as if they had come from the employees concerned, provided that such representations concern the interests of a class of employees and not the case of an individual or of individual discipline.

(The Agent is also prepared to consider cases of individuals, but as so much depends on the nature of the representation, he cannot guarantee to take up each and every case that may be placed before him. In the ordinary course, however, he would have enquiries instituted where the case appears to him to warrant it.)

All representations should be submitted in writing to the Agent. Should it be mutually agreed that a discussion is desirable, the Agent will meet a deputation of representation of the Union or will arrange for the Head of Department concerned to receive such a deputation.

(2) The Union shall supply for the information of the Agent the rules of the Union and inform him of any alterations or amendments that may be made therein from time to time.

(3) The Agent shall supply the Union with a copy of the Railway rules relating to such subjects as General Conditions of Service, Leave, Passes, Gratuities, Provident Fund and such other subjects as may be subsequently decided upon.

N.B.—The idea underlying this condition is that the Union shall be furnished with copies of rules and circulars which concern the actual interests of the staff represented by the Union.

(4) The Agent or his nominee shall have access, on request being made, to register of membership.

(5) Recruitment or enrolment of members of the Union, meetings of the Union or investigation in connection therewith must be carried out by the Union in such a manner as not to interfere with the duties of the Railway employees.

(6) Leave, passes and privilege ticket orders to employees or officials of the Union who are Railway employees for attending meetings or conducting the affairs of the Union may be granted to the extent to which they may due under the rules, but not as a right, and at the convenience of the Administration. No addition will be made to the amount of leave or number of passes and privilege ticket orders for which an employee is eligible specifically to allow him to attend meetings of the Union or transact its business.

Passes will not be granted to officials of the Union who are not Railway employees.

APPENDIX O.

**Leave Rules issued by the Government of India, Railway Department,
for Government servants employed in the Railway Department,**

(Government of India Notification No. 8373-E., Government of India Gazette, Part I, dated
22nd February 1930.)

ANNEXURE I.

LEAVE RULES MADE UNDER FUNDAMENTAL RULE 2 TO REGULATE THE LEAVE OF PERMANENT GOVERNMENT SERVANTS EMPLOYED IN THE RAILWAY DEPARTMENT.

SECTION I.—*Extent of Application.*

1. Subject to the provisions of Rule 2, these rules apply to all Government servants (with the exception of those mentioned in the Schedule below) whose pay is chargeable to railway estimates in India (hereinafter referred to as 'railway servants') provided that they hold substantively a permanent post under Government on a monthly rate of pay or hold a lien on such a post.

Schedule.

- (i) The Chief Commissioner of Railways, the Financial Commissioner of Railways and the Members of the Railway Board.
- (ii) Railway servants under the administrative control of the Auditor General (including those whose services are temporarily placed at the disposal of the Financial Commissioner of Railways).
- (iii) Officers of the Indian Audit and Accounts Service.
- (iv) Military Commissioned officers.
- (v) Railway servants appointed in England by the Secretary of State in Council.
- (vi) Labourers employed in State Railway Workshops or other branches of railway service.

NOTE.—The leave of railway servants included in class (vi) is governed by the rules applicable to the daily rated staff, *vide* rules 4 to 7 of Annexure II.

2. (a) These rules apply to railway servants, other than those mentioned in the Schedule to Rule 1, who are appointed on or after the 1st April 1930, or who were appointed prior to that date on the condition that when the revised leave rules for State Railway employees are introduced, they will be brought under them.

NOTE.—In the case of the latter, the transfer to these rules will take effect from the 1st April 1930 or, if they are on leave on that date, from the date of their return from leave.

(b) It shall be open to a railway servant other than those covered by clause (a), to elect on or after the 1st April 1930, but before the 1st July 1930, or if he be on leave on the 1st April 1930, within 3 months of his return from leave, to be brought under these rules.

NOTE.—The option once exercised is final and will take effect from the date of election or, if a railway servant is on leave on that date, from the date of his return from leave.

(c) A railway servant transferred permanently to a service or post to which these rules apply from a service or post to which they do not apply shall ordinarily come under these rules from the date of such transfer. The Railway Board may, however, permit such a railway servant to continue under the former rules applicable to him.

NOTE.—(i) The provisions of this rule do not apply to a Government servant whose services are borrowed as a temporary measure by the State Railway Department from an other Government department. The terms on which such a Government servant shall earn leave in respect of his service in the State Railway Department shall be determined with the consent of the Government Department to which he belongs, at the time his services are borrowed. If and when he is permanently transferred to the State Railway Department, he will come under these rules with effect from the date of such permanent transfer.

(ii) The leave of a railway servant subject to those rules whose services are lent as temporary measure to another Government department shall continue to be governed by these rules.

App. (O.)]

(d) A railway servant who, having been under a different set of leave rules, comes under these rules under the provisions of clause (a), (b) or (c) shall count his service for leave under these rules from the date he comes under them and shall be entitled to add to the total leave that he may earn under rules 5 (i) and 6 (i) such leave as was due to him under the former rules on that date.

NOTE.—Leave due on full pay or average pay shall for this purpose be treated as leave on average pay and leave due on half pay or half average pay as leave on half average pay.

SECTION II.—*General conditions.*

3. The rules in section II of chapter X of the Fundamental Rules apply to the railway servants subject to these rules.

SECTION III.—*Grant of Leave and Leave-Salary.*

4. For the purpose of these rules, unless there is anything repugnant in the subject or context:—

- (1) the expression "service to date", occurring in rules 5 and 6, means continuous service from the date a railway servant began to earn leave under rules 5 and 6 to the date preceding that from which leave is taken and includes, besides duty—
 - (i) a period spent in foreign service, including leave on leave-salary taken during such period if contribution towards leave-salary is paid on account of such period, and
 - (ii) leave during which leave-salary is drawn.
- (2) "total service" means total continuous service and includes the whole period from the commencement of continuous service to the date preceding that from which leave is taken.

NOTES.—(i) A railway servant who is discharged from the public service on reduction of establishment or on grounds of physical unfitness may be permitted, if re-employed after an interval, to count his former service as continuous with his later service at the discretion of the authority sanctioning the re-employment and to such extent as that authority may decide. This concession will be admissible only if on re-employment the railway servant, having refunded the gratuity, if any, received by him at the time of his discharge, is permitted to count his past service for gratuity on ultimate retirement.

(ii) A railway servant who is dismissed or removed from the public service, but is re-instated on appeal or revision, is entitled to count his former service as continuous with his later service unless the appellate or removing authority declares that he shall not so count it in whole or in part.

- (3) a period of over-stay of leave shall be treated as leave taken without leave-salary for the purpose of calculating the leave admissible;
- (4) a railway servant shall be treated as a gazetted railway servant, only if he is the substantive holder of a permanent gazetted post;
- (5) the domicile of a railway servant shall be determined in accordance with the provisions of Fundamental Rules 75A, 75B and 75C: Provided that a railway servant shall for the purpose of these rules be deemed to be of non-Asiatic domicile only if he had at the time of his appointment under Government his domicile elsewhere than in Asia and had not, prior to such appointment, claimed and been deemed to be a native of India for the purpose of his appointment to any office under the Government or of the conferment upon him by the Government of any scholarship, emoluments or other privileges;
- (6) "average pay" shall be taken to mean the pay drawn or that would be drawn by a railway servant in the permanent post held substantively by him on the date preceding that on which he proceeds on leave;

NOTE.—In the case of running staff, average pay shall include the average overtime and mileage earned during the 12 months immediately preceding the date on which a railway servant proceeds on leave, subject to a maximum of 75 per cent. of average pay as defined.

[App. (O.)]

(7) "Inferior service" means any kind of service on a scale of pay the maximum of which does not exceed Rs. 30 per mensem and any other kind of service which may be specially classed as such by the Agent of a railway.

5. The maximum period of leave that may be granted on any one occasion to a railway servant, other than one in inferior service, must not exceed either of the following limits :—

- (i) For gazetted railway servants of non-Asiatic domicile, one-sixth ; for gazetted railway servants of Asiatic domicile, one-seventh ; for non-gazetted railway servants of non-Asiatic domicile, one-ninth ; and for non-gazetted railway servants of Asiatic domicile, one-tenth, of the service to date ; *plus* in every case the leave, if any, added under rule 2 (d) ; *minus* in every case leave already taken under this rule and under rules 6 and 8.
- (ii) For all gazetted railway servants and for non-gazetted railway servants of non-Asiatic domicile, one year ; and for non-gazetted railway servants of Asiatic domicile, six months, extensible in either case to two years on medical certificate.

NOTE.—The limits prescribed in this rule do not apply to leave granted under rules 10, 12 and 19.

6. The maximum period of leave on average pay that may be granted on any one occasion to a railway servant other than one in inferior service must not exceed either of the following limits :—

- (1) For all railway servants of non-Asiatic domicile, one-tenth, and for all railway servants of Asiatic domicile, one-fifteenth, of the service to date, provided that in the case of a gazetted railway servant of Asiatic domicile who either takes leave on medical certificate or spends his leave elsewhere than in India or Ceylon, the former limit, *viz.*: one-tenth, shall apply ; *plus* in every case the leave, if any, added under rule 2 (d) ; *minus* in every case leave on average pay already taken under this rule.
- (2) For all railway servants of non-Asiatic domicile, six months ; for gazetted railway servants of Asiatic domicile, four months ; and for non-gazetted railway servants of Asiatic domicile, two months which may be extended to four months if the leave is on medical certificate or is granted after 20 years' total service.

NOTE.—The limits prescribed in this rule do not apply to leave granted under rule 19.

7. A railway servant to whom rules 5 and 6 apply shall draw leave-salary equal to average pay during the leave admissible under rule 6 and to half average pay during the balance of the leave taken under rule 5.

8. A railway servant other than one in inferior service may be granted leave not due on half average pay for not more than six months in all provided the grant of such leave does not involve an excess over the limits prescribed in clause (ii) of rule 5. Such leave shall be treated as leave taken in advance of its being earned and shall be taken into account in calculating leave under clause (i) of rule 5.

9. Leave may be granted to railway servants in inferior service, within the following limits :—

| <i>Length of total service.</i> | <i>Leave admissible.</i> |
|--|--|
| Less than 3 years | <i>Nil.</i> |
| 3 years and over but less than 10 years | 10 days' leave on average pay in any one calendar year. |
| 10 years and over but less than 20 years | 15 days' leave on average pay in any one calendar year. |
| 20 years and over | (1) 20 days' leave on average pay in any one calendar year. |
| | (2) Leave on medical certificate on half average pay, not exceeding 30 days in one calendar year and 120 days in all |

App. (O.)]

10. The provisions of Fundamental Rules 83, 83A and 83B regarding the grant of disability leave apply to railway servants except that—

(1) when such leave is combined with other leave on leave-salary under the provisions of Fundamental Rule 83 (4), the combined leave shall not exceed 28 months in all, and

(2) leave-salary in respect of disability leave shall be half average pay.

11. The provisions of Fundamental Rule 84 regarding the grant of study leave apply to railway servants other than those in inferior service.

12. The provisions of Fundamental Rule 85 (a) and (b) regarding the grant of extraordinary leave apply to railway servants.

13. The provisions of Fundamental Rule 86 regarding the grant of leave extending beyond the date of compulsory retirement apply to railway servants.

14. Except during the first two months of any period of leave on average pay, leave salary is subject to the monthly maxima shown in the following table:—

| | Average. | | Half Average. | |
|--|---------------|----------|---------------|----------|
| | Outside Asia. | In Asia. | Outside Asia. | In Asia. |
| | £ | Rs. | £ | Rs. |
| Railway servants of non-Asiatic domicile | 200 | 2,000 | 100 | 1,000 |
| Railway servants of Asiatic domicile .. | 150 | 1,500 | 75 | 750 |

15. Subject to the condition that it shall not exceed average pay, leave-salary during leave on half average pay taken or extended out of India is subject to the monthly minima shown in the following table:—

| | Outside Asia. | In Asia. |
|--|---------------|----------|
| | £ | Rs. |
| Railway servants of non-Asiatic domicile | 33 | 333 |
| Railway servants of Asiatic domicile | 25 | 250 |

16. The rupee and sterling maxima and minima in rules 14 and 15 shall be applied to leave salaries paid respectively in rupees and in sterling.

17. The provisions of Fundamental Rule 91 shall apply to railway servants.

18. The provisions of Fundamental Rule 93 apply to railway servants except that the maximum period of leave on average pay during which a compensatory allowance may be drawn shall be two, instead of four, months.

[App. (O.)

19. Hospital leave may be granted to non-pensionable railway servants other than gazetted officers, while under medical treatment for injuries sustained on duty, on leave-salary equal either to average or half average pay as the authority granting it may consider necessary. The leave may be granted by the Railway Board to such extent as may be considered necessary and the Board may delegate to the Agents of State Railways such powers in this behalf as it may think fit.

ANNEXURE II.

LEAVE RULES MADE UNDER FUNDAMENTAL RULES 101 AND 103 TO REGULATE THE LEAVE OF GOVERNMENT SERVANTS IN THE RAILWAY DEPARTMENT (a) IN TEMPORARY AND OFFICIATING SERVICE OR (b) IN SERVICE REMUNERATED BY THE PAYMENT OF DAILY WAGES.

1. For the purpose of these rules :—

(i) "Pay" or "full pay" means the pay or wages which the Government servant concerned would have drawn had he remained on duty, but it does not include any increase which might have accrued to him during the currency of the leave.

(ii) "Total Service" shall be held to mean as defined in rule 4 (2) of Annexure I.

2. The leave of a temporary engineer of the Railway Department or any other gazetted officer of that department without a lien on a permanent post, while officiating in a post or holding a temporary post, shall be regulated by the terms of his contract.

3. Except where otherwise provided in his contract, leave may be granted to any other Government servant without a lien on a permanent post, while officiating in a post or holding a temporary post on a monthly rate of pay, as shown below :—

(i) extraordinary leave without leave-salary for not more than 3 months at any one time,

(ii) provided he has completed 3 years' service, 10 days' leave on full pay in any one calendar year.

4. Leave may be granted to daily rated staff as shown below :—

(i) Leave on full pay—within the following limits :—

| <i>Length of total service.</i> | <i>Amount of leave.</i> |
|--|-----------------------------------|
| Less than 3 years | Nil. |
| 3 years and over but less than 10 years | 10 days in any one calendar year. |
| 10 years and over but less than 20 years | 15 days in any one calendar year. |
| 20 years and over | 20 days in any one calendar year. |

(ii) Leave on medical certificate on half pay :—

(1) in the case of daily rated running staff, up to 30 days in any one calendar year.

(2) in the case of any other daily rated staff provided they have completed 20 years' total service, up to 30 days in one calendar year and not more than 120 days in all.

(iii) Extraordinary leave without leave salary.

5. Hospital leave may be granted to railway servants of the classes mentioned in rules 2 and 3, excluding gazetted officers, while under medical treatment for injuries sustained on duty, on leave salary equal to full pay or half pay as the authority granting it may consider necessary. The leave may be granted by the Railway Board to such extent as may be considered necessary and the Board may delegate to the Agents of State Railways such power in this behalf as it may think fit.

6. The grant of leave under these rules is subject to the exigencies of the service and cannot be claimed as of right. It may be withheld in cases of irregular attendance.

7. With the exception of Fundamental Rule 73, the rules in Section II of Chapter X of the Fundamental Rules apply to the railway servants subject to these rules.

APPENDIX P.

Statement of strikes on railways since November 1919, in chronological order.

| Railways. | Date of commencement. | Date of termination. | Staff affected. | Causes. | How the strikes ended. | Particulars of attempts interfere with train traffic. |
|---|-----------------------|----------------------|--|--------------------------------|--|---|
| East Indian Railway .. | 1st December 1919. | 16th January 1920. | Jamalpur workshop staff, 10,000 employ-ees. | Introduction of daily rates. | Daily rates were with-drawn. | Some boulders were placed on the line on the night of 4th January 1920 near Jamalpur and a passenger engine sustained slight dam-age. |
| Do. .. | 1920 .. | 1920 .. | Colliery staff .. | Demand for increased rates. .. | The demand was con-ceded. .. | None. |
| Madras and Southern Mahratta Railway. | 26th February 1920. | 6th April 1920 | Workshop staff, Hubli | .. | .. | Do. |
| Burma Railways .. | 24th April 1920 | 11th May 1920 | Insein workshops, Burma. | .. | .. | Do. |
| North Western Railway .. | 22nd April 1920 | 10th June 1920 | Carriage and Wagon Shops, Moghalpura, but spread to other departments. | Economic | Strikers returned on promise of reinstatement on previous rates of pay, no victimization and no loss. Revision of wages which was already under con-templation was sanc-tioned in August and September 1920. | No. |
| Bombay, Baroda and Central India Railway. | 20th May 1920 | 21st May 1920 | Mulsar and Bandra, Parel, shops and running sheds. | .. | .. | Do. |
| Great Indian Peninsular Rail-way. | 25th May 1920 | 31st May 1920 | Workshop staff, at Bandra, Parel and Matunga. | Delay in revision of scales. | Returned on promise of early payments. | Strikers did some damage to interlocking arrange-ments and cabins; and stoned passenger trains. |

| | | | | | | |
|--|----------------------------|-----------------------------|--|--|---|-------|
| South Indian Railway .. | 4th June 1920 | 14th June 1920 | Workshop staff at Nalgapatam. | .. | .. | None. |
| Madras and Southern Mah-ratta Railway. | 22nd June 1920 | 2nd July 1920 | Permanent-way gang-men. | .. | .. | Do. |
| Bengal and North-Western Railway. | 28th June 1920 | 3rd August 1920 | Bengal & North-West-ern Railway Loco-motive Shops. | Influenced by outside agencies to make extravagant demands. | Men returned uncondi-tionally. | Do. |
| Rohilkund and Kumaon Railway. | 20th July 1920 | 16th August 1920 | Workshop employees | Economic conditions and non-co-ope-ration. The demands were— (1) General increase of 50 %. (2) Annual leave with pay to daily-paid staff. (3) Reconsideration of subject of gratuity to Workmen who had forfeited same on ac-count of previous strikes. (4) Extension of free passes over foreign Railways. | Certain small demands were granted, viz., (1) increase in wages averaging 9 %; (2) grant of free passes over B. and N. W. Railway under same conditions as Home line. | |
| Bergal-Nagpur Railway .. | 8th October 1920 forenoon. | 8th October 1920 afternoon. | Traffic staff, Kharagpur | .. | .. | Do. |
| Great Indian Peninsula Rail-way. | 15th Octob-r 1920. | 7th November 1920. | Locomotive and Carri-age and Wagon Shops, Jhansi. | Differences in over-times and Sunday and holiday allow-ances between loco-motive and carriage and wagon shops. | Differences were re-moved and a general increase of 23 % was given. | Do. |

APPENDIX P—contd.

| Railway. | Date of commencement. | Date of termination. | Staff affected. | Causes. | How the strike ended. | Particulars of attempts to interfere with train traffic. |
|---|-----------------------|----------------------|---|--|---|--|
| North Western Railway .. | January 1921 | .. | Printing press .. | Introduction of piece-work which the staff feared would reduce their earnings. | The men subsequently resigned, though later 36 of them were re-engaged. | None. |
| East Indian Railway .. | 2nd February 1921. | 1st April 1921 | Carriage and Wagon Shops, Lillooh (7,000 employees). | Demand for increased wages and paid holidays. Strike resulted from political agitation at the time and was brought about by outsiders. | Thirteen paid holidays were granted. | On 28th February 1920 loose rails were placed on the permanent-way but no accident to trains occurred. |
| Bombay, Baroda and Central India Railway. | 10th February 1921. | 24th February 1921. | Locomotive and Carriage and Wagon Shops, Parel, Bombay, spread to shed by intimidation. | Delay in shop payments by two days (Saturday and Sunday) and demands for increased rates of pay. | Men returned unconditionally. | Strikers threw stones and attempted to interfere with traffic. |
| Burma Railway .. | 25th February 1921. | 14th June 1921 | Traffic staff and workshop staff, Insein, Burma. | Demand for 75 % increase in pay and admission to provident fund benefits. | Men returned unconditionally. Workshop staff was, however, admitted to provident fund benefits on certain conditions. | None. |
| Eastern Bengal Railway .. | 3rd March 1921 | 6th June 1921 | Locomotive, Carriage and Wagon and Electrical Shops, Kanchrapara (5,800 men) and metro gauge shops, Saidpur (2,500 men) | Discharge of an apprentice. | Men returned unconditionally. | Do. |

| | | | | | | |
|---|------------------------|---------------------|------------------------------------|--|--|---|
| North Western Railway .. | 6th April 1921 | .. | Locomotive Shops, Karachi. | Due to general hartal to inaugurate the non-co-operation movement. | Do. .. | Do |
| Ditto .. | 1st to 4th April 1921. | .. | Locomotive Shops, Sukkur. | Discharge of 11 workmen on grounds of physical unfitness. | Men returned unconditionally. | |
| Ditto .. | 25th June 1921 | 1st July 1921 | Ditto .. | Discharge of three men | Ditto .. | Do. |
| Bengal and North Western Railway. | 21st July 1921 | 22nd July 1921 | Locomotive Shops, Gorakhpur. | .. | .. | Do. |
| Great Indian Peninsular Railway. | 10th August 1921. | 11th August 1921. | Carriage and Wagon Shops, Matunga. | Curtaiment in width of entrance to time office. | The entrance was widened by six inches. | Do. |
| Ditto .. | 17th August 1921. | 6th September 1921. | Locomotive Shops, Parel, Bombay. | Ditto .. | Men returned unconditionally. Loss to men in wages Rs. 3 lakhs. Damage to railway property Rs. 25 to 40 thousand. | Do. |
| Bombay, Baroda and Central India Railway. | 5th December 1921. | 9th December 1921. | Running Shed, Parel, Bombay. | .. | .. | Do. |
| East Indian Railway .. | 15th October 1921. | 26th October 1921. | Karhar-Barri Colliery | .. | .. | Do. |
| Ditto .. | 19th December 1921. | 6th January 1922. | Locomotive running staff, Jhajha. | .. | .. | One fireman was pulled out of a passenger engine and assaulted by strikers. |
| Rohilkund and Kumaon Railway. | 31st January 1922. | 20th February 1922. | Workshop employees | Economic conditions and non-co-operation. The demands were:— (1) O. & R. Railway Rules regarding pay and leave to be applied. (2) 50 % increase in wages. (3) Annual leave of 20 days. | The following demands were conceded— (1) Average increase in wages of 10 % ; (2) Leave for 15 days to workmen having not less than one year's service. | .. |

APPENDIX P—contd.

| Railways. | Date of commencement. | Date of termination. | Staff affected. | Causes. | How the strikes ended. | Particulars of attempts to interfere with train traffic. |
|------------------------|-----------------------|-----------------------|---|---------|------------------------|---|
| East Indian Railway .. | 2nd February 1922. | Middle of April 1922. | Indian locomotive staff Tundla, but spread to other departments and stations. | .. | .. | <ol style="list-style-type: none"> 1. A crowd of five or six hundred men stoned two light engines on 31st March 1922 near Asansol, one fireman being injured. 2. On 1st April 1922 strikers stoned Asansol Station. 3. On the 4th April 1922, Up Punjab Mail was wrecked by removal of rails at Mudoanta Block Hut. Six persons were killed and a number injured. 4. The Indian crew of a goods train were forcibly removed near the west outer signal, Asansol, on 5th April 1922. 5. On 7th April 1922, when a goods train was about to start from Asansol, a lever frame was found on the track about 500 yards in front of the engine. 6. On the 8th April 1922 a goods train was stopped between signals near the Troop Siding, Asansol, owing to the rails being greased. |

| | | | | | | |
|--|---------------------|--------------------------|--------------------------------------|---|--|---|
| Di to .. | 1922 .. | Lasted for 10 days only. | Colliery staff .. | Steps taken by the Colliery Superintendent to prevent dishonest persons from being paid for a fictitious output of coal from the mines. | Men returned unconditionally. | 7. On the 9th April 1922 a goods train was stopped between ansol and Borachuk owing to rails being greased. Four wagons containing stores were broken open and some of their contents stolen. |
| Rohilkund and Kumaon Railway. | 1st January 1922. | 20th February 1922. | Workshop staff .. | .. | .. | Do. |
| Madras and Southern Mah-ratta Railway. | 2nd August 1922. | 21st August 1922. | Engineering workshop staff, Arkouna. | .. | .. | Do. |
| Bengal-Nagpur Railway .. | 19th June 1923 | 20th June 1923 | Menial yard staff, Kharagpur. | .. | .. | Do |
| Great Indian Peninsula Railway. | 12th December 1923. | 1st January 1924. | Carrriage and Wagon Shops, Matunga. | Protest against un-popular medical examination. | Regulations were modified. | Do. |
| Bengal and North-Western Railway. | 19th December 1923. | 16th June 1924 | Workshop staff. Gorakhpur. | No definite cause. Brought about by outside influences, chiefly workmen's association. | Certain demands were made during the course of the strike and some of these, e.g., week-end passes for visits to home, no loss of provident fund, etc., were accepted. | Do. |
| East Indian Railway .. | 22nd May 1924 | 23rd May 1924 | Workshop staff, Lilloosh. | .. | .. | Do. |

APPENDIX P.—contd.

| Railways. | Date of commencement. | Date of termination. | Staff affected. | Causes. | How the strikes ended. | Particulars of attempts to interfere with train traffic. |
|---|-----------------------|-----------------------|---|--|--|--|
| South Indian Railway .. | 29th May 1924 | 16th June 1924 | (a) Firemen at Madras, (b) Podanur work-shops. | (a) Demand for cancel- lation of certain fines, provision for additional running- rooms, etc. (b) In connection with the formation of a union the workshop staff invited Dr. V. Naidu (a professional Politician) to address them. As he was prohibited from so doing by the magis- trate, the men struck. They had no real grievances against the railway. | (a) The strike had commenced without previous intimation and the demands spe- cified were made sub- sequently. Most of these were granted. (b) Men were re-engag- ed <i>en masse</i> , the period being treated as <i>dies non</i> . | None. |
| Bombay, Baroda and Central Indian Railway. | 19th January 1925. | 22nd January 1925. | Ashpit cleaners .. | .. | .. | Do. |
| North Western Railway .. | 18th March 1925 | 20th March 1925 | Carriage and Wagon Shops, Moghalpura. | .. | .. | Do. |
| Ditto, .. | 26th March 1925 | 27th July 1925 | Workshops staff, but spread to other departments. | Discharge of a fitter in Rawalpindi shops and internal disruption in the North Western Railway Union. While this union was against the strike, outside agitators fomented trouble and a split ensued among the union officials. | Men returned uncon- ditionally. | Do. |

| | | | | | | |
|---|---|--|---|---|---|-----|
| Bombay, Baroda and Central India Railway. | 19th March 1925 | April 1925 .. | Baroda locomotive shed. | .. | .. | Do. |
| Bengal and North Western Railway. | 25th May 1925 | 13th June 1925 | 3,200 (Locomotive and Engineering). | Alleged ill-treatment of engineering employees by assistant engineer. | Men returned unconditionally. | Do. |
| Bengal-Nagpur Railway .. | 1st October 1926 | 2nd October 1926. | Wagon Shops, Kharagpur. | .. | .. | Do. |
| South Indian Railway .. | 22nd September 1926. | 23rd September 1926. | Carriage cleaners and sweepers. | Promotion out of turn of a junior cleaner. | Men were promised that their claims would not be overlooked in future. | Do. |
| Bengal-Nagpur Railway .. | 11th February 1927. | 9th March 1927 | Workshops, Kharagpur | Demand for increased wages and other grievances. | Men returned unconditionally. Resulting in a loss to employees of wages aggregating Rs. 3.70 lakhs. | Do. |
| Great Indian Peninsula Railway. | April 1927 .. | (Six days) .. | Permanent-way gangmen, Ajni and Nagpur. | Summer time being revised from 7 to 6 A.M. | Matter was explained to the workmen and they agreed to the revised time. | Do. |
| Bengal-Nagpur Railway .. | 7th September 1927. Lockout from 12th October 1927 | 9th December 1927. 8th December 1927. | Workshops, Kharagpur | Reduction of workshop staff following reorganization of workshops on Indian railways. | Pay for entire period was granted, resulting in a loss to the railway of Rs. 4.70 lakhs, and a committee was appointed to recommend the terms which should be allowed to men who had to be discharged on account of reorganization. Generous terms were eventually offered. | Do. |

APPENDIX P.—concl.

| Railways. | Date of commencement. | Date of termination. | Staff affected. | Causes. | How the strikes ended. | Particulars of attempts to interfere with train traffic. |
|-------------------------|-----------------------|----------------------|--|---|---|--|
| East Indian Railway .. | 7th March 1928 | 10th July 1928 | Workshop staff, Lillooah, but spread to Ondal, Howrah and Asansol. | Grievances regarding pay, etc. | Wages increased in some cases. Question of quarters is under consideration. | <ol style="list-style-type: none"> 1. Shooting took place at Bamangachi when strikers attempted to draw men from the locomotive yard. 2. On 9th May 1928, a passenger train was derailed at Dhanbad, due to tampering with rails. 3. On 8th July 1928, a passenger train was derailed between Belur and Dankuni stations due to tampering of permanent-way by strikers. Engine and coaches telescoped. 18 killed, 8 injured, and 24 slightly injured. |
| South Indian Railway .. | 19th July 1928 | 30th July 1928 | Workshop staff at Golden Rock, Podanur and Negapatam, but spread to other departments. | Reduction of workshop staff following reorganization of workshops on Indian railways. | As a result of serious rioting the strike leaders were arrested. Men returned unconditionally and a proportion of them resigned voluntarily on double gratuity. | <ol style="list-style-type: none"> 1. On 21st July 1928, the Ceylon Boat Mail was derailed between Kattupakkam and Singaperumal Koil; 1 killed and 11 injured. 2. On 23rd July 1928 a passenger train was derailed between Kodakanal Road and Ambaturai stations. |

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APPENDIX Q.

Types of Service Agreements—

Q (i) and Q (ii) East Indian Railway.

Q (iii) and Q (iv) Bombay, Baroda and Central India Railway.

Q (v) South Indian Railway.

Q (vi) Bengal and North Western Railway.

APPENDIX Q(i).

East Indian Railway.

SERVICE AGREEMENT.

Indians Drawing Rs. 15 and Upwards (except menials).

AGREEMENT of hiring and service made the _____ day of _____ 192
between _____

son of _____
resident of _____ District _____ in the province of _____ (hereinafter called the Railway servant) of the one part, and the Secretary of State for India in Council acting by and through the _____ of the East Indian Railway (hereinafter called the Railway Administration) of the other part.

This Agreement witnesseth as follows :—

1. The said Railway servant shall serve the Railway Administration as or in any other capacity to which he may from time to time be appointed whether on promotion, reduction, or otherwise, in any place situate on the East Indian Railway within or beyond the limits of British India, in accordance with each and all of the terms and conditions hereinafter specified.
2. The said Railway servant shall serve subject to the following conditions of service namely, that such service is permanent and non-pensionable and terminable at any time by the Railway Administration on one month's notice, or without notice on payment of one month's pay, and by the Railway servant on giving one month's notice only ; that under no circumstances shall he be entitled to gratuity or pension, though he will be eligible for a gratuity for good, efficient, faithful and continuous service at the discretion of the Railway Board ; the authority which appoints him has full power and authority at any time, for any reason that may to him appear sufficient, to suspend or dismiss the said railway servant, or otherwise punish him according to the rules of service in which he is for the time being employed.
3. The said Railway servant shall at all times obey and abide by all instructions and regulations for the time being in force and contained in the Government Servants Conduct Rules, the State Railway Open Line Codes, the General Rules for Indian Railways, the Subsidiary Working Rules in force for the time being on the East Indian Railway, as well as all regulations for the time being in force in the Railway Department that affect his duties as a railway servant serving under the Railway Administration, and also all or any further instructions that may from time to time be issued by the Government of India, the Railway Board, the Agent of the East Indian Railway, or any other person at any time having authority over him.
4. The said Railway servant shall join the East Indian Railway Provident Institution and shall contribute to the same according to the rules from time to time in force.
5. The said Railway servant shall, if required, become a member of the Railway Institute, if any such institute exists at the place where he is posted on appointment or on transfer and shall continue therein so long as he is stationed there, unless specially excused by the Agent of the Railway Administration, according to the rules and regulations applicable thereto.
6. The said Railway servant, so long as he shall continue in the service of the Railway Administration, undertakes to have himself vaccinated against small-pox whenever called upon to do so by a competent authority.
7. The said Railway servant will not, without the permission in writing, to be first obtained of the Agent of the East Indian Railway, carry on or be interested in any money-lending business or in any other business or trade of any kind whatsoever, either directly or indirectly, and that if he does so he will render himself liable to dismissal from service and forfeiture of all claims to bonus in the Railway Provident Institution Fund on his such dismissal.
8. The said Railway servant shall, from time, to time and at all times, faithfully, diligently and honestly discharge each and all of the duties of the office for the time being held by him under the Railway Administration, and implicitly obey all lawful orders of his superior officer which may be communicated to him.

APPENDIX Q(i)—concl.

9. The Railway Administration may from time to time recover from the Railway servant, by deductions from his salary or other sums at any time due to him, or otherwise, the value of any loss at any time suffered or sustained by the Railway Administration by reason of the neglect, default or misconduct of the said Railway servant.

10.* The said Railway servant hereby acknowledges that he has received a copy of the Government Servants Conduct Rules, the General Rules for Indian Railways, and the Subsidiary Working Rules in force on the East Indian Railway referred to in paragraph 3 as at present in force.

10A.† The said Railway servant hereby acknowledges to have received copy of the Government Servants Conduct Rules and a copy of paragraphs 242, 242 (a) and 243 of General Rules for Indian State Railways.

11. The said Railway servant shall continue to be subject to this agreement in whatever capacity he may hereafter be employed on the said East Indian Railway.

As witness our hands the day and year above written.

Signature of employee.

| | | |
|-------------------|--------------|---|
| ..... | } Witnesses. | (Designation.) |
| Designation | | (Station.) |
| Station ..... |  | ..... |
| ..... |  | <i>Head of Department or District Officer, East Indian Railway, for and on behalf of the Secretary of State for India in Council.</i> |
| Designation | | (Designation.) |
| Station | | (Station.) |

Note.—The instrument should be dated otherwise if not executed by both parties on the same day viz., as follows :—

“ As witness our hands on the dates hereinafter mentioned respectively.”

Date

Date

In such case, the instrument should bear the date of first execution by either party.

*For all staff other than clerical staff.

†For all clerical staff.

APPENDIX Q(ii).

East Indian Railway.

SERVICE AGREEMENT.

Europeans and Anglo-Indians.

AGREEMENT of hiring and service made the
 day of _____ 192 , between
 (hereinafter called the RAILWAY SERVANT) of the one part, and (the Secretary of State
 of India in Council acting by and through the _____ of the East Indian Rail-
 way (hereinafter called the RAILWAY ADMINISTRATION) of the other part.

This AGREEMENT witnesseth as follows :—

1. The said RAILWAY SERVANT shall serve the RAILWAY ADMINISTRATION
 as _____ or in any other capacity to which he may from time to
 time be appointed whether on promotion, reduction, or otherwise, in any place situate on
 the East Indian Railway within or beyond the limits of British India, in accordance with
 each and all of the terms and conditions hereinafter specified.

2. The said RAILWAY SERVANT shall serve subject to the following conditions of
 service, namely, that such service is permanent and non-pensionable and terminable at any
 time by the RAILWAY ADMINISTRATION on one month's notice, or without notice
 on payment of one month's pay and by the RAILWAY SERVANT on giving one month's
 notice only ; that under no circumstances shall he be entitled to gratuity or pension, though
 he will be eligible for a gratuity for good, efficient, faithful and continuous service at the
 discretion of the Railway Board ; that the authority which appoints him has full power
 and authority at any time, for any reason that may to him appear sufficient, to suspend or
 dismiss the said RAILWAY SERVANT, or otherwise punish him according to the rules of
 service in which he is for the time being employed.

3. The said RAILWAY SERVANT shall at all times obey and abide by all instruc-
 tions and regulations for the time being in force and contained in the Government Servants
 Conduct Rules, the State Railway Open Line Codes, the General Rules for Indian Railways,
 the Subsidiary Working Rules in force for the time being on the East Indian Railway, as
 well as all regulations for the time being in force in the Railway Department that affect
 his duties as a railway servant serving under the Railway Administration, and also all
 or and further instructions that may from time to time be issued by the Government of
 India, the Railway Board, the Agent of the East Indian Railway, or any other person at
 any time having authority over him.

4. The said RAILWAY SERVANT shall join the East Indian Railway Provident
 Institution and shall contribute to the same according to the rules from time to time in
 force.

5. The said RAILWAY SERVANT shall, if required, become a member of the Rail-
 way Institute, if any such institute exists at the place where he is posted on appointment
 or on transfer and shall continue therein so long as he is stationed there, unless specially
 excused by the Agent of the RAILWAY ADMINISTRATION, according to the rules and
 regulations applicable thereto.

6. The said RAILWAY SERVANT shall also take such steps as may be necessary
 to become a member of the Railway Battalion or such other branch of the Auxiliary Mili-
 tary Force of India as shall be approved by the Agent, and shall during the whole time of
 his employment as a railway servant, unless specially excused by the Agent, continue to be
 a member of the said Battalion or other branch of the Auxiliary Military Force of India
 and shall undergo such courses of Military training as may be required to keep himself
 an efficient member of the Force.

7. The said RAILWAY SERVANT, so long as he shall continue in the service of the
 RAILWAY ADMINISTRATION, undertakes to have himself vaccinated against small-
 pox whenever called upon to do so by a competent authority.

APPENDIX Q(ii)—contd.

8. The said RAILWAY SERVANT will not, without the permission in writing, to be first obtained of the Agent of the East Indian Railway, carry on or be interested in any money lending business or in any other business or trade of any kind whatsoever, either directly or indirectly, and that if he does so he will render himself liable to dismissal from service and forfeiture of all claims to bonus in the Railway Provident Institution Fund on his such dismissal.

9. The said RAILWAY SERVANT shall, from time to time and at all times, faithfully, diligently and honestly discharge each and all of the duties of the office for the time being held by him under the RAILWAY ADMINISTRATION, and implicitly obey all lawful orders of his superior officer which may be communicated to him.

10. The RAILWAY ADMINISTRATION may from time to time recover from the RAILWAY SERVANT, by deductions from him salary or other sums at any time due to him, or otherwise, the value of any loss at any time suffered or sustained by the RAILWAY ADMINISTRATION by reason of the neglect, default or misconduct of the said RAILWAY SERVANT.

11.* The RAILWAY SERVANT hereby acknowledges that he has received a copy of the Government Servants Conduct Rules, the General Rules for Indian Railways, and the Subsidiary Working Rules in force on the East Indian Railway referred to in paragraph 3 as at present in force.

11A.† The said RAILWAY SERVANT hereby acknowledges to have received a copy of the Government Servants Conduct Rules and a copy of paragraphs 242, 242(a) and 243 of General Rules for Indian State Railways.

12. The said RAILWAY SERVANT shall continue to be subject to this AGREEMENT in whatever capacity he may hereafter be employed on the said East Indian Railway.

AS WITNESS our hands the day and year above written.

Signature of employee.

| | | |
|-------------------|------------|---|
| | | |
| Designation | Witnesses. | (Designation.) |
| Station | |(Station.) |
| | | |
| Designation | | Head of Department or District Officer, East Indian Railway, for and on behalf of the Secretary of State for India in Council. |
| Station | |(Designation.) |
| | |(Station.) |

Note.—The instrument should be dated otherwise if not executed by both parties on the same day, viz., as follows:—

“As witness our hands on the dates hereinafter mentioned respectively.”

Date

Date

In such case, the instrument should bear the date of first execution by either party.

*For all staff other than clerical staff.

†For all clerical staff.

APPENDIX Q(ii)—concl'd.

Enclosure to service agreements to be given to the employee on signing either of the agreements in accordance with clauses 10A or 11A.

Paras. 242, 242(a) and 243 of General Rules for Indian State Railways with Subsidiary rules of the East Indian Railway.

242. Every Railway servant shall, before leaving the service, give the Railway Administration the notice specified in his agreement (if any) or, if no notice is so specified then one month's notice before leaving service. Notice in writing.

242(a). Under this rule a Railway servant is bound to give a month's notice of his intention to leave the service failing which he renders himself liable [under Rule 359(1) of General Rules for Indian State Railways] to a fine which may extend to Rs. 50 in addition to the forfeiture of a month's pay. An employee who when required to serve out his month's notice prescribed in this rule leaves the service without doing so, can also be treated as absconded, thereby constituting a dismissal for misconduct to be dealt with under para. 29, Appendix I, State Railway Open Line Code, Volume II, by the forfeiture of the whole or any part of his bonus in the Provident Institution at the discretion of the Agent.

243. When a Railway servant leaves the service he must deliver up to the Railway Administration, or to a person appointed by the Administration, in this behalf, any property in his custody which belongs to the Railway Administration.

APPENDIX Q(iii).

Bombay, Baroda and Central India Railway.

TRAFFIC DEPARTMENT.

Service Bond.

I, having been engaged in the Traffic Department of the Bombay, Baroda and Central India Railway Company on a salary of Re..... per mensem do hereby declare that I have received a copy of the "General Rules for Indian Railways" and I hereby bind myself to abide by the following conditions on which I am engaged to serve the aforesaid Railway Company.

1st.—That my appointment is temporary and subject to confirmation by the Traffic Superintendent and may be cancelled at any time if not approved.

2nd.—That I am liable to be summarily dismissed for misconduct, and that in the event of my services being dispensed with for other reasons, I am liable to one month's notice of discharge, or my service may be terminated without notice on payment of one month's salary.

3rd.—That on resigning my appointment I must give one month's clear notice in writing of my intention or in default thereof forfeit a full month's pay.

4th.—That I have no right or claim to any pension or gratuity whatever.

5th.—That my salary is not incremental and that my advancement is entirely at the discretion of the Traffic Superintendent.

6th.—That my salary is liable to be stopped for breach of discipline or for infringement of any of the rules as laid down in any of the orders printed or manuscript in force on the aforesaid Railway Company and that all fines or debits imposed by my superior officers may be deducted from my salary or from any money standing at my credit in the hands of the aforesaid Railway Company.

7th.—That I am liable to dismissal for indebtedness.

8th.—That while I remain in the service of the said Railway Company, I am not at liberty to seek employment elsewhere without permission, to have any share in the management of, or to hold any paid office in connection with any commercial or industrial enterprise or to accept outside work.

9th.—That I am prohibited from communicating to the Press or to anyone unconnected with the Railway any document, photographs, or information of which I may become possessed in my official capacity.

10th.—Applicable to passed Signallers.

That I am subject to the provisions of the Telegraph Act and especially in regard to clauses relating to secrecy.

11th.—(Applicable to European and Anglo-Indian employees.

That I hereby agree to be a member of the Auxiliary Force, India, as directed by the Company.)

Station.....

Signature of Employee.

Dated..... 19 .

.....Witness,

.....Witness.

I, hereby declare that the date of my birth is*..... as per.....

Signature of Employee.

Certified that I have verified the age given herein by means of..... and that I am satisfied it is correct.

Dated..... 19 .

District Traffic Superintendent,

District.

*In words.

Horoscope, Certificate of Birth, Official or other document.

APPENDIX Q(iv).

Bombay, Baroda and Central India Railway.

ENGINEERING DEPARTMENT, BROAD GAUGE.

Terms of Employment of Maintenance Staff (Skilled and unskilled Labourers).

(Name).....is hereby informed that he has been appointed as aunder the.....on a daily rate of Rs. per diem on the following terms of appointment :—

(1) That his appointment is purely temporary until he is returned at a monthly rate of pay after one year's service from the date of his appointment.

(2) That his appointment is on a daily rate of pay and his wages are payable to him monthly.

(3) That his appointment is subject to 24 hours' notice of termination of service on either side while he is on the temporary list and on a daily rate of pay.

(4) That when he has done one year's continuous, satisfactory and faithful service, he will be returned at a monthly rate of pay (fixed according to the miles on which he will be employed) and if there is a vacancy then on the permanent cadre he will be confirmed, if not, he will be confirmed when a vacancy will occur.

(5) That when he is returned at a monthly rate of pay after one year's service :—

(a) the termination of his services will be subject to one clear month's notice (in writing) on either side, but the Railway Company reserves to itself the right to give him one month's pay in lieu of one month's notice without assigning any reason therefor;

and

(b) on resigning his post, if he fails to give one clear month's notice (in writing), to the Executive or the Signal Engineer, he shall forfeit a full month's pay..

Station Executive or Signal Engineer,
Date Division.

I hereby except the offer and agree to serve in the Railway Company on the above-mentioned terms— which are explained to me and which I fully understand. I am also acquainted with the "conditions" of service and the "concessions" mentioned on Form No. B and I hereby agree to abide by those conditions.

Witnesses to the thumb impression :

Name.....
Designation..... Thumb impression of

Address.....

Name.....

Designation.....

Address.....

APPENDIX Q(v).

South Indian Railway Co., Ltd.

(INCORPORATED IN ENGLAND.)

.....DEPARTMENT.

SERVICE AGREEMENT.

Dated.....19

of

(Name)

(Father's Name).....

with

The South Indian Railway Company, Limited.

I hereby agree to accept service with the South Indian Railway Company upon the following conditions and terms :—

(1) That I shall faithfully and diligently employ myself in the service of the Company as..... or in such other capacity, at such place or places as may be required by the Company's Agent in India for the time being, or other Officer appointed by such Agent in that behalf.

(2) That I shall not engage directly or indirectly in any service, business, calling or occupation of any kind other than that of the Company.

(3) That I engage to have no monetary transactions or other wise place myself under pecuniary obligations to any other servant of the Company subject to my authority or to others with whom I have business relations ; and that in the event of my finding myself at any time in a position to exercise official influence or authority over any person to whom I am under pecuniary obligations, I shall immediately report the matter to my official superior.

(4) That I recognize my responsibility to enquire for and obtain such books as appertain to my work.

(5) That I hereby bind myself to obey and abide all the instructions and regulations contained in the General Rules for Indian Railways, the Subsidiary Working Rules and all regulations in force that affect my duties and work, and by any further instructions that may from time to time be issued by any person duly placed, in authority over me.

(6) That my engagement shall be for a term of three months certain on probation subject to the right of the Company to dispense with my services by summary dismissal and without compensation, at any time during the said term of three months, if, in the opinion of the Company or its responsible Officers, I am held to be unsuitable for their work, and thereafter my engagement shall be from month to month terminable at one month's notice on either side.

(7) When Company's quarters are available, I understand that I must avail myself of them, paying for them the rent prescribed under the Company's Rent Rules in force for the time being.

(8) That all claim to such notice from the Company shall be forfeited in the event of misconduct on my part.

(9) That I admit my liability to fines or reductions for any breaches of Rules, misconduct, negligence, etc., on my part, to reimburse and make good to the Company all losses, costs and damages or expenses of whatsoever kind which the Company may sustain, pay or incur through any negligence, default, omission or any act of mine.

(10) That I clearly understand that the authority which appoints me has the power to dismiss me for any reason which may to him appear sufficient.

APPENDIX Q(v)—contd.

(11) That I understand that I am liable to dismissal in consequence of a resort to the Insolvency Court for indebtedness.

(12) That while I remain in the service of the said Railway Company I am not at liberty to seek employment elsewhere without permission.

Signature of Employee.....

Staff No.....

Signature of Witness.....

Address of Witness.....

Date of signing.....

This form must have a Stamp of the value of Twelve annas impressed on it and must be executed and sent in to the Audit Office before pay can be drawn.
For Descriptive Roll of employee *see* next page.

APPENDIX Q(v)—contd.

DESCRIPTIVE ROLL OF CANDIDATE. (Code DRC.)

| Questions. | Answers. |
|---|----------|
| 1. Candidate's name in full | 1 |
| 2. Nationality (Caste or Race) | 2 |
| 3. Father's name | 3 |
| 4. Father's nationality | 4 |
| 5. Father's profession | 5 |
| 6. Next of Kin | 6 |
| 7. Address of Next of Kin | 7 |
| 8. Married or single | 8 |
| 9. Age last birthday | 9 |
| 10. Date and place of birth | 10 |
| 11. Residence at time of application | 11 |
| 12. Full postal address | 12 |
| 13. Personal :—(a) Distinguishing marks | 13 (a) |
| (b) Height | (b) |
| (c) Chest measurement | (c) |
| (d) Complexion | (d) |
| (e) Colour of hair.. .. . | (e) |
| (f) Colour of eyes | (f) |
| 14. To what standard educated ? | 14 |
| 14. (a) Where were you educated ? | 14 (a) |
| 15. How employed at present and present salary ? | 15 |
| 16. How long in present employment ? If in railway service, have you permission to apply elsewhere ? | 16 |
| 17. Where last employed and how ?- | 17 |
| 18. Salary received ? | 18 |
| 19. Cause of leaving last employment ? | 19 |
| 20. Have you ever found fault with by your official superiors for being the worse for liquor ? A certificate to the effect that you are a man of steady habits must be produced | 20 |

APPENDIX Q(v)—concl'd.

| Questions. | Answers. |
|---|----------|
| 21. (a) If employed previously on S. I. Railway, state in what capacity and why you left | 21 |
| (b) State whether or not you have previously served as a monthly paid servant of the Comapany in any capacity whatever—if the information given is subsequently found to be untrue, you will be liable to summary dismissal | |
| 22. What certificates have you ? (<i>attach copies</i>) | 22 |
| 23. By whom are you introduced or recommended ? | 23 |
| 24. Do you know Morse Telegraphy ? | 24 |
| 25. Have you had any previous Railway experience | 25 |
| (a) in Offices | (a) |
| (b) at Stations | (b) |
| (c) on the line generally.. .. . | (c) |
| (state official designations occupied) | |
| (d) on what Railway did you receive your training ? | (d) |
| 26. What vernacular languages can you speak ? | 26 |
| 27. What vernacular languages can you read and write ? | 27 |

NOTE.—Candidates will be appointed conditionally on their producing a fit certificate from the Company's Medical Department.

Date.....

.....
Applicant's Signature.

APPENDIX Q(vi).

(Agreement to be signed by servants of the Bengal and North-Western Railway Company.)

I having this day been appointed a servant of the Bengal and North-Western Railway Company in the Department do hereby declare that I have read through a copy of the General Rules or of such section or sections as relate to my duties and I clearly understand that I am bound to make and keep myself acquainted therewith and to obey and carry out to the best of my ability the aforesaid rules and any other orders that may from time to time be issued by my superior officers and the Bengal and North Western Railway Company so long as I remain a servant of it and I furthermore specially bind myself to abide by the following terms on which I am engaged to personally serve the aforesaid Railway Company.

1. I clearly understand that my appointment may be temporary and subject to confirmation by a higher authority and that it may be cancelled at any moment of not approved; that I am liable to be summarily dismissed at any time for misconduct, and that in the event of my services being dispensed with for other reasons I am liable to one month's notice of dismissal, or my service may be terminated without notice on payment to me of one month's salary. I agree to being transferred to the Rohilkund and Kumaon Railway should this be decided upon at any time during my service.

2. Further I agree and bind myself before leaving the service to give one month's clear notice in writing of my intention so to do. I clearly understand that in default of giving this notice I render myself liable to the penalties laid down in Rule 359 (1) for breach Rule 242 of the General and Subsidiary Rules of the Railway Company.

3. I understand that I have no right or claim to any pension or gratuity whatever.

4. That my salary is not incremental and that any advancement is at the discretion of my superior officers.

5. That my salary is liable to be stopped for breach of rule or discipline, and that all fines imposed by my superior officers may be deducted from my salary or from any money standing at my credit in the hands of the aforesaid Railway Company. Furthermore I declare that I have read (have had read to me for illiterate staff) the Government of India, P. W. D. Circular No. XXIII Railway, dated 25th July 1883 printed below, and Chapters XIV and XXI of the General Rules, and I agree to the conditions therein laid down with reference to departmental finings, penalties and punishments.

"The practice of Departmental fining rests on a perfectly legal basis and needs no statutory authority. All that is necessary is that Railway authorities should bring clearly to the knowledge of every servant the conditions under which he serves, one of which is his liability to fine or deduction from salary of wages for breach of rule or discipline.

If any servant demurs to this condition he should not be engaged, or if already in service, should no longer be employed."

6. I understand that I am liable to dismissal in consequence of a resort to the Insolvency Court or indebtedness.

7. That while I remain in the service of the said Railway Company I am not at liberty to seek employment elsewhere without permission.

8. That I am liable to be discharged when the slack season sets in, or to be put on compulsory leave without pay.

9. I also agree to be responsible for all Company's property placed in my charge.

10. I further agree to deductions being made from my salary on account of House Rent, Provident Fund and Railway Institute subscriptions, for Sanitary and Medical purposes, and for all such general requirements as the Agent of this Railway Company may deem necessary.

M17RD

APPENDIX Q(vi)—concl'd.

11. I finally agree to serve in the Railway Auxiliary Force (India) and understand that I am liable to dismissal unless I become efficient.

Witnesses to Signature.

| | | |
|----------|---|------------------------------|
| 1. _____ | } | _____ |
| 2. _____ | | <i>Signature of employee</i> |
| | | _____ |
| | | <i>Rank</i> |
| | | _____ |
| | | <i>Station</i> |
| | | _____ |
| | | <i>Date</i> |

A copy of the General and Subsidiary Rule Book has not been supplied to me but I bind myself to read and keep myself acquainted with rules contained in the copy which is maintained at each station.

Signature of employee.

APPENDIX R.

Note by the North Western Railway Administration dealing with Temporary Labour employed on construction of new lines or large capital works.

Preliminary.—Practically all the labour employed on construction work are temporary workmen. Their services are ordinarily terminated on completion of the work on which they are engaged. The bulk of the labour is employed by contractors, while departmental labour is confined mainly to gangmen for platelaying and maintenance of track, chowkidars, gatemen, workshop, station and operating staff, etc. Occasionally the army details pioneer and labour companies, for employment on linking and earthwork at fixed rates and conditions of service. Departmental staff is either daily or monthly-rated, according to the discretion of the employing officer. Illiterate staff is usually daily-rated.

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

(A) Terms and conditions as laid down in the general rules.

(B) Special rules formulated to suit a particular locality or peculiar conditions obtaining on any specific work.

In the first category the undernoted rules apply :—(a) Free recruiting and settlement passes are allowed. (b) Fifteen days' casual leave per annum is allowed, subject to a maximum of ten days at a time and one Sunday's rest every month. No other leave with pay is granted. (c) After completion of one year's approved service, employees are entitled to privilege passes over the home line, and after a further year's service to privilege ticket orders over both home and foreign lines. Foreign line passes are not granted.

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

Hours of work and overtime.—(a) The number of hours in a working day is ordinarily fixed on the 60-hour week basis. On construction, the working of overtime is much more prevalent than on open line. The main reasons are the working season in the monsoon areas is confined to eight months in the year; speeding up of all heavy work to avoid the locking up of capital; wet foundation work in bridges necessitates continuous work. (b) Usually overtime is paid at an enhanced rate fixed beforehand.

Amenities uniforms, passes, etc.—Concessions and privileges enjoyed by the permanent establishment, but not by the temporary staff, are the advantages of subscribing to the Provident Institution Fund; passes over foreign lines; rent free quarters; "permanent" employment.

For certain classes of labour, such as chowkidars and khallassis, clothing is issued according to a fixed scale. In localities where intense cold is experienced, warm clothing is issued free of cost to gangmen, and waterproof capes are issued to outdoor workmen engaged on work within the monsoon belt.

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

At stations where the numerical strength of the staff warrants such, limited grants to defray recreation and sports expenses are made. In localities where staple foodstuffs indigenous to the country from which the men are recruited are not obtainable, rail concessions for the carriage thereof may be made.

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

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

APPENDIX S.

Minimum wages of low-paid staff in the Engineering Department on the G. I. P. Railway compared with those paid to similar staff in other undertakings in different localities.

| Class of Labour. | Parel Division. | | Poona Division. | | Bhusawal Division. | | Nagpur Division. | |
|------------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|
| | G. I. P. Minimum. | Outside minimum. | G. I. P. minimum. | Outside minimum. | G. I. P. minimum. | Outside minimum. | G. I. P. minimum. | Outside minimum. |
| | Rs. s. p. | Rs. s. p. | Rs. s. p. | Rs. s. p. | Rs. s. p. | Rs. s. p. | Rs. s. p. | Rs. s. p. |
| Unskilled | | | | | | | | |
| Muccadams | 19 0 0 p.m. | 1 0 0 p.d. | 16 0 0 p.m. | 0 10 0 p.d. | 17 0 0 p.m. | 0 10 0 p.d. | 19 0 0 p.m. | 18 12 0 p.m. |
| | 28 0 0 p.m. (a) | | | | | | | |
| Gangmen | 13 0 0 p.m. | 0 14 0 p.d. | 0 7 0 p.d. | 0 9 0 p.d. | 0 7 6 p.d. | 0 8 0 p.d. | 0 8 6 p.d. | 0 7 0 p.d. |
| Gatemen | 24 0 0 p.m. (a) | | 11 0 0 p.m. | 0 8 0 p.d. | | | 15 0 0 p.m. | 15 0 0 p.m. |
| Watchmen | 14 0 0 p.m. | 20 0 0 p.m. | 10 0 0 p.m. | 0 8 0 p.d. | 13 8 0 p.m. | 12 0 0 p.m. | 13 8 0 p.m. | 12 0 0 p.m. |
| | 19 0 0 p.m. (a) | | | | | | | |
| Malaga | | | | | | | | |
| Coolies, Men | 0 8 0 p.d. | 0 8 0 p.d. | 0 7 0 p.d. | 0 9 0 p.d. | 0 7 6 p.d. | 0 8 0 p.d. | 0 8 0 p.d. | 0 7 0 p.d. |
| | 0 12 0 p.d. (a) | | | | | | | |
| " Women | 0 5 0 p.d. | | 0 5 0 p.d. | 0 4 0 p.d. | 0 5 0 p.d. | 0 4 0 p.d. | 0 5 0 p.d. | 0 4 0 p.d. |
| " Boy | 0 5 0 p.d. (a) | 0 8 0 p.d. | 0 5 0 p.d. | 0 4 0 p.d. | 0 5 0 p.d. | 0 4 0 p.d. | 0 5 0 p.d. | 0 8 0 p.d. |
| | 0 6 0 p.d. (a) | | | | | | | |
| SKILLED LABOUR. | | | | | | | | |
| Fitters | 39 0 0 p.m. | 1 8 0 p.d. | 1 0 0 p.d. | 1 0 0 p.d. | 29 4 0 p.m. | 45 0 0 p.m. | 0 14 0 p.d. | 1 0 0 p.d. |
| | 1 12 0 p.d. (a) | | | | | | | 18 0 0 p.m. |
| Carpenters | 39 0 0 p.m. | 1 4 0 p.d. | 1 0 0 p.d. | 1 8 0 p.d. | 1 4 0 p.d. | 1 4 0 p.d. | 1 9 0 p.d. | 1 4 0 p.d. |
| Blacksmiths | 39 0 0 p.m. | 1 8 0 p.d. | 1 0 0 p.d. | 1 4 0 p.d. | 1 4 0 p.d. | 1 4 0 p.d. | 1 0 0 p.d. | 18 0 0 p.m. |
| Painters | 32 8 0 p.m. | 1 4 0 p.d. | 1 0 0 p.d. | 1 0 0 p.d. | 0 14 0 p.d. | | 0 15 0 p.d. | 1 0 0 p.d. |
| Masons | 39 0 0 p.m. | 1 8 0 p.d. | 1 0 0 p.d. | 1 0 0 p.d. | 1 4 0 p.d. | 1 8 0 p.d. | 1 5 0 p.d. | 18 0 0 p.m. |
| | 1 12 0 p.d. (a) | | | | | | | 1 8 0 p.d. |
| Sawyers | | | | | | | | 18 0 0 p.m. |
| Hammermen | | | 0 8 0 p.d. | 0 11 0 p.d. | | | 0 10 0 p.d. | 0 9 0 p.d. |
| Bellows Boys | | | | | | | | |

(a) These figures are minimum rates paid on the G. I. P. between Bombay and Thana to compare with outside rates paid which are for the Thana District.
 NOTES.—In addition to minimum rates G. I. P. muccadams and keymen and gangmen are given free quarters. All G. I. P. workmen receive Grain Compensation in addition to the minimum rates given.

All the minimum rates shown for outside places are taken from a large town whereas the G. I. P. minimum rate is for a whole Division in each case.

APPENDIX S.—concld.

Minimum wages of low-paid staff in the Engineering Department on the G. I. P. Railway compared with those paid to similar staff in other undertakings in different localities.—concld

| Class of Labour. | Jubbulpore South. | | Jubbulpore North. | | Jhansi South. | | Jhansi North. | |
|------------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|
| | G. I. P. minimum. | Outside minimum. | G. I. P. minimum. | Outside minimum. | G. I. P. minimum. | Outside minimum. | G. I. P. minimum. | Outside minimum. |
| | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. |
| Mucadams | 6 0 0 p.m. | 0 8 0 p.d. | 12 8 0 p.m. | 0 8 0 p.d. | 14 0 0 p.m. | 15 0 0 p.m. | 16 0 0 p.m. | 11 0 0 p.m. |
| Gangmen | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 10 0 0 p.m. |
| Gate-men | .. | .. | .. | .. | 8 0 0 p.m. | 9 0 0 p.m. | 10 0 0 p.m. | 10 0 0 p.m. |
| Watchmen | 8 8 0 p.m. | 12 0 0 p.m. | 10 8 0 p.m. | 12 0 0 p.m. | 8 8 0 p.m. | 9 0 0 p.m. | 10 0 0 p.m. | 10 0 0 p.m. |
| Ma'ees | 10 0 0 p.m. | 12 0 0 p.m. | 11 0 0 p.m. | 12 0 0 p.m. | 0 6 0 p.d. | 0 7 0 p.d. | 0 8 0 p.d. | 0 7 0 p.d. |
| Coolies, Men | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 0 6 0 p.d. | 5 0 p.d. |
| " Women | 0 4 0 p.d. | 0 5 0 p.d. | .. | 0 5 0 p.d. | 0 5 0 p.d. | 0 4 0 p.d. | 0 5 0 p.d. | 0 3 0 p.d. |
| " Boy | 0 4 0 p.d. | 0 4 0 p.d. | .. | 0 4 0 p.d. | 0 4 0 p.d. | 0 4 0 p.d. | 0 5 0 p.d. | 0 3 0 p.d. |
| SKILLED LABOUR. | | | | | | | | |
| Fitters | 1 8 0 p.d. | 1 8 0 p.d. | 39 0 0 p.m. | 1 8 0 p.d. | 1 2 0 p.d. | 1 0 0 p.d. | 1 4 0 p.d. | 1 0 0 p.d. |
| Carpenters | 1 4 0 p.d. | 1 4 0 p.d. | 23 0 0 p.m. | 1 2 0 p.d. | 1 0 0 p.d. | 1 0 0 p.d. | 0 15 0 p.d. | 0 12 0 p.d. |
| Blacksmiths | 1 3 0 p.d. | 1 0 0 p.d. | 27 0 0 p.m. | 1 4 0 p.d. | 1 2 0 p.d. | 1 0 0 p.d. | 1 5 0 p.d. | 1 0 0 p.d. |
| Painters | 1 4 0 p.d. | 1 0 0 p.d. | 15 0 0 p.m. | 1 0 0 p.d. | 1 3 0 p.d. | 1 4 0 p.d. | 1 1 0 p.d. | 1 4 0 p.d. |
| Masons | 1 4 0 p.d. | 1 4 0 p.d. | 28 0 0 p.m. | 1 0 0 p.d. | 1 0 0 p.d. | 1 4 0 p.d. | 0 15 0 p.d. | 0 12 0 p.d. |
| Sawyers | .. | .. | 20 0 0 p.m. | 1 0 0 p.d. | 0 10 0 p.d. | 0 12 0 p.d. | 0 12 0 p.d. | 0 12 0 p.d. |
| Hammermen | 0 6 0 p.d. | 0 8 0 p.d. | 12 0 0 p.m. | 0 12 0 p.d. | 0 6 0 p.d. | 0 8 0 p.d. | 0 8 0 p.d. | 0 10 0 p.d. |
| Bellows Boys | 0 3 6 p.d. | 0 4 0 p.d. | .. | 0 4 0 p.d. | 0 4 0 p.d. | 0 4 0 p.d. | 0 4 0 p.d. | 0 4 0 p.d. |

(a) These figures are minimum rates paid on the G. I. P. between Bombay and Thana to compare with outside rates paid which are for the Thana District.
 Notes.—In addition to minimum rates G. I. P. mucadams and keymen and gangmen are given free quarters. All G. I. P. workmen receive Grain Compensation in addition to the minimum rates given.

All the minimum rates shown for outside places are taken from a large town whereas the G. I. P. minimum rate is for a whole Division in each case.

APPENDIX T.
M. and S. M. Railway.
APPEALS.

CIRCULAR No. E. 1659.

MADRAS, 1ST MAY, 1929.

CIRCULAR.

I.—APPEALS TO HEADS OF DEPARTMENTS.

1. The staff are entitled to appeal to the Head of the Department to which they belong, against a decision of a Superior Officer, if they consider that there are adequate grounds for so doing: appeal petitions must however fulfil the following conditions:—

(a) Appeals must be submitted through the usual channel to the immediate Superior Officer within one month from the date of the receipt of the decision appealed against, and should be accompanied by a copy of such decision.

(b) Appeals must be legibly written or typed on half margin foolscap paper, and must bear the signature, designation and full address of the employee, and must contain a concise statement of facts, with a separate paragraph, if necessary, for each point raised.

(c) Appeals must be couched in temperate language. The Superior Officer may return an appeal containing intemperate, offensive, or insubordinate language to the appellant for modification and return.

2. Provided the above conditions are fulfilled, a Superior Officer will, as soon as possible, forward appeal petitions to the Head of the Department, recording in the margin of the appeal his remarks against each point raised, or attaching such remarks on a separate note, as may be required.

II.—APPEALS TO THE AGENT.

Staff are entitled to appeal to the Agent against the decision of the Head of their Department if they consider that they have good grounds for so doing. Appeal petitions must conform with the conditions detailed in paragraph I (1), and must be forwarded to the Agent through the Head of the Department.

APPENDIX U.

M. and S. M. Railway.

Statement of cases treated by the Medical Department during the year ending 31st March 1928 and 31st March 1929.

| Months. | Typhoid fever. | Small-pox. | Measles. | Plague. | Malaria. | Cholera. | Dysentery. | Diarrhoea. | Accidents and other Diseases. | Total. |
|-----------------|----------------|------------|----------|---------|----------|----------|------------|------------|-------------------------------|---------|
| 1927. | | | | | | | | | | |
| April | 11 | 4 | 36 | .. | 673 | 6 | 140 | 411 | 9,761 | 11,042 |
| May | 1 | 3 | 16 | .. | 699 | .. | 147 | 510 | 10,068 | 11,444 |
| June | 9 | 1 | 16 | .. | 732 | 12 | 160 | 707 | 9,831 | 11,468 |
| July | 2 | .. | 21 | .. | 849 | 9 | 413 | 899 | 11,781 | 13,974 |
| August | 11 | .. | 27 | .. | 1,057 | 12 | 488 | 870 | 12,436 | 14,901 |
| September | 10 | 3 | 34 | .. | 1,321 | 8 | 306 | 736 | 15,695 | 18,113 |
| October | 6 | .. | 63 | .. | 2,095 | 1 | 209 | 849 | 16,783 | 20,006 |
| November | 10 | 1 | 53 | .. | 2,220 | 3 | 260 | 858 | 15,808 | 19,215 |
| December | 6 | .. | 28 | 1 | 1,809 | 4 | 328 | 900 | 15,225 | 18,301 |
| 1928. | | | | | | | | | | |
| January | 15 | 14 | 37 | .. | 1,699 | 6 | 349 | 800 | 15,615 | 18,595 |
| February | 8 | 16 | 66 | .. | 1,342 | 16 | 283 | 688 | 14,724 | 17,133 |
| March | 10 | 7 | 83 | .. | 1,544 | 1 | 229 | 535 | 16,228 | 18,637 |
| Total | 99 | 49 | 472 | 1 | 16,040 | 78 | 3,312 | 3,823 | 163,955 | 192,829 |
| 1928 | | | | | | | | | | |
| April | 7 | 8 | 10 | .. | 1,205 | 3 | 202 | 155 | 15,336 | 16,926 |
| May | 3 | 3 | .. | .. | 1,180 | 2 | 244 | 141 | 17,247 | 18,820 |
| June | 4 | 9 | 3 | .. | 1,011 | 11 | 243 | 168 | 16,173 | 17,622 |
| July | 4 | 5 | 4 | .. | 1,339 | 30 | 583 | 440 | 19,256 | 21,661 |
| August | 6 | 2 | 1 | .. | 1,454 | 55 | 772 | 386 | 18,781 | 21,457 |
| September | 12 | 5 | .. | .. | 1,649 | 8 | 446 | 218 | 18,273 | 20,609 |
| October | 6 | 4 | 1 | 2 | 2,296 | 8 | 354 | 178 | 18,965 | 21,814 |
| November | 7 | 2 | .. | 1 | 3,393 | 7 | 407 | 170 | 19,493 | 23,480 |
| December | 2 | 3 | .. | .. | 2,839 | 2 | 323 | 162 | 17,382 | 20,713 |
| 1929 | | | | | | | | | | |
| January | 4 | 6 | 2 | 1 | 2,266 | 2 | 292 | 213 | 18,163 | 20,949 |
| February | 7 | 12 | 7 | .. | 1,700 | 12 | 258 | 170 | 16,084 | 18,850 |
| March | 2 | 19 | 3 | .. | 1,573 | 1 | 309 | 183 | 18,289 | 20,379 |
| Total | 64 | 78 | 31 | 4 | 21,906 | 139 | 4,433 | 2,584 | 214,045 | 243,280 |

N.B.—These figures include employees, members of families, dependents, servants and other persons treated by the Railway Company's Medical Staff.

APPENDIXV.

Information required by Sir Victor Sassoon Bart.

(i) *Percentage rise in wages between 1914 and 1928-29.*—Taking labour, i.e., all employees except supervisory and clerical staff, the rise in average wage in 1928-29 over the rates in 1913-14 is approximately 124%. This is worked out as under :—

| | | | | |
|-----------------------------|----|----|----|---------------|
| | | | | Rs. |
| Cost of "labour" in 1913-14 | .. | .. | .. | 9.96 crores. |
| Cost of "labour" in 1928-29 | .. | .. | .. | 28.19 crores. |

Percentage rise in wages, accounting for 26% rise in numbers :—

$$\frac{(2819-1255)}{1255} \times 100 = 124\%$$

(ii) *Percentage rise in receipts per ton mile* = 34.5%

This is worked out as under :—

| | 1913-14. | 1928-29 | Percentage of rise in 1928-29. |
|---|-------------|-------------|--------------------------------|
| Average rate charged for the carriage of goods per ton per mile. (All railways) | (Pies) 4.64 | (Pies) 6.24 | 34.5 |

(iii) *Percentage rise in receipts per passenger mile*

.. .. = 35%

This is worked out as under :—

| | 1913-14 (Pies). | 1928-29 (Pies). | Percentage of rise in 1928-29. |
|--|-----------------|-----------------|--------------------------------|
| Average rate charged per passenger per mile (All railways) | 2.45 | 3.32 | 35.5 |

(iv) *Percentage rise in 1928-29 as compared with 1913/14 in cost of operation per ton mile and per passenger mile.*—Statistics on this point are not available but the percentage rise for both coaching and Goods traffic may on the whole be taken to be approximately between 50 and 55%.

(v) *Percentage of cost of operation due to labour cost.*—From such information as is readily available 45 to 55% of the operating expenses may be taken as the cost of wages—this includes cost of all wages including supervising and clerical.

APPENDIX W.

South Indian Railway Co., Ltd.

(Incorporated in England.)

Welfare of Staff.

It is proposed to introduce Committees for the welfare of the staff on this Railway with a view to :—

1. Encourage the staff to have a free access to their officers and to have a greater say in matters affecting their own welfare.
2. Increase the good relations between the officers and the staff.
3. Create a spirit of comradeship and goodwill among Railway Employees and to cultivate a better understanding among themselves.
4. Preserve the efficiency of the service.
5. Improve the moral and material well-being of the service.

These Committees styled " Staff Welfare Committees " will be formed at the following important centres at present :—

- (a) Golden Rock,
- (b) Madura,
- (c) Villupuram, and
- (d) Podanur.

2. The constitution of the Committee will be as follows :—

- (a) *Golden Rock*.—The Colony Committee will function as the Staff Welfare Committee for the Golden Rock Colony.
- (b) *Madura, Villupuram and Podanur*.—The Committee will consist of the Ex-officio and Nominated Members of the District Officer's Sanitary Committee, viz. :—
 - (1) The District Engineer,
 - (2) The Divisional Superintendent,
 - (3) The District Mechanical Engineer,
 - (4) The District Medical Officer, and
 - (5) The Permanent-Way Inspector,
 - (6) The Locomotive Foreman,
 - (7) The Station Master,
 and 8 representatives of the subordinate staff elected as follows :—
 - (8) Two European or Anglo-Indian members, one from the running staff and one from other staff including clerical staff.
 - (9) Two Indian members from the Traffic Staff, one from Commercial and one from Transportation.
 - (10) One Indian member from the Engineering Staff.
 - (11) Two Indian members from the Loco. Staff, one from the running staff and one from the other staff.
 - (12) One Indian member elected from the clerical staff of the District Offices.

3. The District Officers' Sanitary Committee at Madura, Villupuram and Podanur which now deals with such questions as housing, water-supply, sanitation and health, should take over the functions of the Welfare Committee so far only as these particular stations are concerned. At other stations, the District Sanitary Committees should continue to function as at present.

4. Each representative of the staff must be a member of the section of the staff he represents. No employee with less than 5 years' continuous service on the South Indian Railway will be eligible for election to the Committee.

5. Elections of representatives of the staff, who will serve on the Committee for 12 months, will be held annually. Vacancies, whether caused by resignation, transfer, pro-

APPENDIX W—concl'd.

motion, or otherwise, will be filled by bye-elections. It should be noted that, if a representative of one section of the staff, through promotion or increase of pay or transfer or for any similar reasons, becomes a member of another section of the staff, he ceases to be a member of the committee.

6. The Chairman shall be nominated by the Agent from among the members of the Committee and the Chairman shall nominate a member of the Committee to act as Secretary to the Committee. At Golden Rock, the President and the Executive Officer respectively of the Golden Rock Colony Committee shall be the Chairman and the Secretary of the Staff Welfare Committee.

7. The methods of election suitable for each section of the staff will be decided by the Welfare Committee of the respective centre. Candidates desiring to stand for election shall submit their applications to the Chairman of the Committee, three weeks before the date fixed for election. The election of representatives of the running staff shall be allowed to continue for not less than three days to give all such staff an opportunity of Voting. It is hoped that, after experience has shown the most suitable methods of election, it will be possible to lay down definite rules for the methods of election for each section of the staff.

8. The functions of the Committees will be advisory and they may discuss matters regarding quarters, water supply, education, hospitals, medical attendance and matters concerning the comfort, welfare and recreation of the staff, in fact generally the condition under which the staff work and live.

Questions regarding grievances of the staff may be discussed by the Committees so far as it is necessary to ascertain from the representatives of the staff the nature of, and grounds for, any complaint.

The final decision as to whether any matter should be discussed or not will rest with the Chairman.

9. Meetings will ordinarily be held once in a quarter on a date to be fixed by the Chairman. The Chairman may, however, call a special meeting at any time he considers necessary. The Minutes of the meetings shall be drawn up by the Chairman and will be kept by the Secretary. The Secretary shall forward to the Agent copies of the Minutes within 7 days after the date of each meeting.

AGENT'S OFFICE, TRICHINOPOLY, }
4th April, 1928. }

P. ROTHERA,
Agent.

APPENDIX X.

South Indian Railway Company, Limited.

(Incorporated in England.)

CHIEF TRANSPORTATION SUPERINTENDENT'S OFFICE.

Trichinopoly, 4th February, 1930.

Circular Letter No. P. T. 22/97.

To All Concerned.

Rest Rules for Engine Crews working Goods and other trains not on booked rosters.

1. So far as the exigencies of the service permit, rest (exclusive of the usual hours engine attendance) for Engine Crews at head quarter stations will be arranged as follows :—

- | | | |
|-------|---|---|
| (i) | For absence of less than 5 hours | No rest allowed. |
| (ii) | .. more than 5 hours, but less than 7 hours | 6 hours rest. |
| (iii) | .. more than 7 hours, but less than 9 hours | 8 hours rest. |
| (iv) | .. more than 9 hours, but less than 13 hours | 10 hours rest. |
| (v) | Engine Crews who have been absent from their head-quarters for more than 13 hours and who have had 10 hours clear rest at an out-station. | } will only be entitled to claim 10 hours clear rest. |
| (vi) | Engine Crews who have been absent from their head-quarters for more than 13 hours and who have not had 10 hours clear rest at an out-station. | |

NOTE—

(i) The words 'absence' and 'absent' mean the time taken between the arrival of an engine in the Traffic Yard of the Home station and its departure from this yard on its return, *plus* one hour on account of engine attendance.

(ii) Shed Foreman must see that Engine Crews in the case of items (iv), (v) and (vi) are not allowed in any circumstances to work trains before they have been off duty for 8, 10 and 10 hours respectively.

2. Rest (exclusive of the usual hour's engines attendance) for Engine Crews at out-stations will be arranged as follows :—

- | | | |
|-------|--|------------------|
| (i) | For a trip not exceeding 5 hours | No rest allowed. |
| (ii) | .. exceeding 5 hours, but not exceeding 7 hours | 4 hours rest. |
| (iii) | .. exceeding 7 hours, but not exceeding 9 hours | 6 hours rest. |
| (iv) | .. exceeding 9 hours, but not exceeding 13 hours | 8 hours rest. |
| (v) | .. exceeding 13 hours | 10 hours rest. |

NOTE—

(i) The word 'trip' means the time taken between the arrival of an engine in the Traffic Yard of the departure station and its departure from the Traffic Yard of the terminal station, *plus* one hour on account of engine attendance.

(ii) In arranging return trips Train Controllers, Loco. Foremen and Traffic Inspectors must see that Engine Crews in the case of items (iv) and (v) are not allowed in any circumstances to work trains before they have been off duty for the period specified.

3. Engine Crews will in no case be able to claim more than the rest period laid down.

APPENDIX V.

Particulars of Debits raised against staff on Railways during the month of March 1929.

| | Burma Railways. | | | B. B. and C. I. Railway. | | | M. S. M. Railway. | | | S. I. Railway. | | | B. and N. W. Railway. | | |
|--------------------------------------|-----------------|-------------|----------|--------------------------|-------------|----------|-------------------|--------------|----------|----------------|--------------|----------|-----------------------|------------|-----------|
| | No. of Staff. | Total pay. | Debit. | No. of Staff. | Total pay. | Debit. | No. of Staff. | Total pay. | Debit. | No. of Staff. | Total pay. | Debit. | No. of Staff. | Total pay. | Debit. |
| Issue of unnecessary Telegrams. | 12 | Rs. 1,917 8 | Rs. 13 4 | 44 | Rs. 4,263 4 | Rs. 56 3 | 33 | Rs. 2,669 10 | Rs. 49 5 | 79 | Rs. 2,960 12 | Rs. 66 2 | 20 | Rs. 954 0 | Rs. 41 10 |
| Loss or Damage to Railway Property. | 388 | 18,015 12 | 478 9 | 150 | 5,208 12 | 161 6 | 399 | 12,185 8 | 372 2 | 297 | 6,857 10 | 720 10 | 27 | 993 14 | 64 0 |
| Loss or Damage to Parcels and Goods. | 29 | 1,775 0 | 162 15 | 25 | 1,965 0 | 82 11 | 69 | 3,015 14 | 163 13 | 45 | 1,998 9 | 565 14 | 16 | 514 0 | 176 15 |
| Undercharges in Fares and Freight. | .. | .. | .. | 114 | 6,175 0 | 297 4 | 197 | 9,802 4 | 504 0 | 111 | 40,531 1 | 362 14 | 152 | 6,898 0 | 2,219 6 |
| Short Remittances and base coins. | .. | .. | .. | 30 | 2,165 0 | 81 15 | 2 | 90 0 | 4 15 | 19 | 499 0 | 92 15 | 1 | 27 0 | 0 2 |
| Miscellaneous* Debits. | 4 | 143 11 | 8 7 | 28 | 2,013 0 | 50 4 | 34 | 2,051 11 | 85 12 | 25 | 758 5 | 67 10 | 5 | 320 0 | 25 2 |

* Miscellaneous Debits include Excess fare debits; Misdespatch of wagons; wrong booking, loading and detention to consignments and demurrage charges.
 Note.—Total pay is the monthly emoluments of the staff actually debited and includes overtime and mileage allowances.

Particulars of Debits remitted on Appeal.

| Railway. | No. of Staff. | Total pay. | Actual Debits. | Amount of debits remitted on appeal. |
|-----------------------|---------------|------------|----------------|--------------------------------------|
| Burma Railways. | .. | .. | .. | .. |
| B. B. & C. I. Railway | .. 5 | 696 13 | 6 13 | 6 13 |
| M. & S. M. Railway | .. 2 | 125 0 | 12 8 | 7 0 |
| S. I. Railway | .. 14 | 865 0 | 54 15 | 41 4 |
| B. & N. W. Railway | .. 110 | 4,640 0 | 2,063 6 | 1,086 7 |

APPENDIX Z.

Additional information supplied by the Railway Board and Railway Administrations as a result of the oral evidence given before the Royal Commission on Labour.

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| Z(B).—North Western Railway | 301 |
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NOTE.—This appendix has been divided into the sections shown above ; and in giving the information reference is made to the question in Volume VIII, Part II, of the Proceedings of the Royal Commission on Labour.

APPENDIX Z(A).

Information supplied by the Railway Board.

(i) Reference question K-770.—The figures referred to in the question are given in Chapter VII, item (44). The numbers of accidents in all railway workshops for the last four years are as follows:—

| Year. | No. of accidents. | Railway servants. | | Others. | | Total. | |
|------------|-------------------|-------------------|----------|---------|----------|---------|----------|
| | | Killed. | Injured. | Killed. | Injured. | Killed. | Injured. |
| 1925-26 .. | 5,276 | 13 | 5,130 | .. | 3 | 13 | 5,133 |
| 1926-27 .. | 5,915 | 20 | 5,788 | 1 | 1 | 21 | 5,789 |
| 1927-28 .. | 6,195 | 24 | 6,114 | 1 | 2 | 25 | 6,116 |
| 1928-29 .. | 7,397 | 30 | 7,301 | .. | 1 | 30 | 7,302 |

Figures for years 1922-23 to 1924-25 are not available.

(ii) Reference questions K-821 to K-824.—The North Western Railway reports that, during the last ten years, the following chargemen, journeymen, artisans and semi-skilled employees were engaged on completion of their training in the Mechanical Workshops:—

| Nationality. | Men appointed as. | | |
|---------------------|-----------------------------------|------------------------------------|--|
| | Chargemen grade 185—15—350. | Journeymen grade 100—10—170. | Artizans and semi-skilled employees. |
| Europeans | .. | 11 | 1 |
| Anglo-Indians | .. | 25 | 3 |
| Indians | 2 | 58 | 218 |

The trades in which these journeymen and chargemen were trained are as follows:—

| | Europeans. | Anglo-Indians. | Indians. |
|---------------------------------|------------|----------------|----------|
| Electrician | 1 | 1 | 7* |
| Boilermaker | .. | 6 | 4 |
| Turner | .. | 4 | 7* |
| Moulder | .. | 1 | 1 |
| Fitter and Erector | 3 | 4 | 15* |
| Millwright | 1 | 1 | 9* |
| Blacksmith | 1 | 3 | .. |
| Carriage and Wagon Fitter | 2 | 4 | 12* |
| Carriage Builder | 3 | 1 | 3 |
| Copper and Tin Smith | .. | .. | 1 |
| Production | .. | .. | 1 |
| Total | 11 | 25 | 60 |

NOTE.—The trades starred* are more popular and attract a greater number of applicants by reason of the fact that if not absorbed by the Railway on completion of their training, they are more likely to find a ready market for their services outside the sphere of Railway employment.

[App. Z(A).

In addition to the above there were men who were trained as apprentices and on completion of their training were discharged for want of vacancies or other causes. In this respect figures are not available for 10 years; but during the last 3 years, i.e., 1927, 1928 and 1929, 27 men were discharged (16 Europeans and Anglo-Indians and 11 Indians).

The men choose the trade they desire to follow, and there are no restrictions in regard to Indians.

(iii) *Reference questions K-860 and K-861.*—In connection with the questions under reference, it is pointed out that full information concerning the main provisions of all contracts between Government and Railway Companies is contained in the History of Indian Railways. A copy of the History of Indian Railways and a copy of the Contract with the South Indian Railway Company have been supplied to the Royal Commission on Labour.

The dates on which the determination of contracts of the State-owned Company-managed Railways falls due are given below :—

| Railway. | Date of termination of contract. |
|--|----------------------------------|
| Assam Bengal | 31st December 1931. |
| Bengal and North Western | 31st December 1932. |
| Rohilkund and Kumaon | 31st December 1932. |
| Madras and Southern Mahratta | 31st December 1937. |
| Bombay, Baroda and Central India | 31st December 1941. |
| South Indian | 31st December 1945. |
| Bengal Nagpur | 31st December 1950. |

(iv) *Reference questions K-1001 and K-1002.*—The following statement gives the information required :—

(Figures in lakhs of Rupees.)

| Particulars. | 1924-25. | 1925-26. | 1926-27. | 1927-28. | 1928-29 Appx. actuals. |
|---|----------|----------|----------|----------|------------------------|
| (a) 1% of the gross earnings from passengers including other coaching traffic earnings. | 41 | 42 | 41 | 42 | 41 |
| (b) 1% of the gross earnings from goods traffic | 63 | 61 | 61 | 65 | 67 |
| | 104 | 103 | 102 | 107 | 108 |
| (c) Sums placed to the Railway Reserve Fund | 638 | 379 | 149 | 457 | 258 |
| (d) Sums which would have been placed to the Railway Reserve if the rates for passenger and goods traffic had been 1% lower than they actually were | 569 | 311 | 67 | 399 | 170 |

NOTE.—The balance of the loss from an assumed deduction of 1% in the rates for passenger and goods traffic would have been borne by general revenues, under the terms of the convention separating railway revenues from those revenues.

[APPENDIX Z (A)].

(c) Reference Question K-1065.—The Public Services Commission was constituted in 1925-26, therefore figures are available for four years only, and are as follow :—

| Department. | 1926-27. | | | 1927-28. | | | 1928-29. | | | 1929-30. | | |
|--|----------------|----------------------------------|-----------------------------|----------------|----------------------------------|-----------------------------|----------------|----------------------------------|-----------------------------|----------------|----------------------------------|-----------------------------|
| | No. asked for. | Recommended by P. S. Commission. | Recruited by Railway Board. | No. asked for. | Recommended by P. S. Commission. | Recruited by Railway Board. | No. asked for. | Recommended by P. S. Commission. | Recruited by Railway Board. | No. asked for. | Recommended by P. S. Commission. | Recruited by Railway Board. |
| Indian Railway Service of Engineers. | 7 | 24 | 7 | 6 | 21 | 6 | 9 | 28 | 9 | 9 | 30 | 9 |
| Transportation (Traffic) and Commercial Departments. | 6 | 18 | 6 | 7 | 19 | 7 | 7 | 15 | 7 | 7 | 21 | 7 |
| Mechanical Engineering and Trans. (Power) Departments (Special class Apprentices). | .. | .. | 9 | 12 | 23 | 12 | 12 | 17 | 12 | 12 | 34 | 12 |
| Electrical Engineering Department. | 1(a) | 1 (a) | 1 (a) | .. | .. | .. | 5 | 11(9a) *(2b) | 4 (a) | 1 | 1 (b) | 1(c) |
| Signal Engineering Department. | .. | .. | .. | 2 (a) | 2 (a) | 2 (a) | 3 | 5(2b) (3a) | 3(2b) (1a) | .. | .. | .. |

| | | | | | | | | | | | | |
|---|-------|-------|-------|----|----------------|----------------|-------|----------------|--------|--------|-------|--------|
| Medical Department .. | 3 (a) | 7 (a) | 3 (a) | .. | .. | .. | 4 (a) | 12 (a) | 10 (a) | 4 (a)† | 9 (a) | 3 (a)† |
| Mechanical Engineering and Trans. (Power). | .. | .. | .. | 2 | 3 (1a) (2b) | 2 (1a) (1b) | 1 | 3 (2b) (1a) | 2 (b) | 4 (a) | 4 (a) | 4 (a)† |

* 1 declared medically unfit.

† Demand from N. W. Railway has been reduced and the names of candidates circulated to Company Railways

‡ Question of domicile of one recruit is still under consideration.

(a) Asiatic. (b) Non-Asiatic.

M17RD

App. Z(A).

(vi) *Reference question K-1138.*—In this question it was requested that a statement be supplied showing :—

- (a) the number and total pay of the subordinate staff, excluding menials, say drawing up to Rs. 30 p.m., and
- (b) the number and total pay of the Superior staff down to the Local Traffic Service.

The statements given in Appendix " I " of this Memorandum will be found to comply with this request.

(vii) *Reference questions K-1190 to K-1192.*—The subject of appeals against the orders of discharge or dismissal is dealt with in paragraphs 10 to 16 of the Discharge and Dismissal Rules of State-Railway Non-gazetted Government Servants reproduced in Appendix " B " ; and a circular issued by the M. and S. M. Railway is reproduced in Appendix " T ". For the purpose of question K-1192, figures for six months from April 1929 to September 1929 received from the E. I. Railway are reproduced for information :—

| Total No. of appeals submitted from April 1929 to September 1929. | Number of cases in which the original conviction was confirmed, quashed and modified. | | |
|---|---|----------|-----------|
| | Confirmed. | Quashed. | Modified. |
| 319 | 269 | 32 | 18 |

(viii) *Reference questions K-1236 to K-1242.*—The information originally given in the supplementary statement, referred to in these questions, has been separated. The extract from Mr. Heseltine's note will be found incorporated in Chapter XII, item (99), and the figures regarding the percentage rise in wages are given in Appendix " V ".

The figures promised in question K-1237 are reproduced in Appendix " I ".

(ix) *Reference questions K-1243 to K-1245.*—Statement showing passenger miles and net ton miles of all Indian Railways.

| Year. | Passenger miles (in thousands). | Net ton miles (in thousands). |
|-----------------|---------------------------------|-------------------------------|
| 1913-14 | 16,614,068 | 15,623,235 |
| 1926-29 | 22,097,136 | 21,889,177 |

App. Z(A).

(x) *Reference question K-1247.*—G. I. P. Railway figures are given in Chapter XIII, item (112), and corresponding figures for other railways are given in the following statements.

STATISTICS OF OPERATING EFFICIENCY.

| Items. | N. W. Railway. | | | | | | E. I. | | | |
|--|----------------|--------|----------|--------|--|--------|----------|--------|----------|--------|
| | 1924-25. | | 1928-29. | | Increase (+) or decrease (-) per cent. | | 1924-25. | | 1928-29. | |
| | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. |
| Total permanent staff | 106,096 | | 117,720 | | + 10·96 | | 168,564 | | 153,066 | |
| Total track-miles (including sidings). | 8,503 | | 9,702 | | + 14·10 | | 6,943·4 | | 6,835·8 | |
| Loaded to empty wagons per train. | 32 | 14 | 31 | 12 | -3·12 | -14·3 | 29 | 17 | 31 | 18 |
| Percentage of loaded and empty to total. | 69·1 | 30·9 | 72·4 | 27·6 | +4·78 | -10·7 | 63 | 37 | 63 | 37 |
| Total tons hauled per number of staff. | 130 | | 127 | | -2·31 | | 154 | | 156 | |
| Lbs. of coal per 1,000 gross ton miles (coaching). | 179·3 | | 168·8 | | -5·86 | | 177·0 | | 149·3 | |
| Lbs. of coal per 1,000 gross ton miles (goods). | 134·8 | | 146·1 | | +8·38 | | 124·2 | | 112·0 | |
| Cost per 1,000 gross ton miles. | Rs. 9·82 | | Rs. 8·41 | | -14·36 | | Rs. 6·69 | | Rs. 5·54 | |
| Average speed of trains— | | | | | | | | | | |
| Passenger | 18·7 | | 19·5 | | 4·28 | | 20·5 | | 21·4 | |
| Goods | 9·97 | | 10·0 | | 0·30 | | 8·88 | | 9·64 | |
| Mixed | 13·0 | | 13·8 | | +6·15 | | 13·8 | | 15·2 | |
| Average time to haul 1,000 tons 100 miles. | 26 | | 28 | | +7·70 | | 27 | | 23 | |
| Engine miles per engine-day. | 94·0 | | 102·2 | | +8·72 | | 90·9 | | 99·3 | |
| (Only available for last two years). | 1927-28 | | 1928-29 | | .. | | 1927-28 | | 1928-29 | |
| Time in shops— | | | | | | | | | | |
| Engines | Days. | 99·9 | 92·5 | | -7·41 | | 68 | | 42 | |
| Coaches | " | 37 | 26 | | -29·7 | | 32 | | 27 | |
| Wagons | " | 14 | 9 | | -35·7 | | 5·84 | | 6·68 | |
| Cost of repairs— | | | | | | | | | | |
| Engine | Rs. | 12,293 | 11,693 | | -4·88 | | 10,536 | | 9,541 | |
| Passenger Carriage | " | 708 | 694 | | -1·98 | | 712 | | 626 | |
| Wagon | " | 175 | 143 | | -18·3 | | 131 | | 149 | |

operating efficiency.

| Railway. | B. N. Railway. | | | | | | E. B. Railway. | | | | | | | |
|----------|--|--------|----------|--------|----------|--------|--|--------|----------|--------|----------|--------|--|--------|
| | Increase (+) or decrease (-) per cent. | | 1924-25. | | 1928-29. | | Increase (+) or decrease (-) per cent. | | 1924-25. | | 1928-29. | | Increase (+) or decrease (-) per cent. | |
| | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. |
| | -0.20 | | 58,655 | | 71,489 | | +21.9 | | 44,569 | | 51,051 | | +14.6 | |
| | -1.55 | | 2,859.28 | | 3,131.59 | | +9.53 | | 2,707.05 | | 2,944.55 | | +8.79 | |
| | +6.96 | +5.88 | 27 | 11 | 29 | 13 | +7.01 | +18.3 | 35 | 16 | 38 | 12 | +2.86 | -20.0 |
| Nz. | Nz. | | 71.3 | 28.7 | 69.1 | 30.9 | -3.09 | +7.67 | 68.9 | 31.1 | 75.0 | 25.0 | +5.85 | -19.6 |
| | +1.30 | | 209 | | 207 | | -0.96 | | 131 | | 129 | | -1.53 | |
| | -15.7 | | 199.5 | | 213.2 | | +6.87 | | 170 | | 186.5 | | +9.71 | |
| | -9.82 | | 164.7 | | 143.4 | | -12.9 | | 124.4 | | 116.1 | | -6.67 | |
| | -17.2 | | Rs. 7.21 | | Rs. 7.41 | | +2.77 | | Rs. 9.83 | | Rs. 10.3 | | +4.78 | |
| | +4.39 | | 17.8 | | 18.9 | | +6.18 | | 17.0 | | 17.0 | | Nz. | |
| | +8.56 | | 9.61 | | 10.2 | | +18.5 | | 7.24 | | 7.81 | | +7.87 | |
| | +10.1 | | 10.6 | | 11.1 | | +4.72 | | 11.1 | | 13.2 | | +18.9 | |
| | -14.8 | | 30 | | 23 | | -23.3 | | 42 | | 35 | | -16.7 | |
| | +9.24 | | 66.8 | | 71.0 | | +6.29 | | 98.0 | | 99.0 | | +1.02 | |
| .. | | | 1927-28 | | 1928-29 | | | | 1927-28 | | 1928-29 | | | |
| | -38.2 | | 136.8 | | 90.7 | | -33.5 | | 64 | | 51 | | -20.3 | |
| | -15.6 | | 116.9 | | 68.4 | | -41.5 | | 30 | | 13 | | -56.7 | |
| | +14.4 | | 26.1 | | 15.7 | | -39.8 | | 7 | | 6 | | -14.3 | |
| | -9.44 | | 15,323 | | 11,251 | | -26.6 | | 12,251 | | 9,699 | | -20.8 | |
| | -12.0 | | 1,933 | | 1,201 | | -37.9 | | 435 | | 396 | | -29.7 | |
| | +13.7 | | 347 | | 250 | | -28.1 | | 158 | | 130 | | -13.9 | |

Statistics of

| Items. | E. B. Railway. | | | | | | E. B. & | | | |
|--|----------------|---------|----------|---------|--|----------|--------------|----------|----------|--|
| | Metre Gauge. | | | | | | Broad Gauge. | | | |
| | 1924-25. | | 1928-29. | | Increase (+) or decrease (-) per cent. | | 1924-25. | | 1928-29. | |
| Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | |
| Total permanent staff.. | * | * | * | * | * | 35,229 | | 34,624 | | |
| Total track miles (in- cluding sidings). | .. | .. | .. | .. | .. | 2019.32 | | 2089.14 | | |
| Loaded to empty wagons per train. | 32 | 11 | 30 | 13 | -5.25+18.2 | 29.0 | 12.2 | 32.8 | 12.4 | |
| Percentage of loaded and empty to total. | 73.8 | 26.2 | 69.8 | 30.2 | -5.42+15.4 | 70.4 | 29.6 | 72.6 | 27.4 | |
| Total tons hauled per number of staff. | * | * | * | * | * | 128.93 | | 136.83 | | |
| Lbs. of coal per 1,000 gross ton miles (coach- ing). | 155.8 | | 197.7 | | +26.9 | 187.2 | | 175.4 | | |
| Lbs. of coal per 1,000 gross ton miles (goods). | 143.1 | | 146.5 | | +2.38 | 134.0 | | 100.2 | | |
| Cost per 1,000 gross ton miles. | | | | | | Rs. 9.47 | | Rs. 8.87 | | |
| Average speed of trains— | | | | | | | | | | |
| Passenger .. | 15.7 | | 14.6 | | -5.73 | 17.5 | | 22.1 | | |
| Goods .. | 8.32 | | 8.6 | | +3.37 | 9.7 | | 10.0 | | |
| Mixed .. | 12.5 | | 11.3 | | +9.60 | 14.8 | | 14.5 | | |
| Average time to haul 1,000 tons 100 miles. | 67 | | 67 | | Nil. | 31 | | 25 | | |
| Engine miles per engine day. | 96.5 | | 98.2 | | +13.5 | 94.0 | | 105.6 | | |
| (Only available for last two years) Time in shops— | 1927-28 | | 1928-29 | | .. | 1927-28 | | 1928-29 | | |
| Engines .. | 68 | | 82 | | +20.6 | 92 | | 96 | | |
| Coaches .. | 23 | | 25 | | +8.70 | 76.6 | | 61.1 | | |
| Wagons .. | 7 | | 8 | | +14.3 | 7.08 | | 6.52 | | |
| Cost of repairs— | | | | | | | | | | |
| Engine .. | 10,876 | | 13,349 | | +22.7 | 13,408 | | 11,414 | | |
| Passenger carriage | 283 | | 295 | | +4.24 | 1,065 | | 945 | | |
| Wagon .. | 130 | | 135 | | +3.85 | 186 | | 139 | | |

* Included in broad gauge.

operating efficiency.

C. I. Railway.

| Increase (+) or decrease (-) per cent. | Metro Gauge. | | | | Narrow Gauge. | | | | | | | | | |
|--|--------------|--------|----------|--------|---------------|--------|----------|--------|--|------|----------|------|-------|--------|
| | 1924-25. | | 1928-29. | | 1924-25. | | 1928-29. | | Increase (+) or decrease (-) per cent. | | | | | |
| | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. | | | | | | |
| -1.72 | 35,862 | | 35,238 | | 709 | | 777 | | +9.59 | | | | | |
| +3.40 | 2,901.20 | | 2919.37 | | 174.87 | | 186.72 | | +6.78 | | | | | |
| +13.1 | 13.1 | +1.64 | 24.4 | 9.6 | 26.3 | 10.6 | 7.79 | 10.4 | 8.2 | 4.8 | 12.3 | 6.8 | +50.0 | +41.7 |
| +3.13 | -7.43 | | 71.8 | 28.2 | 71.3 | 28.7 | -0.70 | +1.77 | 63.2 | 36.8 | 64.5 | 35.5 | +2.05 | -3.53 |
| +6.13 | | | 103.14 | | 117.91 | | +14.32 | | 321.06 | | 293.79 | | | -8.49 |
| -6.30 | | | 208.5 | | 201.0 | | -3.60. | | 357.4 | | 327.5 | | | -8.37 |
| -25.2 | | | 175.3 | | 145.4 | | -17.1 | | 438.7 | | 287.4 | | | -39.1 |
| -6.33 | Rs. 10.6 | | Rs. 10.2 | | | | -3.77 | | Rs. 18.6 | | Rs. 18.4 | | | -1.07 |
| +26.3 | | | 16.7 | | 16.6 | | -0.60 | | 13.4 | | 14.6 | | | + 8.96 |
| +3.09 | | | 10.6 | | 10.9 | | +2.83 | | 10.3 | | 8.64 | | | -16.6 |
| -2.02 | | | 13.0 | | 12.6 | | -3.08 | | 10.3 | | 11.1 | | | +7.77 |
| -19.4 | | | 54 | | 55 | | +1.85 | | .. | | .. | | | .. |
| +12.2 | | | 103.0 | | 100.2 | | -2.73 | | 37.0 | | 72.5 | | | +49.0 |
| .. | | | 1927-28 | | 1928-29 | | .. | | 1927-28 | | 1928-29 | | | .. |
| +4.35 | | | 173 | | 101 | | -41.6 | | 58 | | 38 | | | -34.5 |
| -20.2 | | | 85.7 | | 77.6 | | -9.45 | | .. | | .. | | | .. |
| -7.91 | | | 31.4 | | 15.4 | | -51.0 | | .. | | .. | | | .. |
| -14.8 | | | 8,932 | | 8,998 | | +0.74 | | 5,609 | | 6,080 | | | +8.40 |
| -12.7 | | | 697 | | 493 | | -29.3 | | .. | | .. | | | .. |
| -25.3 | | | 200 | | 168 | | -16.0 | | .. | | .. | | | .. |

| Items. | M. & S. M. Railway. | | | S. I. | |
|--|-------------------------------------|------------------------|--|------------------------|------------------------|
| | | | Increase (+) or decrease (—) per cent. | Broad | |
| | 1924-25. | 1928-29. | | 1924-25. | 1928-29. |
| Total permanent staff .. | 50,855 | 52,659 | + 3.55 | 32,006 | 35,347 |
| Total track miles (including sidings). | 3,566.1 | 3,702.4 | + 3.82 | 2,224.3 | 2,724.7 |
| Loaded to empty wagons per train. | Loaded. 23 Empty. 9 | Loaded. 23 Empty. 8 | Loaded. Nil Empty. -11.1 | Loaded. 22 Empty. 8 | Loaded. 25 Empty. 6 |
| Percentage of loaded and empty to total. | 71.9 28.1 | 74.2 25.8 | + 3.20 - 8.19 | 74.2 25.8 | 80.6 19.4 |
| Total tons hauled per number of staff. | 118 | 150 | + 27.1 | 129 | 171 |
| Lbs. of coal per 1,000 gross ton miles (coaching). | 161.9 | 175.4 | + 8.34 | 162.1 | 171.0 |
| Lbs. of coal per 1,000 gross ton miles (goods). | 146.9 | 154.6 | + 5.24 | 138.2 | 147.2 |
| Cost per 1,000 gross ton miles .. | Rs. 8.9 | Rs. 8.1 | - 9.0 | Rs. 8.3 | Rs. 9.42 |
| Average speed of trains— | | | | | |
| Passenger | 16.8 | 16.9 | + 0.60 | 19.6 | 19.0 |
| Goods | 9.0 | 9.85 | + 9.44 | 9.44 | 10.6 |
| Mixed | 11.1 | 11.5 | + 3.60 | 12.6 | 12.3 |
| Average time to haul 1,000 tons 100 miles. | 57 | 52 | - 8.77 | 43 | 40 |
| Engine miles per engine day .. | 104.0 | 115.7 | + 11.3 | 87.5 | 96.9 |
| (Only available for last two years) | 1927-28 | 1928-29 | .. | 1927-28 | 1928-29 |
| Time in shops— | | | | | |
| Engines | Heavy 83.9 Days .. Light 38.4 | 55.7 .. 39.3 | - 33.6 .. + 2.34 | 122 .. 32 | 138 .. 61 |
| Coaches | Days 64.3 | 39.8 | - 38.1 | 51 | 86 |
| Wagons | Days 22.6 | 8.91 | - 60.6 | 31 | 33 |
| Cost of repairs— | | | | | |
| Engine | Rs. 13,164 | 12,197 | - 7.35 | 14,708 | 18,048 |
| Passenger carriage .. | Rs. 687 | 876 | + 1.24 | 1,128 | 795 |
| Wagon | Rs. 195 | 195 | Nil | 316 | 192 |

* Included in broad gauge.

operating efficiency.

| Railway. | | | | Burma Railways. | | | |
|--|-------------------------|------------------------|--|------------------------|------------------------|--|--|
| Gauge.] | Metre Gauge. | | | | | Increase (+) or decrease (-) per cent. | |
| Increase (+) or decrease (-) per cent. | 1924-25. | 1928-29. | Increase (+) or decrease (-) per cent. | 1924-25. | 1928-29. | | |
| +10.2 | * | * | * | 24,023 | 27,348 | +13.84 | |
| +22.5 | * | * | * | 2,362.2 | 2,671.9 | +13.11 | |
| Loaded. Empty. +13.6 -25.0 | Loaded. Empty. 26 11 | Loaded. Empty. 26 9 | Loaded. Empty. Nil -18.2 | Loaded. Empty. 25 8 | Loaded. Empty. 25 8 | Loaded. Empty. Nil Nil | |
| +8.36 -24.8 | 71.5 28.5 | 74.3 25.7 | +3.92 -9.82 | 75.7 24.3 | 76.2 23.8 | +0.66 -2.05 | |
| +32.6 | * | * | * | 183 | 209 | +14.20 | |
| +5.49 | 194.1 | 194.7 | +0.31 | 192.4 | 188.4 | -2.06 | |
| +6.51 | 129.7 | 140.6 | +8.40 | 139.5 | 139.6 | +0.98 | |
| +12.7 | Rs. 13.4 | Rs. 12.0 | -10.4 | Rs. 11.2 | Rs. 11.5 | +2.68 | |
| -3.06 | 15.7 | 15.3 | -2.55 | 15.4 | 18.3 | +18.8 | |
| +12.3 | 9.10 | 9.16 | +0.66 | 9.45 | 9.34 | -1.16 | |
| -2.38 | 12.1 | 12.7 | +4.96 | 12.7 | 13.5 | +6.29 | |
| -6.98 | 81 | 75 | -7.41 | 48 | 47 | -2.08 | |
| +10.7 | 90.9 | 95.2 | +4.73 | 101.8 | 100.7 | -1.08 | |
| .. | 1927-28 | 1928-29 | .. | 1927-28 | 1928-29 | .. | |
| +13.1 | 122 | 207 | +69.7 | .. | 101 | +4.97 | |
| +90.6 | 41 | 34 | -17.1 | 96 | .. | .. | |
| +72.5 | 77 | 151 | +96.1 | 56 | 48 | -14.63 | |
| +6.45 | 73 | 79 | +8.22 | 15 | 6 | -69.64 | |
| +22.7 | 29,458 | 29,026 | -1.47 | 13,020 | 14,394 | +10.5 | |
| -29.5 | 1,537 | 1,079 | -29.8 | 1,250 | 1,171 | -6.32 | |
| -39.6 | 271 | 177 | -34.7 | 825 | 494 | -48.6 | |

Statistics of

| Item. | A. B. Railway. | | | B. & N. W. | | |
|--|----------------|--------|----------|------------|--|--|
| | 1924-25. | | 1928-29. | | Increase (+) or decrease (-) per cent. | 1924-25. |
| Total permanent staff .. | 11,481 | | 15,038 | | +31.0 | 26,337 |
| Total track miles (including sidings). | 1247.40 | | 1426.54 | | +14.4 | 2814.29 |
| | Loaded. | Empty. | Loaded. | Empty. | Loaded. | Empty. |
| Loaded to empty wagons per train. | 21 | 7 | 23 | 7 | +9.52 | NH. |
| Percentage of loaded and empty to total. | 75.7 | 24.3 | 76.6 | 23.4 | +1.19 | -3.70 |
| Total tons hauled per number of staff. | 189 | | 209 | | +10.6 | 125 |
| Lbs. of coal per 1,000 gross ton miles (coaching). | 142.1 | | 152.4 | | +7.25 | 155.1 |
| Lbs. of coal per 1,000 gross ton miles (goods). | 158.6 | | 166.3 | | +4.85 | 126.5 |
| Cost per 1,000 gross ton miles. | Rs. | 10.9 | Rs. | 9.94 | -8.81 | Rs. 7.19 |
| Average speed of trains— | | | | | | |
| Passenger .. | 16.7 | | 16.9 | | +1.20 | 15.2 |
| Goods .. | 9.03 | | 9.33 | | +3.32 | Main line— Train miles per train engine hour. 8.05 Branch do. 8.00 11.4 |
| Mixed .. | 11.2 | | 10.7 | | -4.46 | 53 |
| Average time to haul 1,000 tons 100 miles. | 73 | | 67 | | -8.22 | 103 |
| | In use | 95.1 | 98.0 | +3.05 | } | 103 |
| Engine miles per engine day (Only available for last two years). | On line | 55.6 | 66.9 | +22.3 | | |
| Time in shops— | 1926-27 | | 1928-29 | | .. | 1927-28 |
| Engines .. | Days | 126 | 96 | -23.8 | 62 | |
| Coaches .. | Days | 64† | 43 | -32.8 | 41.0 | |
| Wagons .. | Days | 51† | 8 | -84.3 | 15.4 | |
| Cost of repairs— | | | | | 1924-25. | |
| Engine .. | Rs. | 7,312 | 8,555 | +17.0 | 8,64,224 | |
| Passenger Carriage .. | Rs. | 665 | 914 | +37.4 | 3,69,754 | |
| Wagon .. | Rs. | 92 | 128 | +39.1 | 6,13,484 | |

* Calculated on goods trains only, and not on goods proportion of mixed.

† Figures from July 1926.

operating efficiency.

| Railway. | | R. & K. Railway. | | | | |
|-----------------------------|--|-----------------------------|-----------------------------|--|-----------------------------|--|
| 1928-29. | Increase (+) or decrease (-) per cent. | 1924-25. | 1928-29. | Increase (+) or decrease (-) per cent. | | |
| 27,519 | +4.49 | 5,407 | 6,018 | +11.8 | | |
| 2658.39 | +1.69 | 692.64 | 679.87 | -1.84 | | |
| Loaded. Empty. | Loaded. Empty. | Loaded. Empty. | Loaded. Empty. | Loaded. Empty. | Loaded. Empty. | |
| Main. Branch. Main. Branch. | Main. Branch. Main. Branch. | Main. Branch. Main. Branch. | Main. Branch. Main. Branch. | Main. Branch. Main. Branch. | Main. Branch. Main. Branch. | |
| 35.0* 26.0* 11.2* 8.69* | +5.42 +3.17 +19.7-9.00 | 19 8 | 18 7 | -5.26 | -12.5 | |
| 75.7* 74.9* 24.3* 25.1* | -2.95 +3.31 +10.5-8.73 | 70.4 29.6 | 71.4 28.6 | +1.42 | -3.38 | |
| 128 | +2.40 | 167 | 168 | +0.60 | | |
| 186.5 | +20.2 | 203.4 | 174.6 | -14.2 | | |
| 187.5 | +24.5 | 164.4 | 135.3 | -17.7 | | |
| Rs. 6.26 | -12.9 | Rs. 10.4 | Rs. 8.15 | -21.6 | | |
| 15.5 | +1.97 | 16.3 | 16.2 | -0.61 | | |
| 8.57 | +6.46 | .. | .. | .. | | |
| .. | .. | 10.5 | 9.15 | -12.9 | | |
| 7.54 | -5.75 | .. | .. | .. | | |
| 12.2 | +7.02 | 11.8 | 11.3 | -4.24 | | |
| 62 | +17.0 | 56 | 67 | +19.6 | | |
| 101 | -1.94 | 63.3 | 76.9 | +21.5 | | |
| 1928-29 | .. | 1927-28 | 1928-29 | .. | | |
| 63 | +1.61 | 62 | 64 | 3.23 | | |
| 39.4 | -3.90 | 35 | 32 | -8.57 | | |
| 15.5 | +0.65 | 12 | 15 | +25.0 | | |
| 1928-29 | .. | 1927-28 | 1928-29 | .. | | |
| 9,55,090 | +10.51 | 6,413 | 6,363 | -0.78 | | |
| 4,42,303 | +19.62 | 506 | 399 | -21.15 | | |
| 5,28,912 | -13.79 | 77 | 65 | -15.63 | | |

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(xi) Reference question K-1281 and K-1282.—The N. W. Railway Administration reports that it is a fact that standard six of the European and Anglo-Indian Schools was accepted as the equivalent of the Matriculation Standard of the Punjab University. Indian boys educated in European and Anglo-Indian Schools, possessing standard six certificates, were accepted in the same way as Europeans and Anglo-Indians. The reason for this was that it was felt that boys educated in European and Anglo-Indian schools were better equipped with a conversational knowledge of English and Geography, etc. The standard, however, has been raised, and it has been decided that the Junior Cambridge will be accepted as the equivalent of the Matriculation Standard.

(xii) Reference questions K-1397; K-1398 and K-1434.

Statement showing the number of Foremen and Assistant Foremen (including those in Signal Shops on the N. W., E. I. and G. I. P. Railways) on Railways in 1925 and 1929.

| Railway. | Europeans. | | Statutory Indians. | | | | | Total. |
|----------------|-------------|---------------|--------------------|----------|----------------|--------|---------|--------|
| | Covenanted. | Uncovenanted. | Hindus. | Muslims. | Anglo-Indians. | Sikhs. | Others. | |
| Year 1925. | | | | | | | | |
| N. W. | 27 | 78 | 2 | 5 | 22 | 1 | 1 | 136 |
| E. B. | 21 | 11 | .. | .. | 22 | .. | .. | 54 |
| E. I. | 73 | 62 | 1 | .. | 35 | .. | .. | 171 |
| G. I. P. | 14 | 61 | 4 | 2 | 26 | 1 | 2 | 110 |
| Burma | 10 | 1 | .. | .. | 39 | 1 | 4 | 55 |
| B. B. C. I. .. | 26 | 6 | 2 | .. | 50 | .. | 3 | 87 |
| S. I. | 20 | 7 | .. | .. | 23 | .. | .. | 50 |
| A. B. | 4 | 7 | 1 | 1 | 11 | .. | .. | 24 |
| B. & N. W. .. | 4 | 2 | .. | 1 | 9 | .. | .. | 16 |
| R. & K. | 2 | .. | 1 | .. | 3 | .. | 1 | 7 |
| Total | 201 | 235 | 11 | 9 | 240 | 3 | 11 | 710 |
| Year 1929. | | | | | | | | |
| N. W. | 41 | 59 | 1 | 4 | 27 | 2 | 3 | 137 |
| E. B. | 23 | 9 | .. | .. | 25 | .. | 1 | 58 |
| E. I. | 54 | 76 | 1 | .. | 68 | .. | .. | 199 |
| G. I. P. | 20 | 60 | 8 | 3 | 30 | 1 | 9 | 131 |
| Burma | 6 | 2 | .. | .. | 50 | 1 | 4 | 63 |
| B. B. C. I. .. | 23 | 15 | 3 | .. | 51 | .. | 4 | 96 |
| S. I. | 18 | 6 | 4 | .. | 32 | .. | 2 | 62 |
| A. B. | 9 | 5 | 1 | 1 | 17 | .. | .. | 33 |
| B. & N. W. .. | 5 | 6 | .. | 1 | 11 | .. | .. | 23 |
| R. & K. | 1 | 2 | 2 | .. | 3 | .. | .. | 8 |
| Total | 200 | 240 | 20 | 9 | 314 | 4 | 23 | 810 |

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(xiii) *Reference questions K-1452 to K-1454.*—It is not quite clear from the question as to what information is required but it is presumed that Mr. Cliff wants information as regards percentage rise in the cost of operation per ton mile and per passenger mile in 1928-29 as compared with 1913-14.

It is not possible to allocate to passenger or goods traffic the cost of the numerous operations which are joint for all traffic, and therefore, no figures of the actual cost per passenger mile and per ton mile are available. For statistical purposes, however, the total working expenses of a railway are apportioned between coaching and goods traffic in the ratio of their respective gross ton miles, passenger and live stock being converted into tons at certain average rates. This method of apportionment is purely empirical and the resultant figures are of value only for the purposes of comparison. Approximately it can be said that compared with 1913-14 the cost per passenger mile and the cost per ton mile in 1928-29 have increased by 80 and 55 per cent respectively.

(xiv) *Reference questions K-1455 to K-1461.*—Expensures incurred in connection with sickness of railway employees is being obtained from Railway Administrations from the 1st April 1930, and will be supplied to the Royal Commission on Labour.

(xv) *Reference question K-1462.*—The replies referred to in this question are taken serially under their question numbers and the action taken on the subject of each question is given below:—

- (a) *K-868 to K-870 ; K-880 ; K-1196 and K-1286.*—Since these questions were asked, it has been agreed to receive a deputation of the All-India Railway-men's Federation twice a year [vide item (122) (i)].
- (b) *K-985.*—The Royal Commission on Labour has issued a letter to all Local Governments and Administrations asking for supplementary information in connection with the subject of this question. Railway Administrations have been asked to obtain the information required in consultation with Local Governments.
- (c) *K-1003 and K-1004.*—This question of employing men, who have been "axed" in the Government Presses, in Railway Printing Presses has been referred to Agents for necessary action.
- (d) *K-1012.*—The question of reducing the periods elapsing between the date on which pay is due and the date of payment is receiving attention. An attempt is being made to reduce the period to a minimum.
- (e) *K-1135.*—The existence of competitive examination in the Railway Accounts Service has been brought to the notice of Railway Administration with a view to the application of similar system to other departments.
- (f) *K-1142.*—An officer has been placed on Special Duty and his terms of reference include as one of the items the investigation of all "House Allowances" as present given to subordinates. It will be his duty to submit proposals.
- (g) *K-1219 to K-1221.*—There is no coal mine near Karachi, and it is not understood what Mr. Ahmed was referring to by his questions. The Railway Board have had the proceedings of the Legislative Assembly examined with a view to tracing references regarding (presumably) the rates of coal from Khewra. The Railway Board, however, have not been able to trace from the proceedings of the Legislative Assembly any suggestion for a reduction of charges for the carriage of coal from the Khewra coal mines.
- (h) *K-1224.*—An officer has been placed on Special Duty to examine the rates of pay at present paid to low paid staff on the East Indian Railway. The labour employed in the collieries under the E. I. Railway Administration will fall within the scope of his enquiries. Suitable action will be taken on receipt of his report and proposals.
- (i) *K-1275.*—The model draft rules for the Railway Staff Benefit Funds include the provision of a Committee at the headquarters of the Railway presided

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over by a senior officer nominated by the Agent, and consisting of five members, all Railway employees, one nominated by the Agent and four elected by the staff.

The constitution of Sub-Committees of the same composition may be authorised by the Agent at his discretion at convenient centres. These sub-Committees will have power to allot funds for specified objects within the rules and limitations prescribed by the Headquarters Committee.

- (j) *K-1393*.—In 1915 when the question of improvement of Railway Provident Funds was considered it was proposed that following the Precedent of the General Provident Fund the subscribers to the Railway Provident Funds be permitted to utilise their own deposits in the Fund towards payment of premia on life insurance policies. The proposal was turned down on the following grounds :—

That the insurance premia concession in the case of the General Provident Fund had created certain difficulties, which were as follow :—

- (i) Inconvenience to the subscriber and the Accounts Officer in connection with the assignment of policies, the registration and cancellation of assignments, and the deposit of policies with Government;
- (ii) the necessity that Government should take precautions to ensure the premia being regularly paid, amounting to Government's undertaking the duty of disbursing the premia out of the subscriber's balance;
- (iii) the idea underlying the arrangement in the case of General Provident Fund is that when a subscriber dies during service the proceeds of the insurance policy taken out by him in substitution for subscription to the General Provident Fund should be protected from the risk of merging in his general estate thus becoming available to his creditors instead of being absolutely at the disposal of his widow and children. There are a number of legal difficulties which have to be faced in connection with the details of such an arrangement.

Finally, that the Railway Provident Fund differed materially in its scope from the General Provident Fund, and was in itself, with the concessions which the Government gives, a very considerable insurance. But a re-examination of the question has been undertaken.

- (k) *K-1427*.—Certain information in this connection has been called for from Railway Administrations and the point raised will be dealt with after the information has been received.

APPENDIX Z (B).

Information supplied by the North Western Railway Administration.

(i) Reference question K-343.—(a) The following statement gives the proposals put forward by the Workshop Committee, Carriage and Wagon Shops, Moghalpara, and the action taken :—

| Serial No. | Date on which proposed. | Particulars of proposals. | How disposed of. | | |
|------------|-------------------------|---|------------------|---------------|----------------------|
| | | | Approved. | Not approved. | Under consideration. |
| 1 | 29-6-29 | Gate passes should be issued without restriction of time | 1 | .. | .. |
| 2 | 29-6-29 | Workmen should be granted leave up to 30 days without any restriction .. | 1 | .. | .. |
| 3 | 29-6-29 | Medical certificates given by Hakims or private practitioners should be accepted | .. | .. | 1 |
| 4 | 29-6-29 | Shop clerks should be transferred after a certain period. | 1 | .. | .. |
| 5 | 13-7-29 | Members of the Committee should be treated as on duty for the period they attend the meeting of the workshops Committee | .. | .. | 1 |
| 6 | 13-7-29 | Workmen drawing the maximum of their grades should be promoted to the next higher grade if vacancies occurred .. | 1 | .. | .. |
| 7 | 13-7-29 | When a Mistri is promoted to the grade of a junior chageman, the post of the Mistri should not be abolished | 1 | .. | .. |
| 8 | 13-7-29 | All workshop holidays should be paid holidays | .. | 1 | .. |
| 9 | 13-7-29 | Pass applications may be entertained 3 days before the date on which passes are required. | 1 | .. | .. |
| 10 | 13-7-29 | Battery coolies be supplied with aprons .. | 1 | .. | .. |
| 11 | 27-7-29 | Restrictions regarding recruitment of shop boys to be removed and Workmen's sons be given preference for shop boys posts: | 1 | .. | .. |
| 12 | 27-7-29 | Passes issued to employees and their families should count as one pass .. | .. | .. | 1 |
| 13 | 27-7-29 | Bhishties should be supplied with skin bags | .. | .. | 1 |
| 14 | 27-7-29 | Applications for condonation of break in service should be considered when submitted and not when a man is about to retire | .. | 1 | .. |
| 15 | 27-7-29 | Shop clerks should write the leave and pass applications of illiterate staff .. | .. | .. | 1 |
| 16 | 27-7-29 | An employee returning from leave may have the option of occupying the same quarter which he was occupying before he went on leave | .. | .. | 1 |
| 17 | 27-7-29 | A water booth may be built in shop No. 26 | .. | .. | 1 |
| 18 | 27-7-29 | Motor Drivers should be supplied with water bags | .. | .. | 1 |

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| Serial No. | Date on which proposed. | Particulars of proposals. | How disposed of. | | |
|------------|-------------------------|---|------------------|---------------|----------------------|
| | | | Approved. | Not approved. | Under consideration. |
| 19 | 27-7-29 | There should be a tiffin room for shop clerks | .. | .. | 1 |
| 20 | 10-8-29 | More quarters should be built for the employees | .. | .. | 1 |
| 21 | 10-8-29 | There should be flush system in the latrines, present flushing arrangements apt to soil clothes | .. | .. | 1 |
| 22 | 10-8-29 | The steam coach should start from Carriage and Wagon Shops, instead of Locomotive shops | .. | .. | 1 |
| 23 | 24-8-29 | There should be verandas along with the vendors' shops | .. | .. | 1 |
| 24 | 24-8-29 | Welders should be supplied with shelter | 1 | .. | .. |
| 25 | 24-8-29 | Shop No. 21 should be supplied with tool boxes and almirahs | 1 | .. | .. |
| 26 | 24-8-29 | Firemen should be supplied with uniforms | .. | 1 | .. |
| 27 | 24-8-29 | At 6:30 A.M. and 12 hours noon the cyclists should be allowed to pass through gate No. 2 | 1 | .. | .. |
| 28 | 24-8-29 | The Time Office window which was closed should be re-opened | 1 | .. | .. |
| 29 | 7-9-29 | Workmen who come late should lose $\frac{1}{2}$ hour instead of one hour | 1 | .. | .. |
| 30 | 7-9-29 | Daily rated staff should be allowed to stand as sureties when a daily rated man applies for loan from the Co-operative Credit Society | .. | .. | 1 |
| 31 | 7-9-29 | Mistries should be brought on to the monthly rated scale | .. | .. | 1 |
| 32 | 7-9-29 | There should be separate tiffin room for Indian Mistries, Journeymen and junior chargemen | 1 | .. | .. |
| 33 | 7-9-29 | The Electric Trolley Drivers should be supplied with water proofs | .. | 1 | .. |
| 34 | 7-9-29 | Railway Rule Books should be printed in vernacular | 1 | .. | .. |
| 35 | 7-9-29 | A new latrine should be built for the supervising staff | 1 | .. | .. |
| 36 | 7-9-29 | The scale of pay of batteryman should be fixed as the old one | .. | 1 | .. |
| 37 | 7-9-29 | In clock punching at the gate, there should be no racial discrimination | 1 | .. | .. |
| | | Total | 17 | 5 | 15 |

Total No. of proposals 37 Percentage.
 Total No. of proposals approved 17 46%
 Total No. of proposals disapproved 5 13.5%
 Total No. of proposals under consideration 15 40.5%

Note.—All requests sent through the proper channel for consideration—where it is possible for the request to be granted the committee is informed immediately—similarly in the case of such requests or recommendations which are not approved—in the cases of requests or proposals which involve questions of policy or finance, the committee are informed that the case is receiving consideration.

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(b) The following statement gives the names and other particulars of the staff who constitute the Workshop Committee.

| No. | Names. | Designation. | Present pay. | Grade. | Length of service. |
|-------|---------------------|--------------------|--------------|---------------------|--------------------|
| | | | Rs. A. P. | Rs. | |
| | C. Echlin .. | Foreman .. | 650 0 0 | 575—25—650 | 26 years. |
| E-275 | Barkat Ali .. | Journeyman .. | 130 0 0 | 100—10—170 | 8½ .. |
| .. | Faqir Chand .. | Head Timekeeper .. | 160 0 0 | 160—10—200 | 18 .. |
| 8411 | Mohd. Hussain .. | Tinker .. | 2 8 0 | 1/4/0—0/2/0—2/8/0 | 8 .. |
| 4683 | Mohd. Ali .. | Brass Fitter .. | 1 12 0 | Do. | 4 .. |
| 4956 | Mohd. Hussain .. | Carpenter .. | 2 8 0 | Do. | 10 .. |
| 6275 | Mohd. Ishaq .. | Vac. Fitter .. | 2 8 0 | Do. | 12 .. |
| 6834 | Mohd. Sadaq .. | Turner .. | 2 8 0 | Do. | 14 .. |
| 8409 | Mohd. Din .. | Tinker .. | 2 8 0 | Do. | 18 .. |
| 5411 | Mohd. Sharif .. | Fitter .. | 2 6 0 | Do. | 9 .. |
| 6369 | Gulam Qadar .. | Asstt. Fitter .. | 1 0 0 | 0/14/0—0/1/0—1/2/0 | 4 .. |
| 7009 | Modh. Sharif .. | Shop Boy .. | 1 2 0 | Do. | 5 .. |
| 6846 | Hari Ram .. | Driller .. | 1 2 0 | Do. | 5 .. |
| 7830 | Hussain Bux .. | Fireman .. | 1 2 0 | Do. | 6 .. |
| 9528 | Nethoo Ram .. | Cooly .. | 0 12 0 | 0/10/0—0/1/0—0/12/0 | 5 .. |
| 9537 | Surjan Ram .. | Cooly .. | 0 12 0 | Do. | 4 .. |
| 1008 | Ganga Singh .. | Carpenter .. | 2 8 0 | 1/4/0—0/2/0—2/8/0 | 14 .. |
| 1222 | Viryam Singh .. | .. | 2 8 0 | Do. | 4 .. |
| 2305 | Jahangir Hussain .. | .. | 2 2 0 | Do. | 7 .. |
| 151 | Ahmed Din .. | Fitter .. | 2 8 0 | Do. | 12 .. |
| 3606 | Ahmed Din .. | Painter .. | 2 8 0 | Do. | 11 .. |
| 1678 | Mohd Bux. .. | Carpenter .. | 2 8 0 | Do. | 12 .. |
| 9805 | Abdul Sattar .. | Fitter .. | 2 8 0 | Do. | 11 .. |
| 3078 | Mohd. Sharif .. | Rough Carpenter .. | 1 2 0 | 0/14/0—0/1/0—1/2/0 | 5 .. |
| 9967 | Said Akbar .. | Battery Cooly .. | 0 15 0 | Do. | 4 .. |
| 9869 | Ganga Din .. | T. T. Driver .. | 1 4 0 | 1/4/0—0/2/0—1/8/0 | 4 .. |
| 3035 | Ram Datt .. | Cooly .. | 0 12 0 | 0/10/0—0/1/0—0/12/0 | 11 .. |
| 41 | Mahbub Ali .. | .. | 0 12 0 | Do. | 5 .. |
| 4998 | Mohd. Sadiq .. | Motor Fitter .. | 1 6 0 | 1/4/0—0/2/0—2/8/0 | 1 year. |
| | One man resigned. | | | | |

[App. Z(B).]

(c) The following statement shows the nature of enquiries made by employees at the Bureau in the Carriage and Wagon Shops, Moghalpura,

| Serial No. | Date. | T. No. | Shop No. | Name. | Enquiry made. | Remarks. |
|------------|---------|--------|----------|-----------------------|--|---|
| 1 | 15-7-29 | E/170 | 17/B | Ghulam Kadar .. | Loan application to the Co-operative Credit Society reached this office on 10th July 1929. | Forwarded to Chief Accounts Officer, Moghalpura on 11th July 1929. Man informed accordingly, case being followed up. |
| 2 | 20-7-29 | 7899 | 22 | Sadhu Singh .. | Accident on 9th May 1929 no payment | Bill passed to Chief Accounts Officer, Moghalpura. Asked to expedite payment. |
| 3 | 7-8-29 | Temp. | .. | Chauk-Misri Khan Idar | Was discharged on 6th May 1929 after 19 days service. Wages not paid. | Settlement papers sent to Chief Accounts Officer, under this office endorsement No. 172-E. C./1, dated the 8th May 1929. Further enquiries being made. |
| 4 | 9-8-29 | 7515 | 22 | Ghulam Mohammed | Was transferred from Electric Shop to Boiler Smith Shop. Wanted to be transferred back to Electric Shop. Wanted to know the procedure. | Was advised to apply to Boiler Smith, Foreman. Consent of both Foremen was essential, for the exchange to be made. |
| 5 | 9-8-29 | 7548 | 22 | Noor Mohammed .. | Died in April 1929. His brother wanted to know when will the unpaid wages of the deceased be paid. | Letter written to Chief Accounts Officer, Moghalpura, for payment vide this office No. 581-E.C./1, dated the 12th July 1929. Ra. 62-2-0 lying at the credit of the deceased. Asked to expedite payment. Case being followed up. |

| | | | | | | | |
|---|---------|------|------|-------------|----|--|--|
| 6 | 23-9-29 | 5008 | 17/B | Imam Dln .. | .. | He was hurt while on duty, was sent to Medical Officer, Moghalpura, who sent him back to work. The man said he was unfit for duty. | The man was told that the Medical Officer was the proper authority to decide whether he was fit or unfit for duty. The man was told to abide by the decision of medical authorities. |
| 7 | 25-9-29 | 154 | 15 | Qadar Bux | .. | He was beaten by Gulab Khan of his shop and his verbal complaint was not heard by Foreman. | He was advised to submit a written application to his Foreman and if no satisfaction was obtained to see Welfare Clerk. |
| 8 | 26-9-29 | 7830 | 22 | Hussain Bux | .. | Boiler Smith. Foreman was not liberal in issuing the gate passes. | The man was instructed to quote particular cases as it was difficult to deal with a general complaint like that. |

[App. Z(B).]

(ii) Reference questions K-486 and K-687.—In this question reference is made to the following statement showing the actual basis on which the scales of 1920 were revised and the percentage of increase granted to the staff since 1st August 1914—

| Pay as on 1st August 1914. | Pay from 1st April 1920. | Pay as on 1st August 1914. | Pay from 1st April 1920. |
|-------------------------------|-----------------------------|-------------------------------|-----------------------------|
| Rs. | Rs. | Rs. | Rs. |
| 10 | 17 | 140 | 190 |
| 15 | 26 | 145 | 195 |
| 20 | 33 | 150 | 200 |
| 25 | 38 | 155 | 205 |
| 30 | 45 | 160 | 215 |
| 35 | 53 | 165 | 220 |
| 40 | 60 | 170 | 225 |
| 45 | 68 | 175 | 230 |
| 50 | 75 | 180 | 240 |
| 55 | 80 | 185 | 245 |
| 60 | 90 | 190 | 250 |
| 65 | 95 | 195 | 255 |
| 70 | 100 | 200 | 265 |
| 75 | 110 | 210 | 275 |
| 80 | 115 | 220 | 290 |
| 85 | 120 | 230 | 300 |
| 90 | 125 | 240 | 315 |
| 95 | 130 | 250 | 325 |
| 100 | 140 | 260 | 340 |
| 105 | 145 | 270 | 350 |
| 110 | 150 | 280 | 365 |
| 115 | 155 | 290 | 375 |
| 120 | 165 | 300 | 385 |
| 125 | 170 | 310 | 400 |
| 130 | 175 | 320 | 415 |
| 135 | 180 | 330 | 425 |

[App. Z(B).]

| Pay as on 1st August 1914. | Pay from 1st April 1920. | Pay as on 1st August 1914. | Pay from 1st April 1920. |
|----------------------------|--------------------------|----------------------------|--------------------------|
| Rs. | Rs. | Rs. | Rs. |
| 340 | 440 | 430 | 530 |
| 350 | 450 | 440 | 540 |
| 360 | 460 | 450 | 550 |
| 370 | 470 | 460 | 560 |
| 380 | 480 | 470 | 570 |
| 390 | 490 | 480 | 580 |
| 400 | 500 | 490 | 590 |
| 410 | 510 | 500 | 600 |
| 420 | 520 | .. | .. |

| | |
|--|-----|
| Men on Rs. 10 to 20 on 1st August 1914 would get | 66% |
| Men on Rs. 25 to 60 Ditto | 50% |
| Men on Rs. 70 to 110 Ditto about | 40% |
| Men on Rs. 120 to 250 Ditto | 33% |
| Men on Rs. 260 to 330 Ditto | 28% |

Men on above Rs. 330—Rs. 100 lump sum addition.

(iii) Reference questions K.-499 to K.-501.—The amount of money spent by the North Western Railway Administration during the last 5 years (1st April 1924 to 31st March 1929) on the construction of various types of quarters for Railway employees getting pay above and below Rs. 250 per mensem is as follows :—

| Category of staff. | Amount. |
|--|-----------|
| | Rs. |
| Workshop staff getting pay above Rs. 250 per mensem .. | 3,93,537 |
| Workshop staff getting pay below Rs. 250 per mensem .. | 36,334 |
| Other staff getting pay above Rs. 250 per mensem .. | 65,518 |
| Other staff getting pay below Rs. 250 per mensem .. | 41,00,088 |
| Grand total .. | 45,95,477 |

(iv) Reference question K.-590.—For reply to this question reference should be made of Appendix Z (A) (xii).

APPENDIX Z (C).

Information supplied by the Eastern Bengal Railway Administration.

(i) *Reference question K-3394.*—The following figures are supplied :—

(a) Number of promotions during 1929 to each of the following classes :—

| | | | | |
|------------------------|----|----|----|-------------------------------------|
| (i) Station Masters | .. | .. | .. | 30 |
| (ii) Ticket Collectors | .. | .. | .. | 14 |
| (iii) Engine Drivers | .. | .. | .. | 43 |
| (iv) Stokers (Firemen) | .. | .. | .. | 115 |
| (v) Guards | .. | .. | .. | 18 Permanent, |
| | | | | 33 Temporary (for certain periods). |

(b) Maximum and minimum amount of increase received by any of the persons promoted to each of the classes mentioned in (a)—

- (i) Maximum Rs. 5 and minimum Rs. 4.
- (ii) Maximum Rs. 4 and minimum Rs. 2.
- (iii) Maximum Rs. 40 and minimum Rs. 7.
- (iv) Maximum Rs. 25 and minimum Rs. 1.
- (v) Maximum Rs. 23 and minimum Rs. 3.

(ii) *Reference question K-3458.*—On the E. B. Railway during 1928-29 twenty-eight cases were attended by nurses (holding midwifery qualifications) and by Indian dais.

(iii) *Reference question K-3545.*—The E. B. Railway give the following note on the figure given in the Memorandum regarding workshop staff discharges.

The figures given include skilled, semi-skilled and unskilled labour: on this Railway the last mentioned class is extremely fluid and its members frequently leave the service without the formality of tendering a resignation and their names have in consequence to be struck off the rolls of active employees, such cases have been included amongst the discharges. Frequently too these men are re-appointed on return from their homes, and a man might have absconded and been re-appointed thrice within the space of 5 years and this has been counted as three discharges. It follows that the figures for workshop staff given in the Memorandum are in no way indicative of the extent to which discharge resorted to as a disciplinary measure. With regard to the comparison drawn between the figures on the E. B. Railway and on other Railways it is to be noted that in some cases railways have not given the figures for the full five years; Lillooah figures for 5 years would be about 7,141, and the G. I. P. 6,365. It is not unlikely, too, that on other railways unskilled labour is more stable and that cases of men being struck off the rolls for unauthorised absence have not been included among the discharges.

APPENDIX Z (D):

Information supplied by the East Indian Railway Administration.

(i) Reference question K-3789.—(a) Summary of staff drawing pay under Rs. 20 and on scales terminating under Rs. 20 per mensem.

| | Number. |
|--|-----------------|
| Divisional Organisation | 40,463 |
| Electrical Department | 560 |
| Colliery Department | 45 |
| Medical Department | 354 |
| Watch and Ward Department | 1,436 |
| Printing Department | 129 |
| Stores Department | 1,174 |
| Lucknow Shops | 719 |
| Lucknow Carriage and Wagon Shops | 198 |
| Jamalpur Workshops | 4,575 |
| Lillooah Workshops | 1,112 |
| Tatanagar Workshops | 50 |
| Total .. | 50,815 |
| | |
| Total number of employees on 1st October 1928 .. | 1,47,932 |
| Number of staff drawing under Rs. 20 per mensem | 50,815 |
| Percentage of staff drawing under Rs. 20 to total number | 34.35 per cent. |

(b) Summary of staff on 1st October 1928 drawing under Rs. 30 or on scales terminating under Rs. 30.

| | 1928 |
|---|-----------------|
| Office staff | 1,737 |
| Train staff | 720 |
| Loco. Running | 2,910 |
| Engineering | 35,318 |
| Engineering | 11,222 |
| Other staff | 51,151 |
| Total .. | 1,02,958 |
| | |
| Total number of employees on 1st October 1928 .. | 1,47,932 |
| Percentage of men on Rs. 30 and under to total number of employees .. | 69.58 per cent. |

(ii) Reference question K-379s.—Statement giving all staff (excluding clerical staff) of all Mechanical Workshops on the East Indian Railway.

| | Jamalpur. | | | Lilloah. | | | Lucknow Loco. | | | Lucknow C. and W. | | | Tatanagar. | | | Total. |
|-------------------------|-----------|-------|--------|----------|-------|--------|---------------|-------|-------|-------------------|-------|-------|------------|-------|-----|--------|
| | E. | A. I. | I. | E. | A. I. | I. | E. | A. I. | I. | E. | A. I. | I. | E. | A. I. | I. | |
| Officers .. | 7 | .. | 3 | 6 | .. | 2 | 3 | 1 | .. | 2 | .. | 1 | 2 | .. | .. | 27 |
| Upper Subordinates. | 41 | 14 | .. | 19 | 9 | 3 | 9 | 10 | 7 | 7 | 4 | .. | 2 | 1 | 1 | 127 |
| Lower Subordinates. | 59 | 103 | 259 | 12 | 32 | 62 | 10 | 31 | 42 | 4 | 26 | 44 | 1 | 1 | 11 | 697 |
| Skilled Workmen | .. | .. | 6,691 | .. | .. | 9,268 | .. | 29 | 2,288 | .. | 64 | 2,652 | .. | .. | 476 | 21,468 |
| Unskilled Workmen. | .. | .. | 3,225 | .. | .. | 1,240 | .. | .. | 766 | .. | 2 | 1,430 | .. | .. | 264 | 6,927 |
| Apprentices 1st Grade. | 32 | 22 | 62 | 14 | 7 | 31 | 1 | 8 | 2 | 1 | 1 | .. | .. | .. | .. | 131 |
| Apprentices, 3rd Grade. | .. | .. | 540 | .. | .. | 28 | .. | 1 | 60 | .. | .. | 25 | .. | .. | .. | 654 |
| Total .. | 139 | 139 | 10,780 | 51 | 48 | 10,634 | 23 | 80 | 3,165 | 14 | 97 | 4,162 | 5 | 2 | 752 | 30,081 |
| | =11,053 | | | =10,733 | | | =3,268 | | | =4,263 | | | =759 | | | |

Upper Subordinates include — Inspectors, Foremen, Assistant Foremen, Specialists.
 Lower Subordinates include — Steel Smelters, Mechanics, Chargemen, Chargehands, Gunners.
 Skilled Workmen include — All classes skilled labour.
 Unskilled Workmen include — All classes unskilled labour.

[App. Z(D).]

[App. Z(D.)

(iii) *Reference questions K-3814 to K-3820.*—The E. I. Railway Administration reports that the following have been forwarded to the Royal Commission ;

- (a) Copy of a report on the cost of the Housing scheme for the Lillooah Labour Staff, and
- (b) Copy of the revised terms of service intended to be applicable to the Lillooah Workmen.

(iv Reference questions K-3825 and K-3826—

EAST INDIAN RAILWAY.

Results of the working of Colliery Benefit Fund (Giridih) for the year ending 31st March 1927.

| Months. | RECEIPTS. | | | | | | | | | | | |
|-----------------------|------------------|----------------|----------|----------------------------|------------------------------|-----------|---------------------|---|----------------|--|--|-----------|
| | Unclaimed wages. | Subscriptions. | Fines. | Excess recoveries of loan. | Payments on account of loan. | | Fees from Visitors. | Pensions in lieu of gratuity on retirement. | Miscellaneous. | Interest on Government Promissory Notes. | Gain on re-valuation of Government securities. | Total. |
| | | | | | Principal. | Interest. | | | | | | |
| | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. |
| April 1926 | .. | 2,109 3 | 171 10 | 11 10 | 167 13 | 17 8 | 4 0 | .. | .. | .. | .. | 2,481 13 |
| May 1926 | 503 2 | 2,575 10 | 227 5 | 0 15 | 172 6 | 10 9 | 15 0 | 1,970 8 | 5 0 | 702 11 | .. | 6,153 2 |
| June 1926 | .. | 1,721 9 | 154 12 | 0 12 | 179 12 | 7 5 | 10 0 | .. | .. | .. | .. | 2,074 2 |
| July 1926 | .. | 1,817 15 | 151 13 | 2 0 | 141 8 | 3 9 | 8 0 | 265 8 | .. | 329 3 | .. | 2,719 8 |
| August 1926 | .. | 1,817 5 | 293 11 | .. | 230 8 | 6 5 | 8 0 | 1,082 0 | .. | 587 1 | .. | 4,024 14 |
| September 1926 | .. | 2,183 3 | 246 0 | 1 0 | 280 9 | 7 7 | 5 0 | 662 8 | .. | 269 5 | .. | 3,855 0 |
| October 1926 | .. | 2,015 15 | 114 0 | 0 9 | 89 0 | 1 14 | 26 0 | .. | .. | .. | .. | 2,227 6 |
| November 1926 | .. | 2,321 12 | 233 10 | 2 3 | 215 4 | 8 6 | 32 0 | 1,367 12 | .. | 417 13 | .. | 4,698 12 |
| December 1926 | .. | 2,034 8 | 187 11 | .. | 122 10 | 9 9 | 34 0 | 192 8 | .. | .. | .. | 2,620 14 |
| January 1927 | .. | 2,522 10 | 151 15 | 1 3 | 116 15 | 14 12 | 34 0 | .. | .. | .. | .. | 2,841 7 |
| February 1927 | .. | 2,228 15 | 102 15 | 0 12 | 89 8 | 5 8 | 30 0 | 1,170 6 | .. | 7 14 | .. | 3,635 14 |
| March 1927 | .. | 2,070 2 | 144 4 | 0 3 | 75 8 | 3 7 | 6 0 | 1,242 4 | .. | 269 5 | 1,013 2 | 4,824 3 |
| Total | 503 2 | 25,418 11 | 2,179 10 | 21 3 | 1,861 5 | 95 3 | 212 0 | 7,893 6 | 5 0 | 2,583 4 | 1,013 2 | 41,786 14 |
| Monthly average | 42 0 | 2,118 0 | 182 0 | 2 0 | 155 0 | 8 0 | 17 0 | 658 0 | .. | 215 0 | 85 0 | 3,482 0 |

APP. Z(D.)

DISBURSEMENTS.

| Months. | SICKNESS. | | | | | | DEATHS. | | | | BIRTHS. | | Pensions. | Marriage. | Scholarship. | Loan. | Gratuity. | Allowances to the widows, orphans, etc. | Refund of excess recoveries of loan. | Refund of fine. | Premium, etc., on Government securities purchased during the year. | Miscellaneous. | Total. | Balance for the month. | Balance in hand at the end of the month. | Balance of loan account at the end of the month. | | |
|---|-----------------------|----------|-----------------------|---------|-------------------------|---------|-----------------------|---------|-------------------------|---------|-------------------------|---------|-----------|-----------|--------------|---------|-----------|---|--------------------------------------|-----------------|--|----------------|---------|------------------------|--|--|---|----------|
| | Men. at Rs. 1-2 each. | | Women at As. 12 each. | | Children at As. 6 each. | | Adults at Rs. 5 each. | | Children at Rs. 2 each. | | Births at Rs. 4-8 each. | | | | | | | | | | | | | | | | | |
| | No. | Rs. As. | No. | Rs. As. | No. | Rs. As. | No. | Rs. As. | No. | Rs. As. | No. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | Rs. As. | | |
| Balance brought forward from previous year. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 52,976 0 | 435 8 | |
| April 1926.. | 407 | 457 14 | 186 | 148 8 | 1 | 0 6 | 15 | 75 0 | 5 | 10 0 | 89 | 400 8 | 658 0 | 155 0 | 20 13 | 270 0 | 7 8 | 839 2 | 0 13 | .. | .. | .. | .. | .. | 3,043 8 | -561 12 | 52,414 4 | 537 6 |
| May 1926 .. | 252 | 283 8 | 76 | 57 12 | 3 | 1 2 | 14 | 70 0 | 4 | 8 0 | 109 | 490 8 | 524 0 | 185 0 | .. | 150 0 | 6 0 | 674 14 | 10 2 | .. | .. | .. | .. | .. | 2,460 14 | 3,722 4 | 56,136 8 | 515 0 |
| June 1926 .. | 254 | 285 12 | 92 | 69 0 | 2 | 0 12 | 15 | 75 0 | 6 | 12 0 | 94 | 423 0 | 558 0 | 130 0 | 14 4 | 240 0 | 6 0 | 657 8 | .. | .. | .. | .. | .. | .. | 2,471 4 | -397 2 | 55,739 6 | 575 4 |
| July 1926 .. | 269 | 302 10 | 97 | 72 12 | .. | .. | 26 | 130 0 | 6 | 12 0 | 116 | 522 0 | 662 8 | 110 0 | .. | 405 0 | .. | 832 4 | .. | .. | .. | .. | .. | .. | 3,049 2 | -329 10 | 55,409 12 | 838 12 |
| August 1926.. | 223 | 250 14 | 74 | 55 8 | 3 | 1 2 | 12 | 60 0 | 7 | 14 0 | 72 | 324 0 | 541 8 | 70 0 | 36 4 | 220 0 | .. | 691 6 | .. | .. | .. | .. | .. | .. | 2,264 10 | 1,760 4 | 57,170 0 | 828 4 |
| September 1926 | 387 | 322 14 | 78 | 58 8 | .. | .. | 23 | 115 0 | 8 | 16 0 | 89 | 400 8 | 660 4 | .. | 11 12 | 90 0 | .. | 898 12 | .. | .. | .. | .. | .. | .. | 2,563 10 | 1,091 6 | 58,261 6 | 637 11 |
| October 1926 | 241 | 271 2 | 51 | 38 4 | .. | .. | 13 | 65 0 | 1 | 2 0 | 74 | 333 0 | 574 8 | .. | .. | .. | .. | 725 4 | .. | .. | .. | .. | .. | .. | 2,009 2 | 218 4 | 58,479 10 | 568 11 |
| November 1926 | 226 | 254 4 | 79 | 59 4 | 1 | 0 6 | 12 | 60 0 | 9 | 18 0 | 47 | 211 8 | 529 4 | .. | .. | 90 0 | .. | 741 10 | .. | .. | .. | .. | .. | .. | 1,964 4 | 2,634 8 | 61,114 2 | 443 7 |
| December 1926 | 214 | 240 12 | 70 | 52 2 | 4 | 1 8 | 22 | 110 0 | 6 | 12 0 | 94 | 423 0 | 649 8 | .. | .. | 30 0 | .. | 917 10 | .. | .. | .. | .. | .. | .. | 2,436 8 | 84 6 | 61,198 8 | 350 13 |
| January 1927 | 185 | 208 2 | 29 | 21 12 | .. | .. | 13 | 65 0 | 3 | 6 0 | 53 | 238 8 | 528 12 | .. | .. | 225 0 | .. | 741 10 | .. | .. | .. | .. | .. | .. | 2,034 12 | 806 11 | 62,005 3 | 458 14 |
| February 1927 | 213 | 239 10 | 31 | 23 4 | .. | .. | 10 | 50 0 | .. | .. | 54 | 243 0 | 592 8 | .. | 39 12 | 255 0 | .. | 737 10 | .. | .. | .. | .. | .. | .. | 2,180 12 | 1,455 2 | 63,460 5† | 624 6 |
| March 1927 .. | 332 | 373 8 | 80 | 60 0 | 2 | 0 12 | 26 | 130 0 | 6 | 12 0 | 69 | 310 8 | 695 4 | 30 0 | 10 0 | 540 0 | .. | 933 8 | .. | .. | 264 7 | .. | .. | .. | 9,359 15 | 1,464 4 | 64,924 9 | 1,088 14 |
| Total | 3,203 | 3,490 14 | 943 | 716 10 | 16 | 6 0 | 201 | 1,005 0 | 61 | 122 0 | 960 | 4,320 0 | 7,174 0 | 680 0 | 132 13 | 2,515 0 | 19 8 | 9,381 2 | 10 15 | .. | 264 7 | .. | .. | .. | 29,888 5 | 11,948 9 | Total assets at the end of the year Rs. 66,013-7. | |
| Monthly average | 267 | 291 0 | 78 | 60 0 | 1 | .. | 16 | 84 0 | 5 | 10 0 | 80 | 360 0 | 598 0 | 57 0 | 11 0 | 210 0 | 1 0 | 782 0 | .. | .. | 22 0 | .. | .. | .. | 2,486 0 | 995 0 | | |

| | | |
|---|---------|-----------|
| Cash in hand at Baniadih Pay clerk .. | Rs. As. | 13,817 11 |
| Investment in Government Promissory Notes (Market value) .. | Rs. As. | 51,106 14 |
| Total | Rs. As. | 64,924 9† |

| Securities in hand. | Face value. | Market value on 31st March 1926. | Market value on 31st March 1927. | Gain. |
|--|-------------|----------------------------------|----------------------------------|---------------------|
| | Rs. | Rs. As. | Rs. As. | Rs. As. |
| 3½ per cent. Loan of 1854-55 .. | 200 | .. | .. | .. |
| 3½ per cent. Loan of 1865 .. | 4,300 | At 74-1 per cent. .. | 3,555 0 | 78-11 per cent. .. |
| 3½ per cent. Loan of 1900-01 .. | 300 | .. | .. | 3,777 0 |
| 5½ per cent. Loan of 1945-55 .. | 700 | At 104-6 per cent. .. | 730 10 | 108-6 per cent. .. |
| 4 per cent. Loan of 1960-70 .. | 27,200 | at 106-2 per cent. .. | 23,878 2 | 89-6 per cent. .. |
| 5½ per cent. War Bonds of 1928 of the aggregate face value of Rs. 22,500 converted into 4 per cent. loan of 1960-70. | 4,000 | At 105-6 per cent. .. | 4,215 0 | 105-8 per cent. .. |
| 6 per cent. Bonds of 1930 .. | 11,000 | At 106-8 per cent. .. | 11,715 0 | 107-10 per cent. .. |
| 6 per cent. Bonds of 1932 .. | 6,000 | At .. | .. | 103-6 per cent. .. |
| Securities purchased during the year. | .. | .. | .. | .. |
| 5 per cent. Bonds of 1933 .. | .. | .. | .. | .. |
| | 53,700 | | 44,093 12 | 51,106 14 |
| | | | | 1,013 2 |

CHIEF ACCOUNTS OFFICE ; }
Calcutta, 1st May 1928.

B. SEVERS,
Chief Accounts Officer.

[App. Z (D.)

(v) *Reference questions K-3842 to K-3846 and K-3853.*—(a) The Minutes of the Divisional Welfare Committee Meetings held at Moradabad have been supplied by the E. I. Railway to the Royal Commission on Labour.

(b) Achievements of the Divisional Welfare Committee are as follow :—

- Facilities for recreation of staff at Lhaksar—Tennis Courts.
- Arrangements made for Newspapers and Periodicals to be sent from Moradabad Institute to Lhaksar.
- Recommendation made for supply of overcoats to "A"-class S. Ms. and A. S. Ms. D. S. promised to build quarters for control clerks when funds permit.
- Furniture provided in the clerks tiffin room in office.
- Conditions at Aligarh Running room improved.
- Arrangements made for an Indian School Master for staff of B. E. shed.
- Preferential treatment to the sons of railway employees for employment.
- Duty hours of line jemadars at M. B. re-arranged.
- Payment of P. W. staff on the Roorkee beat for the month of June arranged.
- Powers delegated to senior S. Ms. to grant leave to other than train passing staff.
- All "A" class guards examined as to their fitness for promotion to "B" class and a number of them promoted.
- It was complained that guards received their pay at a very late date of the month—Matter put right.
- Rules regarding pay and allowances, leave, medical attendance, passes etc., to guards notified as desired by the representative.
- The request to publish the proceedings of the Welfare Committee meetings acceded to.
- Provision of lights and fans in the quarters of senior subordinate Indian staff recommended to Agent.
- Postal authorities written to for fixing up a pillar box at Hospital gate.
- Fresh copies of rules governing payment and allowances to running staff obtained from Head Office and distributed to them.
- Payment of State contributions to the Provident Fund Institute expedited.
- Condition of certain running rooms particularly B. E. and L. R. J. looked into and matters put right.
- Arrangements made to provide a separate metre for certain quarters at Barsilly which are divided up into running room, and part of which are allocated to certain staff.
- Pay of Lady Ticket Collectors—Put right by the new scales.
- The request to explain the reasons of Deductions made from the pay and allowance of staff noted.
- Privilege Ticket Orders.—Request of the member regarding the senior subordinates having to have their Privilege Ticket Orders witnessed passed on to Agent (O. P.)
- Lights and water required at certain places near the Office—S. S. W. is arranging.
- Quarters for office clerks—Request noted for provision to be made in next budget.
- Arrangements made to provide 2nd A. S. Ms. at Aithal, Pathri and Jawalpur.
- The question of rates of handling bills gone into as desired by the representative and figures compared.
- The complaint re. inadequate grant of school passes for children of employees gone into and issue of passes allowed.
- The complaint regarding increase of work in goods sheds and booking offices due to the E. I. Railway system of work looked into.

App. Z (D.)]

The request for publication of Dress Regulations acceded to.

The complaint regarding guards Running Room at Saharanpur, attended to

The question regarding uncomfotability of certain rest vans supplied to the staff looked into and arrangements made to get some more vans from other divisions.

Complaint *re.* non-receipt of pay and allowances by certain staff attended to and payment arranged.

Arrangements made to provide a Hindu cook in the Driver's Running Room at B. E.

The matter *re.* Rosa fireman being in receipts of lesser pay than the men of other sheds rectified.

Arrangements made to supply warm uniform to relief train staff.

Warm jerseys supplied to pointsmen on the division.

Arrangements being made to provide extra men at level crossing gates to relieve pointsmen of these additional duties.

Passes to P. W. staff for bringing provisions—Orders issued to grant passes.

Keymen's pay—Matter under reference with Agent (E).

The complaint regarding insufficient notice to staff to attend Chandausi School—Rectified.

Agent written to in regard to an Indian Institute for Bareilly staff.

Electric Radiators for general office—Arrangements made to provide stores.

Arrangements being made to make the suggested alternations in the I. O. Ws. quarters.

C. M. O. written to for medical facilities at Balaman.

The question of providing school facilities at Balaman looked into.

Arrangements made to place in circulating libraries the books and pamphlets containing rules *re.* leave, passes etc.

D. S. agreed to consider the voice of Station Masters in the matters *re.* transfers etc. of their staff provided the case is properly put up.

The grade of R. S. F.'s head clerk at Moradabad raised to 70—5—100.

"C" and "D" Class S. Ms. sanctioned European style of uniforms.

It was agreed that no verification of character of menial staff of Engineering Department should be made until the man has been for two months in service.

Case of B. Beni Pd. Sharma A. S. M. Roorkee in connection with Relg. "F" class A. S. Ms. looked into.

Ordered that the postponement of transfers of staff whose sons are going to appear in an examination at school will be considered provided a certificate is produced from the head master of the school.

Request *re.* discontinuing issue of office orders for gazetted holidays acceded to and decided that all gazetted holidays notified in E. I. Railway Calendar for U. P. will be observed.

Agreed that there should be no differentiation in the observance of gazetted holidays and that both sects. in office, Hindus and Mohammedans, alike should get all gazetted holidays.

Agent agreed to grant travelling allowance to staff attending Welfare Committee meetings.

Supply of stationery to office clerks—relief and red ink nibs provided.

One extra pass issued to Rosa staff to get provision.

A water tap provided in Inspector's rest room at Moradabad.

Grant of H. D. Railway allowance to staff from Hardwar to Harrawals recommended to Agent (O. P.)

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- The complaint regarding high rates of charges for electric fittings and electric current passed on to Head Office. The scales are being revised.
- The question re. grant of travelling allowance to staff attending Sahebgunge School recommended.
- The question of providing senior Indian drivers to work on passengers links attended to.
- Insanitary state of compound of the SPN European Guards Running Room, Staff quarters and Hd. Ticket Examiner's bungalow—Matters being put right.
- Agreed that medical attendance passes may be issued by S. Ms. to the families of staff for medical relief.
- A peon deputed to carry cycles of office clerks upstairs in Divisional Superintendent's Office.
- A latrine built in the Guards' Running Room at Khan-Alampura (West) as requested.
- Arranged that Cinema Car should stop at Lhaksar and give a show.
- Narrow pit adjacent to the new quarters at Moradabad being converted into pucca drain and levelled.
- The complaint regarding staff having to work for long hours on duty owing to paucity of reliefs attended to.
- Complaint that leave is not granted in cases of emergency gone into.
- Copies of seniority lists of office clerks placed in each section as requested.
- Powers delegated to Assistant Superintendent Works to issue passes and P. T. Os. on privilege account to clerical staff under them.
- The complaint regarding delays in E. C. C. S. Office, Lucknow, in dealing with correspondence and loan applications from members passed on to E. C. C. S. who have put matters right.
- Civil authorities written to for providing a school in Railway Loco. quarters at Moradabad.
- The question of providing electric light in the compound of Loco. quarters at Moradabad is being looked into.

The above list gives seventy seven items which may be deemed to be achievements attained by the Divisional Welfare Committees. It may, however, be stated finally that many proposals and questions regarding housing and hours of work were not put on the Agenda as the Moradabad Housing Scheme and the Geneva and Washington conventions respectively, were in course of introduction.

(vi) Reference question K-3862.—The grants made during the year to institute, are as follow :—

| | | | | | |
|---------------------|----|----|----|----|--------|
| Indian Institutes | .. | .. | .. | .. | 50,050 |
| European Institutes | .. | .. | .. | .. | 52,588 |

(vii) Reference questions K-3971 to K-3976.—As a result of an examination into the question of control of Sanitary Inspectors the E. I. Railway Administration reports :—

“As the result of a preliminary investigation of this question it has become obvious that with the present organization of our Medical Department it would not be desirable (or indeed possible) for that Department to take over the administration of the Sanitary Staff. With this view, my Chief Medical Officer fully concurs.

I am, now, however, commencing an investigation as to the desirability of forming a “Health” Branch (or section) of the Medical Department such branch (or section) to form a portion of the Divisional staff and working under the order of the Divisional Superintendents, but on the general lines and in conformity with technical standards laid down from time to time by my Chief Medical Officer. If it is eventually decided to introduce such a scheme (which will, however, involve a large financial outlay) it appears possible that in that event the control of the sanitary staff might be transferred from the Engineering branch to this new branch.”

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(viii) *Reference questions K-3992 and K-4195.*—Two medical certificates were handed over to the Agent, E. I. Railway, for further examination. As a result of this investigation the Administration reports as follows:—

“ This is the outcome of the discovery that a number of men in service had (according to their records) not been medically examined on appointment, or if examined, the result had not been recorded in their service sheets, which necessitated, for Audit purposes, their undergoing a further medical examination.

Orders were issued instructing Foreman and Inspectors to send up such men for examination accordingly.

It was pointed out to the staff that the examination was in their own interests as when the time came for the payment of their gratuity the Audit Department might possibly refuse to pass it in the absence of a medical certificate of fitness. The orders, however, caused great apprehension amongst the staff and the certificates were worded in the manner indicated on those under reference in order not to cause apprehension. The reference made by the Running Shed Foreman to ‘ his No. 21 of date ’ refers to the real purport of the examination. The interpretation put on these certificates by the Union is entirely contrary to the facts.

It may be mentioned that the orders have since been withdrawn and the assumption is being made that all staff not having an appointment Medical Certificate, were physically fit at the time of appointment.”

(ix) *Reference questions K-4044 and K-4045.*—The E. I. Railway Administration reports that out of 257 officers of all departments on the regular cadre, 46 (or approximately 17½%) were promoted from subordinate grades. There are, however, at present in addition to these 257 officers, 60 subordinates officiating as officers.

(x) *Reference questions K-4147 to K-4151.*—The E. I. Railway Administration reports that there is one Indian F. class Assistant Station Master, one Indian Deputy Controller, and no Indian Mail Driver.

(xi) *Reference question K-4169.*—The E. I. Railway Administration issued rules supplementary to the rules issued by the Railway Board (*vide* Appendix B). The E. I. Railway Supplementary rules are as follow:—

Rules regulating the discharge and dismissal of State Railway non-gazetted Government Servants.

In reference to paragraph 42 of the Weekly Gazette, dated 15th January 1930, para. 50 of the Weekly Gazette, dated 11th January 1928, is reissued below with slight additions. The rules contained herein hold good and will be applied in conjunction with those issued in para. 42 of the Weekly Gazette, dated 15th January 1930.

APPEALS FROM SUBORDINATE STAFF.

In supersession of para. 50 of the Weekly Gazette, dated 11th January 1928, the staff are hereby informed that appeals from subordinate railway employees will be entertained by the Agent when the appellant has been summarily dismissed and that an employee who is dismissed with forfeiture of Provident Fund Bonus shall have the right of appealing to the Railway Board. Appeals against discharge will, however, be finally dealt with as follow:—

- (i) By the Agent if the order of discharge was issued by a Principal Officer or by the Head of the appellant's Department.
- (ii) By the correctly related Principal Officer or Head of Department concerned if the order of discharge was issued by a Divisional Superintendent or by a Deputy Chief Mechanical Engineer or by a District Officer or by Works Managers, Alambagh and Charbagh, working directly under a Principal Officer or Head of a Department.
- (iii) By a Divisional Superintendent or by a Deputy Chief Mechanical Engineer if the order of discharge was issued by a senior Scale Officer attached to his Division or Workshops as the case may be.

Orders of discharge will only vest in Officers of District Rank and above.

2. The Agent will as heretofore receive appeals from ex-employees regarding non-payment of their Provident Fund bonus and gratuities which must be sent, however, through the proper channel; otherwise they will be returned to the appellant for submission through the proper channel, *i.e.*, through the officer under whom he worked when his services with the railway terminated.

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3. The staff are further informed that Divisional Superintendents, Deputy Chief Mechanical Engineers, Heads of Departments and Principal Officers are authorised to withhold petitions in the following cases :—

- (i) When a petition is an appeal against the discharge of a person appointed in India on probation if his discharge was made before the period of the termination of the probation.
- (ii) When a petition is an appeal against an order passed by a Divisional Superintendent or Deputy Chief Mechanical Engineer or Head of Department directing a transfer or refusing a transfer, appointing or promoting to a post which is ordinarily filled by selection, refusing to grant leave on account of the exigencies of the service, or refusing in a particular case to authorise the issue of a privilege pass or privilege ticket order.

4. Further, Officers dealing with appeals have been authorised to withhold them if they fall within any one of the following categories :—

- (a) If the petition be frivolous, illegible or unintelligible or if couched in language which is disrespectful or improper.
- (b) When the petition is one already disposed of by competent authority and when the fresh petition advances no new facts in support of the appeal.

5. If a petition be withheld by an officer competent to do so, the appellant will be informed by that officer of the fact, and of the reasons for withholding it.

6. The staff are further advised that appeals must invariably be sent through the proper channel.

APPENDIX Z (E).

Information supplied by the Great Indian Peninsula Railway Administration.

(i) *Reference questions K-2754 to K-2756.*—The G. I. P. Railway Administration states as follow :—“ The minima were fixed many years ago. The earliest reference which it has been possible to trace is dated 1887, but the principles governing the matter have not been referred to in the documents traced. In the circumstances I am unable to make an authoritative statement as to the principles on which the minima were fixed. It is, however, fairly evident that the condition was imposed by Government to provide against the undue lowering of rates by working agencies, as such action would throw a burden on Government under guarantee clauses. What ever were the considerations on which the actual minima were arrived at, they must be out of date to-day.

The minima referred are the minima which may be charged for traffic under the authority of the Agent without reference to the Railway Board. A rate lower than the minimum may however be charged under the authority of the Railway Board.”

(ii) *Reference questions K-2767 and K-2768.*—On the G. I. P. Railway the total number and amount of debits raised on account of undercharges in the recovery of railway charges during the year ending 31st October 1929 were as follow :—

| No. | Amount. |
|--------|--------------|
| 40,648 | Rs. 2,60,578 |

Out of the above amount, debits to the extent of Rs. 1,01,309 have been withdrawn ; Rs. 1,29,025 has been recovered and the balance of Rs. 30,244 is still outstanding. The outstandings represent items in course of recovery and others in dispute. As a rule the staff obtain recoupment from the merchants for these debits. In addition to the above, 1,028 debits amounting to Rs. 1,933 were inflicted on account of losses and damages to goods, during the same period.

(iii) *Reference questions K-2789 and K-2790.*—On the G. I. P. Railway there are a total of 381 “ B ” grade guards, of this number one is an Anglo-Indian and the remaining 380 are Indians.

(iv) *Reference question K-2794.*—On the G. I. P. Railway there are 117 ticket collectors in the grade Rs. 60 to Rs. 90 per mensem ; 87 are Europeans and Anglo-Indians and 30 are Indians.

(v) *Reference question K-2796.*—On the G. I. P. Railway the appointments and promotions to grades with a maximum of Rs. 250 per mensem and above during the last 6 years have been as follow :—

| Two years ending 31st March. | Europeans. | Anglo-Indians. | Other Indians, Hindus, Muhammedans, etc. |
|------------------------------|------------|----------------|--|
| 1924-25 | 33 | 40 | 41 |
| 1926-27 | 47 | 42 | 27 |
| 1928-29 | 20 | 38 | 21 |

(vi) *Reference question K-2802.*—On the G. I. P. Railway the classification by races of apprentices in A and B grades on 1st December 1929 was as follow :—

| | A. Grade. | B. Grade. |
|-----------------------|-----------|-----------|
| Europeans | 12 | 2 |
| Anglo-Indians | 16 | 2 |
| Indians | 69 | 39 |
| | 97 | 43 |

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(vii) *Reference question K-2820.*—The G. I. P. Railway Administration have supplied the Royal Commission on labour with copies of the notification and notes embodying the "Manmad Agreement".

(viii) *Reference question K-2909.*—The number of employees on the G. I. P. Railway drawing Rs. 30 per mensem and under on 30th October 1929 was 75,686.

(ix) *Reference questions K-2920 and K-2921.*—The number of cases dealt with by the G. I. P. Railway "Staff Councils" in respect of staff drawing below Rs. 30 p. m. was twelve during the two years ending 30th September 1929.

(x) *Reference question K-2922.*—On the G. I. P. Railway the increases in wages to lower paid staff (Rs. 30 per mensem and under) during the last two years have been as follow :—

In January 1928 the rates for permanent way gangs on the Khandwa, Akola, Betul and Nagpur sections were revised to accord with the higher rates paid at Bhusawal and a minimum starting rate was also fixed. The number of staff affected was approximately 3,600 who received benefit to the extent of about Rs. 16,000 per annum.

In April 1929 the wages of Mates, Keymen and Gangmen on the Bombay Division between Bombay and Kalyan were revised to accord with revised rates introduced by the B. B. & C. I. Railway to their staff between Colaba and Virar. The number of staff affected was approximately 1,560 and the extra cost about Rs. 60,000 per annum.

(xi) *Reference questions K-2925 and K-2926.*—The B. B. and C. I. Railway statements referred to in the question are reproduced in Appendix "H". A similar statement has been submitted by the G. I. P. Railway Administration to the Royal Commission on Labour.

(xii) *Reference question K-2929.*—On the G. I. P. Railway passes are not granted to Missionaries, but under a long standing practice passes are granted to certain Chaplains who minister to the spiritual needs of the Christian staff to enable them to travel over the sections in their charge. There are at present 69 of such passes in use and in addition 48 single journey passes were issued during the year ending 30th November 1929 for journeys outside the Chaplains regular charge for purposes such as relief, leave, etc.

(xiii) *Reference question K-2939.*—The circular referred to in this question is reproduced as Appendix "B"

APPENDIX Z (F).

Information supplied by the Bengal Nagpur Railway Administration.

(i) Reference question K-4277.—The statement below gives the number of employees drawing Rs. 30 per mensem and below:—

| Department. | More than Rs. 20 and up to Rs. 30 per mensem. | Rs. 20 and below per mensem. | Total. |
|---|---|------------------------------|--------|
| Engineering | 1,392 | 18,800 | 20,192 |
| Loco., C. & W. and Electrical .. | 4,930 | 12,279 | 17,209 |
| Commercial and Transportation Main Line | 1,394 | 6,764 | 8,158 |
| Mayurbhanj Railway | 9 | 35 | 44 |
| Parlakimedi State Railway | 5 | 31 | 36 |
| Tumsar Tirodi Tramway | .. | 14 | 14 |
| Audit and Accounts | 73 | 153 | 226 |
| Stores | 6 | 118 | 124 |
| Medical | 1 | 234 | 235 |
| Marine Ferry Staff | 273 | 144 | 417 |
| Marine Workshop | 80 | 32 | 112 |
| Watch and Ward | 2 | 483 | 485 |
| Catering | 40 | 346 | 386 |
| Station Committee Khargpur | 11 | 578 | 589 |
| Agency and Statistics | 5 | 48 | 53 |
| Total | 8,221 | 40,059 | 48,280 |

(ii) Reference questions K-4330 to K-4338.—The B. N. Railway Administration reports that there is no record traceable in regard to Mr. Prag Dutt being a spy, either the allegation, or reply, or that an enquiry was held. The present Agent, Mr. Jarrad, was in close touch with the Agent at the time, and emphatically states that he would never permit such an arrangement. During the period of trouble there were at least three factions of the staff at Khargpur, and elsewhere, in disagreement, and it was not uncommon for members of a faction to gratuitously inform Railway Officers of the alleged shortcomings of another faction. I can only assume that Mr. Prag Dutt may have come under this category. Mr. Tyers, the Railway Officer, mentioned in the Press cutting shown to the witness, Mr. Jarrad, by Diwan Chaman Lal, is no longer in the service of the Railway, so a reference cannot be made to him.

(iii) Reference questions K-4344 to K-4346 and K-4354.—(a) The B. N. Railway Administration reports that it has not a copy of the report made by the District Magistrate in its possession. A full statement of the case, however, was made in the Legislative Assembly.

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(b) The membership of the Unions is constantly changing, it is preferable to get the figures direct from the Unions concerned. In this connection see Appendix.....

(iv) Reference questions K-4369; K-4370; K-4595; K-4596 and K-4604.—The Bengal Nagpur Railway Administration is not in a position to supply the proceedings which are confidential and have nothing further to add as a result of these questions.

(v) Reference questions K-4380 and K-4381.—It is understood that the statement of Mr. Jarrad's views as Agent of the Bengal Nagpur Railway as to the desirability of the reduction of the weekly maximum hours in India under the Washington (Hours) Convention from 60 to 48, has been supplied to the Royal Commission on Labour.

(vi) Reference question K-4395.—The B. N. Railway Administration reports that the amount of direct loss to the Railway by way of wages paid during the period 12th September 1927 to 11th October 1927 was Rs. 3,44,589-13-0.

(vii) Reference question K-4411.—Statement of the number and amount of death gratuities paid to the superior and subordinate staff of the Bengal Nagpur Railway :—

| | 1928-29. | | 1927-28. | |
|---------------------|----------|----------|----------|----------|
| | No. | Rs. | No. | Rs. |
| Superior | 2 | 22,350 | 1 | 1,562 |
| Subordinate | 311 | 1,08,622 | 290 | 1,23,284 |
| Total | 313 | 1,30,972 | 291 | 1,24,846 |

(viii) Reference question K-4417.—The approximate figures of sickness at the unhealthy stations on the B. N. Railway for the year 1929 are as follows :—

| | |
|----------------------|-------|
| Talband | 5 |
| Kanchinada | 8 |
| Saranda | 50 |
| Posoita | 37 |
| Birmitrapur | 89 |
| Kuarmunda | 19 |
| Dangoaposi | 2,260 |
| Noamundi | 47 |
| Barajamda | 63 |
| Gua | 84 |
| Belpahar | 49 |
| Bandbahal | 68 |
| Himgir | 32 |
| Daghora | 52 |
| Janga | 46 |
| Kotaria | 20 |
| Ghunguti | 217 |
| Bhonwar Tank | 98 |
| Khongsara | 41 |
| Belghana | 38 |

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| | | | | | | |
|----------------------|----|----|----|----|----|----|
| Khodri | .. | .. | .. | .. | .. | 80 |
| Darekasa | .. | .. | .. | .. | .. | 19 |
| Paniyajobi | .. | .. | .. | .. | .. | 31 |
| Bartalao | .. | .. | .. | .. | .. | 22 |
| Salekasa | .. | .. | .. | .. | .. | 19 |
| Gangajhiri | .. | .. | .. | .. | .. | 23 |
| Kukraphapa | .. | .. | .. | .. | .. | 7 |
| Gorumahisini | .. | .. | .. | .. | .. | 9 |
| Badampahar | .. | .. | .. | .. | .. | 3 |

(ix) *Reference questions K-4449 to K-4451.*—It is understood that the Bengal Nagpur Railway Administration has supplied a copy of the proposals regarding Hours and Rest days to the Royal Commission on Labour.

(x) *Reference question K-4481.*—The Bengal-Nagpur Railway Administration reports that, in the year 1929, (a) 453 women had been admitted into the Railway Hospitals as in-patients; and, (b) 149 maternity cases were attended to by the nurses of the Railway outside the Hospitals.

(xi) *Reference question K-4505.*—On the B. N. Railway there are 1912 purely Sanitary Staff, out of which number 1,721 belong to the various Station Committees of the B. N. Railway.

(xii) *Reference questions K-4554 and K-4557.*—

(a) If a Chargeman or Assistant Foreman covenanted from England is drawing a higher salary he would be placed in cadred service above other trained men by virtue of his having a higher salary. It has never been represented to the B. N. Railway Administration that this procedure reacts unfairly on locally trained men, and the Administration is prepared to investigate any such representation the locally trained men wish to submit.

(b) The B. N. Railway Administration would like to have the grounds on which the suggestion of a system of commuting furlough is based before giving a definite reply.

(xiii) *Reference questions K-4580 to K-4584.*—The Bengal Nagpur Railway Employees' Urban Bank is a Society registered under the Co-operative Credit Societies Act X of 1904 and has its registered office in Calcutta. Permanent employees of the Railway of all grades drawing pay of not less than Rs. 15 per mensem are eligible for membership.

The aim of the Society is to create funds by issuing shares to members or otherwise to be lent to members on reasonable terms and at a reasonable rate of interest, for the purpose of preventing permanent indebtedness and to encourage thrift by affording to members facilities for investing savings for their income.

Established in the year 1909 with a moderate capital of Rs. 25,000, the following figures will show its present activities:—

| | | | |
|---|----|-----|----------------|
| 1. Number of Members (on 31st March 1929) | .. | .. | 12,580 |
| 2. Amount of paid-up Capital (on 31st March 1929) | .. | Rs. | 8,06,487 0 0 |
| 3. Number of Fixed Depositors (on 31st March 1929) | .. | .. | 480 |
| 4. Amount of Deposits (on 31st March 1929) | .. | Rs. | 20,17,232 2 6 |
| 5. Number of Savings Bank Depositors (on 31st March 1929) | .. | .. | 523 |
| 6. Amount of Savings Bank Deposits (on 31st March 1929) | .. | Rs. | 2,41,456 10 11 |
| 7. Number of loans granted during 1928-29 | .. | .. | 5,860 |
| 8. Number of loans outstanding on 31st March 1929 | .. | .. | 8,799 |
| 9. Amount of loans outstanding on 31st March 1929 | .. | Rs. | 31,74,509 0 0 |
| 10. Amount of profit during 1928-29 | .. | Rs. | 79,041 15 3 |
| Less transferred to Reserve Fund | .. | Rs. | 19,760 7 10 |
| Net Profit | .. | Rs. | 59,281 7 5 |
| 11. Rate of dividend for 1928-29 | .. | .. | 7½% |
| 12. Reserve Fund on 31st March 1929 | .. | Rs. | 1,58,001 0 11 |
| 13. Guarantee Fund on 31st March 1929 | .. | Rs. | 84,882 0 0 |

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A copy of the byelaws of the Society has been submitted separately.

(xiv) *Reference question K-4605.*—The Bengal Nagpur Railway Administration reports that it has supplied to the Royal Commission on Labour a printed copy of the seventy-first (1928-29) report of the Directors of the Bengal Nagpur Railway, which includes the copy of the Balance Sheet required. The Railway Administration also states briefly that the net earnings were sufficient to meet the interest due on borrowed capital to provide the guaranteed interest for the year on the Company's share capital, and also to give the Government a return of 3.27 per cent. There were no surplus profits for division between Government and the Company.

The Railway Administration adds that the Bengal Nagpur Railway is essentially a pioneer Railway passing through long stretches of partially developed country. It also shares the burden of establishing the Iron and Steel Works in India (an industry of national importance) by moving the raw and other materials on behalf of this industry, at exceptionally low rates. In consequence the earnings are small (in comparison with other Railways moving a better paying traffic) for work done.

APPENDIX Z(G).

Information supplied by the Bombay, Baroda and Central India Railway Administration.

(i) Reference questions K-1633 ; K-1711 to K-1713 and K-1980 to K-1982.—A note was supplied by the Bombay, Baroda and Central India Railway Administration to the Royal Commission on Labour and is reproduced as Appendix "H" to this memorandum.

(ii) Reference questions K-1644 and K-1785.—The Bombay, Baroda and Central India Railway Carriage and Wagon Staff Committee of Ajmer passed 39 resolutions from its inauguration up to the 11th November 1929. These resolutions were dealt with as follows :—

| | | | | | | |
|-------------------------------|----|----|----|-------|----|-----|
| Approved | .. | .. | .. | .. | 17 | 44% |
| Not approved | .. | .. | .. | .. | 15 | 38% |
| Referred to Central Committee | .. | .. | .. | .. | 2 | 5% |
| Incorrectly represented | .. | .. | .. | .. | 1 | 3% |
| Under investigation | .. | .. | .. | .. | 4 | 10% |
| | | | | | 39 | |
| | | | | Total | .. | |

(iii) Reference questions K-1716, K-1717 and K-2404 to K-2408 and K-2517.—

The Bombay, Baroda and Central India Railway Administration reports that as a result of persistent demands for higher pay from the Engineering Open Line Staff (Gangmen and allied workers) in the early part of the year 1929, the Agent ordered a close enquiry to be made into the cost of living on various districts of the line. The basis for this investigation took the form of the domestic family budgets as adopted by the Labour Officer of the Government of Bombay and the investigator selected to undertake the work was a man well known to the Company as possessing a wide knowledge of the needs and habits of the class of employees in question. The lines the investigator worked upon were rough, but practical, in that he enquired closely into the monthly expenditure and made detailed notes under the headings of Food Stuffs, Fuel, Clothing, Conventional Necessaries, Indebtedness Luxuries, and Amusements. From these he compiled average budgets on the basis of a family consisting of four persons, i.e., man, wife and two children.

It was recognised that in many cases the family's expenditure on food-stuffs and other necessaries was limited by their earnings and/or the demands made upon them by money-lenders and that although they managed to exist it did not necessarily follow that the wage-earner was providing himself and his family with sufficient food and essentials to maintain health and efficiency. This fact was taken into consideration by the Company when fixing scales of pay.

The following statement represents the results of average budgets compiled over different areas on the Broad and Metre Gauge Systems on this Railway and should be compared with the relative scales of pay included in the statements submitted in connection with item (xiii) below. With regard to this statement it should be noted that :—

- (a) No expenditure for house rent is included as free quarters are provided, or an allowance in lieu thereof.
- (b) This class of worker is also entitled to 15 days leave of absence with full pay, free passes free medical treatment, clothing (blankets), Grain Compensation allowance of Rs. 1 for those drawing Rs. 16 and under, and Rs. 2 for those drawing over Rs. 16 and Rs. 30 is admissible.
- (c) The pay shown represents the amount earned by the individual railway worker and does not include any pay earned by the members of his family.
- (d) No provision is made for interest on debts owing to the difficulty of arriving at a reliable figure. It is however an item of considerable importance as the great majority of this class of worker are deeply involved in debt. Similarly no provision has been made for expenses incurred on festivals, marriages, funerals. Such expenditure is usually grossly out of proportion to income and is mainly responsible for the indebtedness of the workers.

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Statement showing the average monthly budget for Engineering Open Line Staff (Unskilled) calculated on the basis of a family of four persons.

| Particulars. | Between Bombay and Borivli. | Between Borivli and Palghar. | Between Palghar and Viramgam including branches. | Between Baroda and Muttra including branches. | Between Ahmeda- bad and Delhi including branches. | Between Ajmer and Khandwa including branches. |
|---|--------------------------------------|---------------------------------------|---|--|--|--|
| | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. |
| <i>Food.</i> | | | | | | |
| Cereals .. | 8 8 0 | 8 0 0 | 9 0 0 | 8 0 0 | 8 0 0 | 8 0 0 |
| Pulses .. | 1 0 0 | 1 0 0 | 0 10 0 | 0 8 0 | 0 10 0 | 0 8 0 |
| Meat, fish, vege- tables and condiments | 3 0 0 | 2 0 0 | 1 8 0 | 1 0 0 | 1 0 0 | 1 4 0 |
| Milk, tea, sugar | 1 0 0 | 0 12 0 | 0 8 0 | 0 10 0 | 0 10 0 | 0 10 0 |
| <i>Clothing</i> .. | 2 8 0 | 2 0 0 | 1 8 0 | 1 4 0 | 1 8 0 | 1 4 0 |
| Fuel and Light | 2 0 0 | 1 8 0 | 0 12 0 | 0 6 0 | 0 10 0 | 0 6 0 |
| <i>Miscellaneous.</i> | | | | | | |
| Dhobi, barber, soap, etc. .. | 1 0 0 | 0 12 0 | 0 6 0 | 0 6 0 | 0 6 0 | 0 6 0 |
| Liquor, Tobacco | 1 8 0 | 1 0 0 | 0 8 0 | 0 8 0 | 0 8 0 | 0 8 0 |
| Amusements .. | 2 0 0 | 2 0 0 | 0 8 0 | 0 8 0 | 0 8 0 | 0 8 0 |
| Total per month | 22 8 0 | 19 0 0 | 15 4 0 | 13 2 0 | 13 12 0 | 13 6 0 |
| Scale of pay (varying bet- ween) .. | 22-26 | 23-18/8 | 18/8-16 | 17/8-14 | 17/8-13/8 | 14-16 |
| Average per month .. | 24 | 20-12 | 17 | 14-8 | 16 | 15-8 |

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(iv) Reference questions K-1723; K-1756 to K-1760 and K-2363.—The Royal Commission on Labour has been supplied by the Bombay, Baroda and Central India Railway Administration with printed statements embodying the information required. These statements give the rates of pay of different classes of workers during the years 1914; 1919 (1920) and 1929, together with the percentage of increases granted to them.

In the Locomotive workshops (Metre gauge) Ajmer, the numbers of employees are:—

| | |
|---|--------------|
| (a) Drawing per day less than 11 annas | 1,157 |
| (b) Drawing per day between 11 annas and 22 annas | 2,000 |
| (c) Drawing pay per day between 22 annas and Rs. 2/10 | 1,434 |
| Total | <u>4,591</u> |

These men are generally granted yearly increments at the rate of 10% of their present wages and up to the maxima fixed for them, after completion of 12 months' continuous service from the date of appointment or the date of last increment.

No general revision of pay has however taken place after 1919 but where rates have been represented by the staff to be generally low, they have from time to time been revised according to the merits of each case. The rate of pay of coolies, for example, has been raised from a maxima of annas 9 to annas 14.

In the Carriage and Wagon Workshops (Metre-gauge) Ajmer, the numbers of employees are:—

| | |
|---|--------------|
| (a) Drawing per day less than 11 annas | 751 |
| (b) Drawing per day between 11 annas and 22 annas | 2,208 |
| (c) Drawing per day between 22 annas and Rs. 2-10-0 | 1,628 |
| Total | <u>4,587</u> |

A general revision of rates occurred in April 1918, December 1920, May 1923 and April 1929. Details in this respect have been submitted direct by the Carriage and Wagon Superintendent, under his No 4207-G., dated 26th November 1929 to the Secretary, Royal Commission on Labour.

The number of employees in the Locomotive Workshops (Broad-gauge), Parel Bombay, are:—

| | Rs. |
|--|--------------|
| (a) Unskilled drawing per day between 15 annas and Rs. 1-12-0 | 1,848 |
| (b) Semiskilled drawing per day between Rs. 1-4-0 and Rs. 2-10-0 | 860 |
| (c) Skilled drawing per day between Rs. 1-12-0 and Rs. 3-9-0 | 2,640 |
| Total | <u>5,348</u> |

(v) Reference question K-1767.—The Bombay, Baroda and Central India Railway Administration reports that the daily paid staff are allowed 15 days' leave on full pay in a year and they can have their periods of absence whether due to sickness or otherwise converted into leave with pay. It is therefore not feasible to determine the average amount of sick leave a workman took per annum.

(vi) Reference questions K-1768 to K-1770.—The Royal Commission on Labour has been supplied, by the Bombay, Baroda and Central India Railway Administration, with graphs indicating the estimated outturn, the estimated value of outturn and the cost of wages from the year 1913-14 for the Loco (Metre gauge) Workshops and the Carriage and Wagon (Metregauge) Workshops at Ajmer.

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The following two statements give figures indicating similar items for the Broad-gauge Workshops at Parel :—

(a) Engines repaired in Parel Shops

| Year. | No. of engines repaired in Parel Shops. | Wages. | Stores. | Total. | Wages cost per unit. | Stores cost per unit. | Total cost per unit. |
|------------|---|-----------|-----------|-----------|----------------------|-----------------------|----------------------|
| | | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1913-14 .. | 115 | 5,02,568 | 3,18,907 | 8,21,475 | 4,370 | 2,773 | 7,143 |
| 1919-20 .. | 147 | 11,40,863 | 9,84,462 | 21,25,325 | 7,761 | 6,697 | 14,458 |
| 1920-21 .. | 101 | 15,31,819 | 8,99,361 | 24,31,180 | 15,166 | 8,905 | 24,071 |
| 1921-22 .. | 103 | 14,12,416 | 11,37,392 | 25,49,807 | 13,713 | 11,042 | 24,755 |
| 1922-23 .. | 104 | 14,52,582 | 15,00,755 | 29,53,337 | 13,967 | 14,430 | 28,397 |
| 1923-24 .. | 107 | 13,76,765 | 10,04,541 | 23,81,306 | 12,867 | 9,388 | 22,255 |
| 1924-25 .. | 115 | 14,61,375 | 10,66,371 | 24,67,746 | 12,708 | 8,751 | 21,459 |
| 1925-26 .. | 132 | 17,10,317 | 8,72,453 | 25,82,770 | 12,957 | 6,609 | 19,566 |
| 1926-27 .. | 160 | 16,38,988 | 6,23,108 | 22,62,096 | 10,244 | 3,894 | 14,138 |
| 1927-28 .. | 143 | 15,76,513 | 4,92,953 | 20,69,466 | 11,025 | 3,447 | 14,472 |
| 1928-29 .. | 162 | 14,63,074 | 3,86,397 | 18,49,471 | 9,031 | 2,385 | 11,416 |

(b) Carriages in four-wheeled units repaired in Parel Shops.

| Year. | No. in 4-wheeled units repaired in Parel Shops. | Wages. | Stores. | Total. | Cost per unit. | | Total cost per unit. |
|------------|---|-----------|-----------|-----------|----------------|---------|----------------------|
| | | | | | Wages. | Stores. | |
| | | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1913-14 .. | 892 | 2,68,839 | 1,91,942 | 4,60,781 | 301 | 215 | 516 |
| 1919-20 .. | 832 | 5,99,082 | 6,32,489 | 12,31,571 | 720 | 769 | 1,479 |
| 1920-21 .. | 927 | 9,34,955 | 6,38,762 | 17,73,717 | 1,130 | 1,014 | 2,144 |
| 1921-22 .. | 867 | 9,39,082 | 10,35,320 | 19,74,402 | 1,083 | 1,194 | 2,277 |
| 1922-23 .. | 1,108 | 9,76,417 | 7,50,134 | 17,26,551 | 881 | 677 | 1,558 |
| 1923-24 .. | 1,040 | 10,08,564 | 8,77,029 | 18,85,593 | 970 | 843 | 1,813 |
| 1924-25 .. | 951 | 9,29,250 | 7,72,109 | 17,01,359 | 977 | 812 | 1,789 |
| 1925-26 .. | 1,137 | 9,81,663 | 6,81,341 | 16,63,004 | 863 | 599 | 1,462 |
| 1926-27 .. | 1,243 | 9,40,158 | 6,27,452 | 15,67,610 | 756 | 505 | 1,261 |
| 1927-28 .. | 1,320 | 8,90,075 | 5,91,370 | 14,81,445 | 674 | 448 | 1,122 |
| 1928-29 .. | 1,232 | 7,41,842 | 4,33,728 | 11,75,570 | 602 | 352 | 954 |

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(vi) *Reference questions K-1788 to K-1791.*—The Bombay, Baroda and Central India Railway reports that at Ajmer the Commission mentioned one, Mohamed Sakhoor, who had stated that he had been indebted to a Bania to the extent of Rs. 150. Subsequently he had obtained a loan of Rs. 100 from the Co-operative Credit Society repayable in 24 monthly instalments and had further stated that he paid monthly Rs. 5 as interest.

The true facts of this case are, as under :—

This man took a loan of Rs. 110 on 19th April 1928 repayable in 24 monthly instalments. The interest on this sum for two years at Rs. 5 per cent. per annum amounts to Rs. 11. In accordance with practice this amount was added to his loan bringing the figure due to the Society up to Rs. 121 repayable as follows :—

1st Instalment of Rs. 6.

23 Subsequent instalments of Rs. 5.

The instalments of Rs. 6 and Rs. 5 represent Rs. 5-7-3/11 as principal plus Re. 0-8-8/11 as interest and Rs. 4-8-8/11 as principal and Re. 0-7-3/11 as interest, respectively.

(vii) *Reference questions K-1842 to K-1846.*—The Bombay, Baroda and Central India Railway Administration reports that only in the Locomotive Central Shops, Ajmer, mechanics are graded as A, B and C, and the number of Indians in each of the grades is as follows :—

| Designation. | Grade. | Total No. of employees. | Number of Indians. |
|--------------|--------|-------------------------|--------------------|
| Boilermakers | A | 5 | Nil |
| | B | 488 | 488 |
| Fitters | A | 19 | Nil |
| | B | 39 | 3 |
| | C | 1,117 | 1,117 |
| Turners | A | Nil | Nil |
| | B | 2 | Nil |
| | C | 176 | 176 |

(ix) *Reference question K-1872.*—The information required has been supplied by the Railway Board in reply to questions K-1397; K-1398 and K-1434, and reference may be made to Appendix Z (A).

(x) *Reference questions K-1938 to K-1940.*—The Bombay, Baroda and Central India Railway Administration reports that as the enquiry obviously refers to running staff, it does not relate to the Locomotive (Broad-gauge) where there are no covenanted Foremen in the Operating Department.

The following list of sheds on the Metre-gauge system, Locomotive Department is given. This list contains sheds at stations where there are amenities like schools churches-

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Institutes and the Loco Foremen posted thereto whether covenanted or non-covenanted,—

| Shed. | Amenities. | | | Loco. Foremen. | | Remarks. |
|------------------------|------------------|-----------|---------------------|---------------------|-------------------------------|-----------------------|
| | Railway Schools. | Churches. | Railway Institutes. | Name. | Covenanted or non-covenanted. | |
| Bandikui .. | Yes .. | Yes .. | Yes .. | D. D. Flight .. | Covenanted. | |
| Fatehgarh .. | " .. | " .. | " .. | A. A. Adnerson .. | " | |
| Kasganj .. | No. .. | No. .. | " .. | W. Rawson .. | " | |
| Idgah Agra .. | " .. | " .. | " .. | E. B. Coates .. | Non-covenanted | Acting. |
| Aohnora .. | " .. | " .. | No. .. | P. Harwood .. | " | |
| Jaipur .. | Yes .. | Yes .. | " .. | A. C. Cutts .. | Covenanted. | |
| Cawnpore .. | No. .. | " .. | Yes* .. | E. G. Harwood .. | Non-covenanted | *E. I. Ry. Institute. |
| Abu Road .. | Yes .. | " .. | " .. | A. Allison .. | Covenanted. | |
| Mehsana .. | No. .. | No. .. | No. .. | C. T. Frampton .. | Non-covenanted. | |
| Sabarmati .. | " .. | " .. | " .. | P. Penman .. | " | |
| Sojat Road .. | " .. | " .. | " .. | E. Meaney .. | " | |
| Mhow .. | Yes .. | Yes .. | Yes .. | A. R. Murrells .. | " | |
| Neemuch .. | " .. | " .. | " .. | R. Field .. | " | |
| Ajmer .. | " .. | " .. | " .. | J. Waddell .. | Covenanted. | |
| Rutlam .. | " .. | " .. | " .. | J. K. Mehra .. | Non-covenanted | Acting. |
| Phulera .. | " .. | " .. | " .. | E. H. Bennett .. | " | |
| Birsa .. | No. .. | " .. | " .. | J. A. Coates .. | " | Acting. |
| Rewari .. | Yes .. | " .. | " .. | W. P. Watson .. | Covenanted. | |
| Delhi Serai Rohilla .. | No. .. | No. .. | " .. | D. Smith .. | " | |
| Bhatinda .. | " .. | " .. | * .. | L. King (acting) .. | Non-covenanted | *N. W. Ry. Institute. |

(2i) Reference questions K-1948 and K-1949.—The Bombay, Baroda and Central India Railway states that the classification by nationalities of 57 apprentices in the "A" grade in the Loco. (Metre-gauge) shops is as follows:—

| | | | | | |
|------------------|----|----|----|----|----|
| Europeans .. | .. | .. | .. | .. | 13 |
| Anglo-Indians .. | .. | .. | .. | .. | 21 |
| Hindus .. | .. | .. | .. | .. | 12 |
| Mahomedans .. | .. | .. | .. | .. | 9 |
| Parsi .. | .. | .. | .. | .. | 1 |
| Goanese .. | .. | .. | .. | .. | 1 |
| Total .. | .. | .. | .. | .. | 57 |

(xii) Reference question K-2329.—The statement referred to in this question is reproduced as Appendix "H".

(xiii) Reference question K-2509.—

The B., B. and C. I. Railway Administration submits the following statement showing the scales of pay together with concessions granted in addition and their monetary equivalent as affecting the different grades in different areas :—

| Division. | Designation. | Scale of pay. | Additional indirect benefits, and where possible, monetary equivalent, per month. | | | |
|--------------|-------------------|---------------|---|--|---|---|
| | | | Leave on full pay or its monetary equivalent. | Clothing or its monetary equivalent. | Free quarters or House allowance in lieu thereof. | Miscellaneous. |
| | | Rs. | Rs. | <i>Engineering Department</i> | | |
| Bombay | Mate .. | 23—37 | 1 4 0 | } One blanket every year or Re. 0-6-0. | } Free quarters are provided but when free quarters are not available House allowance of Rs. 4 p.m. in the Island of Bombay and Rs. 2 in Salsette. Beyond Salsette the amount of actual rent upto Company's standard is given as House allowance. | (1) Free passes on Home Line. (2) Free medical treatment. (3) Grain compensation allowance (when permissible) of Re. 1 and Rs. 2 to those getting Rs. 16 and below and over Rs. 16 but upto Rs. 30 p.m. respectively. |
| | Keyman .. | 20—27 | 1 0 0 | | | |
| | Gangman .. | 19—26 | 0 15 0 | | | |
| | Night Line Guard. | 19—26 | 0 15 0 | | | |
| Bulsar | Mate .. | 20/8—29 | 1 1 0 | | | |
| | Keyman .. | 18/8—19/8 | 0 13 0 | | | |
| | Gangman .. | 17/8—18/8 | 0 12 0 | | | |
| | Night Line Guard. | 18/8—19/8 | 0 13 0 | | | |
| Baroda | Mate .. | 19—27 | 0 15 0 | | | |
| | Keyman .. | 17—18/8 | 0 12 0 | | | |
| | Gangman .. | 16—17/8 | 0 11 0 | | | |
| | Night Line Guard. | 18—18/8 | 0 12 0 | | | |

| | | | | |
|-----------|----------------------|------------|--------|---|
| Ahmedabad | Mate .. | 19-27 | 0 15 0 | } One blanket every three years or Re. 0-2-0. |
| | Keyman .. | 17-18/8 | 0 12 0 | |
| | Gangman .. | 16-17/8 | 0 11 0 | |
| | Night Line Guard. | 17-18/8 | 0 12 0 | |
| Rutlam .. | Mate .. | 17/12-26/8 | 0 15 0 | |
| | Keyman .. | 15/12-18/0 | 0 11 0 | |
| | Gangman .. | 14/12-17/0 | 0 11 0 | |
| | Night Line Guard. | 15/12-18/0 | 0 11 0 | |

| Division. | Designation. | Scale of pay. | Additional indirect benefits and where possible, monetary equivalent per month. | | | |
|------------------------|-------------------|---------------|---|--|--|---|
| | | | Leave on full pay or its monetary equivalent. | Clothing or its monetary equivalent. | Free quarters or House allowance in lieu thereof. | Miscellaneous. |
| Kotah | Mate .. | 16/0—21/8 | 0 13 0 | | | |
| | Keyman .. | 14/8—15/8 | 0 10 0 | | | |
| | Gangman .. | 13/8—14/8 | 0 9 0 | | | |
| | Night Line Guard. | 14/8—15/8 | 0 10 0 | | | |
| Fatehgarh | Gangman .. | 13 | 0 9 0 | One blanket every two years or Re. 0-3-0. | Free quarters are provided but when free quarters are not available House allowance of Rs. 4 p. m. in the Island of Bombay and Rs. 2 in Salsette. Beyond Salsette the amount of actual rent upto Company's standard is given as House allowance. | (1) Free passes on Home Line. (2) Free medical treatment. (3) Grain compensation allowance (when permissible) of Re. 1 and Rs. 2 to those getting Rs. 16 and below and over Rs. 16 but upto Rs. 30 p.m. respectively. |
| Bombay | Trolleyman .. | 24—27 | 1 1 0 | 2 Khaki Coats and Pants. | | |
| Bulsar | Do. .. | 18/8—19/8 | 0 13 0 | 1 Red Safa. | | |
| Ahmedabad and Baroda*. | Do. .. | 17—18/8 | 0 12 0 | 1 Blanket every year or Re. 1-6-0. | | |
| Rutlam | Do. .. | 16/12—18/4 | 0 12 0 | 2 Khaki Coats and Pants. | | |
| Kotah | Do. .. | 14—15/8 | 0 10 0 | 1 Red Safa yearly. 1 Blanket every three years, or Re. 1-2-0. 2 Khaki Coats and Pants and 1 Safa yearly, 1 blanket every three years and one warm coat every two years or Re. 1-6-0. | | |
| Bombay | Bridge Guard | 20—22 | 0 14 0 | One blanket every | They are provided with huts. | |
| Bulsar | Do. | 17/8—18/8 | 0 12 0 | two years, and one | | |
| Ahmedabad and Baroda. | Do. | 17—17/8 | 0 12 0 | pugree yearly or Re. 0-6-0. | | |

| | | | | | |
|--------------------------|------------|------------|--------|---|---|
| Rutlam | Do. | 15/12—17 | 0 11 0 | } Do. | Do. |
| Kotah | Do. | 13—14/8 | 0 9 0 | | |
| Bombay | Gatekeeper | 15/8—19 | 0 12 0 | } Two blue kurtas and one pugree every year or Re. 0-5-0. | } They are provided with gate houses. |
| Bulsar | Do. | 14—16 | 0 10 0 | | |
| Baroda | Do. | 12—13/8 | 0 9 0 | | |
| Ahmedabad .. | Do. | 12—17/8 | 0 10 0 | | |
| Rutlam | Do. | 12—12/4 | 0 8 0 | | |
| Kotah | Do. | 11—13/8 | 0 8 0 | | |
| Bulsar | Gatewoman | 12 | 0 8 0 |  |  | } Two sarrees yearly or Re. 0-5-0. | } Do. |
| Bulsar | Bellowsman | 17/8—18/8 | 0 12 0 | | |
| Ahmedabad and Baroda. | Do. .. | 17—17/8 | 0 12 0 | } One blanket every three years or Re. 0-2-0 | } Not entitled to free quarters or House allowance. |
| Rutlam | Do. .. | 15/12—17/4 | 0 11 0 | | |
| Kohat | Do. | 13—15 | 0 9 0 | | |

| Division. | Designation. | Scale of pay, | Additional indirect benefits, and where possible, monetary equivalent per month. | | | |
|---|--------------|---------------|--|--|--|---|
| | | | Leave on full pay or its monetary equivalent. | Clothing or its monetary equivalent. | Free quarters or House allowance in lieu thereof. | Miscellaneous. |
| | | Rs. | Rs. a. p. | <i>Engineering Department</i> —contd | | |
| Bulsar | Helpers .. | 17/8—19/8 | 0 12 0 | } Not admissible .. | } Not entitled to free quarters, or House allowance. | } (1) Free passes on Home Line. (2) Free medical treatment. (3) Grain compensation allowance (when permissible) of Re. 1 and Rs. 2 to those getting Rs. 16 and below and over Rs. 16 but up to Rs. 30 p. m. respectively. |
| Baroda & Ahmedabad. | Do. .. | 17—18/8 | 0 12 0 | | | |
| Rutlam | Do. .. | 15/12—17/4 | 0 11 0 | | | |
| Kotah | Do. .. | 13—15/8 | 0 10 0 | | | |
| Bombay, Bulsar, Baroda, Ahmedabad and Rutlam. | Waterman .. | 14 | 0 9 0 | Do. .. | } Not entitled to free quarters but House allowance of Rs. 4 p. m. is given in the Island of Bombay only on account of high rents. | |
| Kotah | Do. .. | 13 | 0 9 0 | Do. .. | | |
| Bombay | Bhisties .. | 20 | 0 13 0 | } Do. .. | } Not entitled to free quarters or House allowance. | |
| Baroda | Do. .. | 23 | 0 15 0 | | | |
| Rutlam | Do. .. | 12 | 0 14 0 | | | |
| Bombay | Sweepers .. | 16—20 | 0 12 0 | } Do. .. | } Free quarters or House Allowance in lieu thereof of Rs. 4 in the Island of Bombay, Rs. 2 in Salsette Beyond that Re. 1. | |
| Kotah | Do. .. | 10/8 | 0 7 0 | | | |
| Bombay | Watchmen .. | 18—20 | 0 13 0 | | | |
| Bulsar | Do. .. | 15/8—16/4 | 0 11 0 | One blanket every two years or Re 0.3-0. | | |

| | | | | | | | | |
|-----------|----|----|----------|----|-----------|---|----|---|
| Kotah | .. | .. | Do. | .. | 13—15 | 0 | 9 | 0 |
| Baroda | .. | .. | Watchmen | .. | 13—15/8 | 0 | 10 | 0 |
| Ahmedabad | .. | .. | Do. | .. | 14/8 | 0 | 10 | 0 |
| Rutlam | .. | .. | Do. | .. | 12/8—14/8 | 0 | 9 | 0 |
| Kotah | .. | .. | Do. | .. | 10/8—12/8 | 0 | 8 | 0 |

NOTE.—(1) The scales of pay shown in these statements represent the lowest and the highest rates of pay prevailing on the respective District.

(2) The monetary equivalent of leave on full pay has been calculated on the mean on the scales of pay.

| Division. | Designation. | Scale of pay. | Additional indirect benefits, and where possible, monetary equivalent per month. | | | | |
|----------------------|--------------|---------------|--|--------------------------------------|---|----------------|--|
| | | | Leave on full pay or its monetary equivalent. | Clothing or its monetary equivalent. | Free quarters or House allowance in lieu thereof. | Miscellaneous. | |
| | | Rs. | <i>Traffic</i> Rs. A. P. | <i>Department—contd.</i> | | | |
| Bulsar and Ahmedabad | Pointsmen .. | 16—22 | 1 9 0 | | | | |
| | | 17—25 | 1 12 0 | | | | |
| Rutlam and Kotah .. | Do. .. | 13—20 | 1 6 0 | | | | |
| Metre Gauge .. | Do. .. | 15—18-B. | 1 6 0 | | | | |
| | | 13—17-C. | 1 4 0 | | | | |
| Bombay .. | Shunting .. | 21—30 | 2 2 0 | | | | |
| | Porters .. | 17—25 | 1 12 0 | | | | |
| Bulsar and Ahmedabad | Do. .. | 17—25-B. | 1 12 0 | | | | 2 Blue Kurtas. |
| | | 16—22-C. | 1 8 0 | | | | 1 Blue Pugree every year. |
| Rutlam and Kotah | Do. .. | 17—25 | 1 12 0 | | | | Free quarters or House allowance of Rs. 4 per mensem in the Island of Bombay | (1) Free passes on Home Line. |
| Metre Gauge .. | Do. .. | 18—25 | 1 13 0 | 1 Blanket overcoat | (2) Free medical | | |

| | | | | | | |
|---|--------------------------------------|----------|--------|---|---|--|
| Bombay .. | Platform .. | 21—25 | 1 15 0 | every three years or Re. 0-8-0. | Rs. 2 in Salsette. Beyond that Rs. 2 per mensem at im- portant stations Re. 1 at unimportant stations. | treatment. (3) Grain compen- sation allowance of Rs. 1 and Rs. 2 to those getting Rs. 16 and below and over Rs. 16 but upto Rs. 30 per mensem, respec- tively when admissible. |
| | Porters .. | 17—23 | 1 11 0 | | | |
| | | 16—20 | 1 8 0 | | | |
| Bulsar and Ahmedabad | Do. .. | 16—22-A. | 1 9 0 | | | |
| Rutlam and Kotah .. | Do. .. | 12—20-A. | 1 5 0 | | | |
| Metre Gauge .. | Do. .. | 15—20-A. | 1 7 0 | | | |
| Bombay .. | Mashals .. | 21—30 | 2 2 0 | | | |
| | | 21—27 | 2 0 0 | | | |
| Bulsar and Ahmedabad Rutlam and Kotah. | Do. .. | 17—25 | 1 12 0 | | | |
| Metre Gauge .. | Do. .. | 14—20 | 1 7 0 | *2 Blue Kurtas | | |
| Bombay† .. | Gagtemen .. | 16—22 | 1 9 0 | 1 Blue Pugree | | |
| | (Inter and non-interlock- ed). | 22—27 | 2 1 0 | every year. 1 Blanket over coat every two years or Re. 0-10-0. | | |
| Bulsar* .. | Do. .. | 13—20 | 1 6 0 | †2 Blue Kurtas .. | | |
| Ahmedabad† .. | Do. .. | 13—20-C. | 1 6 0 | 1 Blue Pugree | | |
| | | 16—22-B. | 1 9 0 | every year. 1 Blanket over- coat every three years or Re. 0-8-0. | | |
| Rutlam and Kotah† | Do. .. | 11—16 | 1 2 0 | | | |
| Metre Gauge† .. | .. | 11—16 | 1 2 0 | | | |

| Division. | Designation. | Scale of pay. | Additional indirect benefits and where possible, monetary equivalent, per month. | | | |
|--------------------------------------|------------------------|---------------|--|--------------------------------------|---|---|
| | | | Leave on full pay or its monetary equivalent. | Clothing or the monetary equivalent. | Free quarters or House allowance in lieu thereof. | Miscellaneous. |
| | | Rs. | <i>Traffic</i> Rs. A. P. | <i>Department—contd.</i> | | |
| Bulsar and Ahmedabad | Sweeper Gate-men. | 13—20 | 1 6 0 | 2 Blue Kurtas | Free quarters or House allowance of Rs. 4 per mensem in the Island of Bombay Rs. 2 in Salsette. Beyond that Rs. 2 per mensem at important stations Rs. 1 at unimportant stations. | (1) Free passes on Home Line. (2) Free medical treatment. (3) Grain compensation allowance of Rs. 1 and Rs. 2 to those getting Rs. 16 and below and over Rs. 16 but upto Rs. 30 per mensem, respectively when admissible. |
| Rutlam and Kotah .. | Sweeper Gate men. | 11—16 | 1 2 0 | 2 Blue kurtas. | | |
| Bombay | Sweeper Muc-cadam (A). | 23—28 | 2 2 0 | | | |
| Bulsar and Ahmedabad | Do. .. | 16—17/8 | 1 6 0 | 1 Blue Pugree yearly or Re. 0-6-0. | | |
| Bombay | Markers .. | 21—30 | 2 2 0 | | | |
| | | 21—27 | 2 0 0 | | | |
| Bulsar, Ahmedabad, Rutlam and Kotah. | Do. .. | 16—22 | 1 9 0 | | | |
| Bombay | Luggage Port-ers (A). | 21—30 | 2 2 0 | | | |
| Bulsar and Ahmedabad | Do. .. | 17—30 | 1 15 0 | | | |

| | | | | | | |
|----------------------|---------------------|---------|---|----|---|---|
| Bombay .. | Parcel Porters (A). | 25 | 2 | 1 | 0 | <p>2 Blue kurtas .. Free quarters or House allowance of Rs. 4 in the Island of Bombay Rs. 2 in Salsette. Beyond that Rs. 2 at important stations Re. 1 at unimportant stations.</p> <p>(1) Free passes on Home Line.</p> <p>(2) Free Medical treatment.</p> <p>(3) Grain compensation allowance of Re. 1 and Rs. 2 to those getting Rs. 16 and below and over Rs. 16 but upto Rs. 30 per mensem respectively when admissible.</p> |
| Bulsar and Ahmedabad | Sealmen (A) | 13—20 | 1 | 6 | 0 | |
| Rutlam and Kotah .. | Do. .. | 13—17/8 | 1 | 4 | 0 | |
| Metre Gauge .. | Do. .. | 11—16 | 1 | 2 | 0 | |
| Bombay .. | Watermen (A) | 17—20 | 1 | 8 | 0 | |
| | | 16 | 1 | 5 | 0 | |
| Bulsar .. | Do. .. | 11—15/8 | 1 | 2 | 0 | |
| Ahmedabad .. | Do. .. | 11—16 | 1 | 2 | 0 | |
| Rutlam .. | Do. .. | 11—14 | 1 | 1 | 0 | |
| Kotah .. | Do. .. | 9—16 | 1 | 1 | 0 | |
| Metre Gauge .. | Do. .. | 12—16-B | 1 | 3 | 0 | |
| | | 11—15-C | 1 | 1 | 0 | |
| Bulsar .. | Bhisties (A) | 13—19 | 1 | 5 | 0 | |
| Ahmedabad .. | Do. .. | 14—20 | 1 | 7 | 0 | |
| Rutlam .. | Do. .. | 9—15/8 | 1 | 0 | 0 | |
| Kotah .. | Do. .. | 10—16/8 | 1 | 2 | 0 | |
| Metre Gauge .. | Do. .. | 12—16-B | 1 | 3 | 0 | |
| | | 11—15-C | 1 | 1 | 0 | |
| Bombay .. | Sweepers (A) | 16—25 | 1 | 11 | 0 | |

| Division. | Designation. | Scale of pay. | Additional indirect benefits and where possible, monetary equivalent, per month. | | | |
|---------------------------------------|--------------|---------------------|--|---|---|---|
| | | | Leave on full pay or its monetary equivalent. | Clothing or its monetary equivalent. | Free quarters or House allowance in lieu thereof. | Miscellaneous. |
| <i>Traffic Department— contd.</i> | | Rs. | Rs. A. P. | | | |
| Bulsar | Sweepers (A) | 11—16/8 | 1 2 0 | } 2 Blue kurtas .. 1 Blue Pugree yearly or Re. 0-6-0. *2 Khaki Drill Coats. 1 Velvet cap yearly. 1 Blue serge coat every two years. 1 Blanket over- coat every three years or Re. 0-15-0. †1 Velvet cap .. 1 Blue Kurta year- ly. 1 Blanket over- coat every three years or Re. 0-5-0. | } Free quarters or House allowance of Re. 4 in the Island of Bombay Re. 2 in salsette Beyond that Re. 2 at important stations Re. 1 at un- important stations. | } (1) Free passes on Home Line. (2) Free Medical treatment. (3) Grain compensation allowance of Re. 1 and Rs. 2 to those getting Rs. 16 and below and over Rs. 16 but up to Rs. 30 per mensem respectively when admissible. |
| Ahmedabad | Do. .. | 11—19 | 1 4 0 | | | |
| Rutlam | Do. .. | 9—17 | 1 1 0 | | | |
| Kotah | Do. .. | 9—15/8 | 1 0 0 | | | |
| Metre Gauge | Do. .. | 12—16-B 11—15-C. | 1 3 0 1 1 0 | | | |
| Bulsar and Ahmedabad | Levermen .. | 17—25 | 1 12 0 | | | |
| Rutlam and Kotah .. | Do. .. | 13—20 | 1 6 0 | | | |
| Metre Gauge | Do. .. | 17—25 | 1 12 0 | | | |

| | | | | |
|----------------------|-----------------------|----------|--------|--|
| Bombay | Telegraph Peons (A). | 17—23 | 1 11 0 | } 2 Khaki Drill coats. 1 Pugree and 2 Khaki trousers yearly. 1 Blanket overcoat every three years or Re. 0-15-0. |
| Bulsar and Ahmedabad | Do. .. | 14/8-22 | 1 8 0 | |
| Rutlam and Kotah .. | Do. .. | 10—20 | 1 4 0 | |
| Metre Gauge .. | Do. .. | 11—16 | 1 2 0 | |
| Bombay | Waiting Room Bearers. | 25 (A) | 2 1 0 | } 2 White Drill Coats. † 2 White Drill Pyjamas. 2 White pugree yearly or Re. 0-14-0. |
| Bulsar and Ahmedabad | Do. .. | 17—25 | 1 12 0 | |
| Rutlam and Kotah .. | Do. .. | 16—22 | 1 9 0 | |
| Bombay | Running Room Bearers. | 25—30(A) | 2 5 0 | |

* Applies to Levermen after a year from the date of their passing Block Signaller's examination.

† Other Levermen.

‡ 1 Pugree.

2 Khaki Drill coats yearly.

1 Blanket overcoat every three years or Re. 0-12-0.

At Ajmer one pair short knickers and one pair of putties yearly.

| Division. | Designation. | Scale of pay. | Additional indirect benefits, and where possible, monetary equivalent. | | | |
|--|-----------------------|---------------|--|--|--|----------------|
| | | | Leave on full pay or its necessary equivalent. | Clothing or its monetary equivalent. | Free quarters or House allowance in lieu thereof. | Miscellaneous. |
| | | Rs. | Rs. a. p. | | | |
| Bulsar and Ahmedabad | Running Room Bearers. | 17—25 | 1 12 0 | } 2 White Drill Coats. 2 White Drill Pyjamas 2 White Pugrees yearly or Re. 0-14-0. | | |
| Rutlam and Kotah .. | Do. .. | 16—22 | 1 9 0 | | | |
| Metre Gauge .. | Do. .. | 13—18 | 1 5 0 | | In addition to the above Blue Serge Coat every three years or Rs. 1-1-0. | |
| Bombay | Head Watchmen. | 35—45 | 3 5 0 | } 2 Khaki Drill Tunics (Military Pattern). 1 Khaki Pugree. 2 Khaki Shorts. | Free quarters or House allowance of Rs. 4 in the Island of Bombay Rs. 2 in Salsette Beyond that Rs. 2 at important stations Re. 1 at unimportant stations. | |
| Ahmedabad, Anand and Baroda (Stations) | Do. .. | 30—40 | 2 15 0 | | | |
| Bulsar, Ahmedabad, Rutlam (Divisions) | Do. .. | 21—30 | 2 2 0 | 1 Blanket overcoat every three years, or Re. 1-4-0. | | |
| Rutlam and Bharatpur (Stations). | Do. .. | 25—35 | 2 8 0 | | | |
| Kotah | Do. .. | 17—25 | 1 12 0 | | | |
| Metre Gauge .. | Do. .. | 21—30 | 2 2 0 | | | |
| | | | | | | |

| | | | | |
|----------------------|----------------------------------|-----------|--------|---|
| Bombay .. | Watchmen .. | { 20—30 | 2 1 0 | |
| | | { 17—25 | 1 12 0 | |
| Bulsar and Ahmedabad | Do. .. | { 16—22-C | 1 9 0 | |
| | | { 17—25-B | 1 12 0 | |
| Rutlam and Kotah .. | Do. .. | { 16—22 | 1 9 0 | |
| | | { 13—20 | 1 6 0 | |
| Metre Gauge .. | Do. .. | { 16—20 | 1 8 0 | |
| | | { 13—18 | 1 5 0 | |
| Bombay .. | Cooks .. | 28—1. A. | 2 5 0 | |
| Ahmedabad and Bulsar | Do. .. | 21—30 | 2 2 0 | |
| Kotah, Rutlam .. | Do. .. | 17—25 | 1 12 0 | |
| Metre Gauge .. | Do. .. | 16—22 | 1 9 0 | |
| Bombay .. | Hamals (A) | 25—34/8 | 2 8 0 | |
| Bulsar to Ahmedabad | Do. .. | 15—18 | 1 6 0 | |
| Rutlam to Kotah .. | Do. .. | 13—20 | 1 6 0 | |
| Metre Gauge .. | Do. .. | 18—25 | 1 13 0 | |
| Bombay .. | Luggage Hamal Muc- cadams. | 30/A. | 2 8 0 | 2 Blue kurtas. 1 Blue Pugree. or Re. 0-6-0. |

Not entitled to free quarters but are given Rs. 4 p.m., in the Island of Bombay on account of high rent.

(a) Indicates that scales are not incremental but represent the range of pay, i.e., pay varying from the lowest to the highest.

(b) Scales of pay applicable to large stations.

(c) Scales of pay applicable to small stations.

NOTE.—The monetary equivalent of leave on full pay has been calculated on the mean on the scales of pay.

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(xiv) Reference question K-2520.—For total figures reference may be made to Appendix L of this memorandum.

The B., B. and C. I. Railway Administration states that the Unions recognised by that Railway are :—

(a) The B. B. and C. I. Railway Employees Association, Ahmedabad.

(b) The B. B. and C. I. Railway Employees' Union, Bombay.

A third Union styled "The B., B. and C. I. Railway Workers Federation, Ajmere" was registered in June last year. The Executive approached the Railway for recognition but failed to furnish the essential information asked for as to its constitution and membership strength, contenting themselves with the reply that the required information would follow. No further communication has been received from them. So far as is known, no other Unions exist on this Railway.

With reference to (a), the number of paying members on the roll, as at 3rd of August 1929, was 4,376 of these :—

1,957 are from Traffic.
1,255 Loco. and Carriage.
1,124 Engineering.
34 Electrical, and
6 Medical Departments.

The grades to which they belong have not been given.

With reference to (b), the number of paying members on the roll, as at 31st March 1929, was 6,347 and at 25th October 1929, 6,969. The following statement shows the departments from which they come as at 31st March 1929 :—

| Department. | Members. | Department. | Members. |
|------------------------------|----------|--|----------|
| Carriage Shop "A" | 301 | Copper and Tin | 58 |
| Carriage Shop "B" | 402 | Wagon Repair | 224 |
| Saw Shop | 136 | Erecting Shop A and B | 223 |
| Paint Shop | 396 | Machine Fitting and Tool room. | 339 |
| Rivetting Machine Shop | 97 | Electrical shops, Colaba, Parel, Belasis Rd. | 99 |
| Boiler Shop "A" | 224 | Carr. and Gas Dept. Colaba | 90 |
| Boiler Shop "B" | 148 | Mahalakshmi Stores | 122 |
| Loco. Forwarding Dept. | 76 | Carnac Bunder General Staff | 135 |
| Loco. Watch | 25 | Bandra Running Shed | 33 |
| Foundry | 137 | Gangmen | 1,737 |
| Smith "A" and "B" Shops | 352 | Traffic staff | 244 |
| Mill-wright Shop | 118 | | |
| Traffic Menials | 603 | | |
| Halalkhorea | 31 | | |
| | | Total | 6,347 |

(xv) Reference questions K-2559 and K-2560.—A copy of the printed instructions issued by the Bombay, Baroda and Central India Railway Administration to officers for the conduct of medical examinations was supplied to the Royal Commission on Labour.

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APPENDIX Z(H).

Information supplied by the Madras and Southern Mahratta Railway Administration.

(i) Reference question K-4947.—The three groups of figures of staff drawing less than Rs. 250 p.m. needing explanation refer to the numerical strength of staff (not cost), and they are :—

| | No. |
|---|--------|
| (A) Railway Board's | 55,381 |
| (B) M. & S. M. Railway's memorandum | 47,989 |
| (C) M. & S. M. Railway's memorandum | 39,514 |

Group A is the figure adopted by the Railway Board under Appendix A of the Memorandum; and it is the aggregate of all staff in the Railway including supervisory and clerical, drawing salaries of less than Rs. 250 per mensem at the end of the last financial year 1928-29, whereas the second group (B) vide Chapter I, item (2) represents the number of only such of the employees as fall under the categories to whom the scope of the enquiry by the Royal Commission is restricted, i.e., the workshop employees including Printing Press and the maintenance and Operating staff. The last Group (C) [also in Chapter I, item (2)] is still further limited, in that it relates only to the specific class dealt with in the particular question of the Memorandum. This does not comprise the number of subordinates station and Traffic Train Staff nor of the Loco. Running Staff, etc. It may be added that the figures given for the M. and S. M. Railway in Chapter I, item (2), are all approximates and were gathered at different dates as required.

(ii) Reference questions K-4980; K-4981 and K-4998.—The M. and S. M. Railway have provided the Royal Commission on Labour with a copy of the rules regulating the discharge and dismissal of subordinate staff. The rules have been framed on the basis of the rules issued by the Railway Board to State Railways (Appendix B).

The M. and S. M. Railway Circular embodying the rules for the submission of appeals reproduced as Appendix T.

The form employed on this Railway on which the explanations of the staff are obtained is "Form T. 20", and is as follows :—

The M. & S. M. Railway Co., Ltd.

(Incorporated in England.)

MEMO.

From To
 Grade
 Dated.....192 Station.....

Please give me your explanation in the column opposite at once of the following irregularity.

Explanation

(Signed)

Designation.....

Complaint.

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- (c) All whole time servants of the Company drawing a salary of Rs. 16 but exceeding Rs. 30 per mensem may receive an allowance of Rs. 2 provided the price of common staple food grain is dearer than Re. 1 for 12 s but is not dearer than Re. 1 for 10 seers. When such grain is dearer than Re. 1 for 10 seers the allowance may be raised to Rs. 3 per mensem.

The current prices of staple food grains are ascertained from the Government publications; and the admissibility of the allowance is notified monthly by the issue of Circulars.

(xi) *Reference question K-5693.*—The rules governing the constitution of the Staff Committees issued by the M. and S. M. Railway Administration are reproduced below.

(a) RULES FOR THE CENTRAL STAFF COMMITTEE.

NAME.

The Committee will be named "The Central Transportation Staff Committee".

AIMS AND OBJECTS.

1. To increase the good relations between Officers and Staff.
2. To enable the Staff to represent grievances which they consider should be redressed.
3. To see that the staff generally are contented.
4. To preserve the efficiency of the service.
5. To encourage the Staff to take a greater interest in the Company's undertakings as a whole.

CONSTITUTION.

1. The Central Staff Committee will consist of one elected Member from each District Staff Committee and one Member from the Staff at Salt Cotaura.
2. The President will be the Chief Transportation Superintendent and Traffic Manager, the Secretary will be a Member of the Committee elected by Votes from among the Members themselves.
3. If, through resignation or any other cause, a Member relinquishes his post, the vacancy must be filled by one of the Members of the District Committee of which the resigning employee was a Member.

DUTIES.

1. To study carefully cases referred to them by District Committees.
2. To suggest possible remedies for redressing established grievances.
3. To hold meetings when ten or more items on the Agenda are collected for discussion.
4. To meet once a year to review the work of all district Staff Committees during the past year.
5. To prepare for the President's approval and publication a yearly report of what has been achieved respectively through the District and Central Staff Committees.

(b) RULES FOR DISTRICT STAFF COMMITTEES.

NAME.

The Committee will be named "The District Transportation Staff Committee".

AIMS AND OBJECTS.

1. To increase the good relations between the Officers and the Staff.
2. To enable the Staff to represent grievances which they consider should be redressed.
3. To create a spirit of comradeship and good will amongst Railway employees.
4. To preserve the efficiency of the service.
5. To encourage the Staff to take a greater interest in the Company's undertakings as a whole.

CONSTITUTION.

1. Each District Committee will consist of the following elected members who will elect a Secretary from among themselves :—

| | |
|--|---|
| One Driver. | One Station Master. |
| One Fireman or Angwala. | One Assistant Station Master. |
| One Shed Fitter or Boilermaker. | One Guard. |
| One Train Examiner or Assistant Train Examiner. | One Trains, Coaching or Goods Clerk. |
| One representative of the Running Department Menial Staff. | One Signaller. |
| | One representative of District Office Clerical Staff. |
| | One Ticket Collector. |
| | One, representative of the Menial Traffic Staff. |

N. B.—Representatives of other grades may be added as may be considered necessary.

2. The election of Members will be by Ballot.

3. Members of the Staff who have put in at least ten years service will be eligible for election to the District Staff Committee.

4. Members of the Transportation Department who have put in two years service will be eligible to vote.

5. Elected Members will hold office for two years.

6. In the event of a Member resigning from the service or being transferred, the vacancy will be filled by re-election.

DUTIES.

1. To investigate the general condition and grievances of the Staff on their District :—

(a) By being in close touch with the Staff through the members locally selected.

(b) By bringing forward such grievances of the Staff individually as, after investigation, the Committee consider are fair and reasonable and should be redressed. Where the matter under consideration is of general as well as local interest, it shall be referred to the Central Staff Committee.

2. To meet every other month on a date to be agreed upon by the Senior District Transportation Superintendent.

3. To advise the District Transportation Superintendents in the general working and administration of the District.

4. To elect a member from among their number to serve on the Central Staff Committee.

5. The Proceedings of the District Committee, together with the orders of the District Transportation Superintendents, shall be circulated on the District.

MEETINGS.

Two meetings will ordinarily be held, a preliminary one at which the Committee will discuss cases among themselves and formulate clear proposals, and a further one at which the proposals of the Committee are put before and discussed with the District Transportation Superintendents. After the first meeting and not less than ten days before the second meeting is to be held, the Committee will forward to the Senior District Transportation Superintendent, a list of cases which they wish to discuss.

In case the District Transportation Superintendent does not agree after discussion with the Committee, with their opinions, he shall forward the case to the Chief Transportation Superintendent and Traffic Manager.

(xii) *Reference question K-509A.*—The M. and S. M. Railway Administration reports that there is a sanitary committee at the Head Office which consists of the Chief Medical Officer as Chairman, the Senior Deputy Chief Engineer, the Personal Assistant to the Deputy Chief Engineer, and the District Medical Officer, Madras, as Members.

This Committee discusses such questions as Standardising of Latrines, Schemes for the purification of water at various stations, etc.

There are Sanitary Committees at 9 Stations :—

Perambur, Arkonam, Jalarpet, Bangalore City, Guntakal, Hubli, Bitragunta, Bezwada, and Rajamundry.

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The exact constitution of each of these Sanitary Committees varies according to the staff available at each station. The following are examples:—

Perambur—

A Senior Officer of the Loco. Department *Chairman.*
The District Medical Officer *Secretary.*

MEMBERS:

The Executive Engineer }
1 Loco. Shop Foreman }
1 Shop Chargeman } *Nominated by the*
1 Representative of Indian Residents } *Chairman.*
Permanent Way Inspector }
Sanitary Inspector }

Bezwada—

The District Engineer *Chairman.*
The District Medical Officer *Secretary.*
Permanent Way Inspector }
Sanitary Inspector } *Nominated by*
2 Representatives of the Transportation Department } *Chairman.*
1 Representative of the Indian Residents }

Jalarpet—

The Assistant Engineer *Chairman.*
The Assistant Surgeon *Secretary.*
Permanent Way Inspector }
Sanitary Inspector } *Nominated by*
2 Representatives of Traffic Department } *Chairman.*
1 Representative of Indian Residents }

(xiii) *Reference questions K-5098 and K-5099.*—The following statement gives the numbers of European, Anglo-Indian and Indian Apprentices employed on the M. and S. M. Railway:—

| Class . | Employed at | Europeans. | Anglo-Indians | Indians. |
|------------------|-----------------|------------|---------------|----------|
| Special Class .. | Perambur | 1 | 1 | 2 |
| | Hubli | 5 | 2 | .... |
| " A " Class .. | Perambur | 3 | 10 | 34 |
| | Hubli | 2 | 3 | 11 |
| | Bangalore | 1 | .... | 1 |
| " B " Class .. | Perambur .. .. | .... | 20 | 70 |
| | Hubli | 1 | 8 | 32 |
| | Bangalore | | 6 | |
| " C " Class .. | Perambur | | 3 | 196 |
| | Hubli | | | 304 |
| | Bangalore | | 1 | 5 |
| Total .. | | 13 | 54 | 655 |

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(xiv) Reference questions K-5101 and K-5124.—The M. and S. M. Railway Administration supplied to the Royal Commission on Labour type plans of quarters which give all the information required.

(xv) Reference question K-5133.—The M. and S. M. Railway Administration reports that the following number of beds are available in the railway hospitals :—

| Name of Hospital. | Total No. of Beds. | No. of Beds for Europeans and Anglo-Indians. | No. of Beds for Indians. |
|-------------------|--------------------|--|--------------------------|
| Perambur | 55 | 10 | 45 |
| Hubli | 30 | 4 | 26 |
| Guntakal | 16 | 4 | 12 |
| Bezwada | 10 | .... | 10 |
| Vasco | 6 | .... | 6 |

(xvi) Reference question K-5143.—The M. and S. M. Railway Administration reports that the hospital stoppages, for the year 1928-29, for indoor treatment in the railway hospitals amounted to about Rs. 500.

(xvii) Reference question K-5148.—The M. and S. M. Railway reports that in the last two-years fifty two employees were reduced in grade in consequence of eye-sight tests in the Transportation Department of the Railway.

(xviii) Reference questions K-5155 and K-5156.—The M. and S. M. Railway Administration gives particulars of subscriptions to all hospitals (other than railway), which treat railway employees and their families, in the following statement :—

| Names of Hospitals. | No. of Out-Patients treated. | No. of In-Patients treated. | Annual Contribution. |
|---|------------------------------|-----------------------------|----------------------|
| | | | Rs. |
| Indian Women's Aid Society, Hubli .. | 1,645 | 9 | 1,500 |
| The Americal Presbyterian Mission, Hospital Miraj | 112 | 28 | 300 |
| The Belgaum Civil Hospital .. .. . | .... | 6 | 600 |
| The Sasson Hospital, Poona | | 6 | 100 |
| Monegar Choultry; (Poor House, Government Rayapuram Hospital) | | | 100 |

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(zix) *Reference question K-5249.*—The M. and S. M. Railway Administration reports that the disparity between the wages paid in the different departments of that Railway to Apprentices is chiefly due to the conditions of service obtaining in the several Departments. For example, the Engineering Workshops at Arkonam cannot employ many Apprentices owing to the restricted scope of its operations and when fixing the rates for the Apprentices there, the class of work which they are expected to turn out and the cost of labour in the District are factors which are naturally taken into consideration. Similarly wages for the Apprentices in the Electrical Department have been fixed having regard to the qualifications, the class of work and the appointments for which they are trained. "A" and "B" Class Apprentices trained with a view to direct appointment to subordinate supervisory posts, such as Electricians, Electrical or Telegraph Supervisors, Electric Telegraph Inspectors, Chargemen, etc., while "C" Class Apprentices, to Skilled Artisan Staff, the training being confined to one definite trade, such as Electric Fitter, Wiremen, Telegraph and Telephone Instrument Mechanic, Instrument Connector, etc.

APPENDIX Z(J).

Information supplied by the South Indian Railway Administration.

(i) *Reference question K-5470.*—On examination it is found that the figures given by the South Indian Railway exclude the cost of staff whose pay is chargeable to Capital, as also the Provident Fund contribution borne on Capital account. The cost borne on Capital account was excluded as it is not taken into account in arriving at the Net earnings of the Railway and as it does not enter into the question of deciding the ratio between Earnings and Expenditure, the figures, therefore, are not comparable with those given by the Railway Board.

The statement (reproduced below) has been completed as required, and it now gives the number of staff whose wages are given in column 3.

| Years. | Net Earnings. | Wages of staff. | Number of staff. | Percentage column 3 to column 2. |
|-----------------|---------------|-----------------|------------------|----------------------------------|
| 1 | 2 | 3. | 4 | 5 |
| | Rs. | Rs. | | |
| 1920-21 | 1,58,94,017 | 1,30,59,153 | 30,308 | 82.16 |
| 1921-22 | 1,24,45,892 | 1,39,77,163 | 31,462 | 112.30 |
| 1922-23 | 1,44,84,720 | 1,42,16,503 | 31,875 | 98.15 |
| 1923-24 | 2,17,95,199 | 1,53,61,769 | 30,686 | 70.48 |
| 1924-25 | 2,25,99,845 | 1,52,00,151 | 31,153 | 67.26 |
| 1925-26 | 2,19,43,774 | 1,57,79,545 | 32,007 | 71.91 |
| 1926-27 | 2,43,16,873 | 1,62,66,631 | 32,598 | 66.89 |
| 1927-28 | 2,22,05,340 | 1,69,58,381 | 34,149 | 76.37 |
| 1928-29 | 2,44,07,034 | 1,94,07,626 | 34,415 | 79.52 |

(ii) *Reference question K-5520.*—Copies of the South Indian Railway Rules for the administration of the Golden Rock Colony, Trichinopoly, have been supplied to the Royal Commission on Labour. See also Appendix "W".

(iii) *Reference question K-5537.*—On the South Indian Railway the rates of school fees levied for children of Company's employees per mensem are as under. An increased charge is made, if necessary, for the children of persons not connected with the South Indian Railway at the discretion of the School Committee:—

| Primary School. | Scale of Fees. |
|--|----------------|
| | Rs. s. p. |
| Fourth class (4th standard) | 1 8 0 Monthly. |
| Third class (3rd standard) | 1 8 0 " |
| Second class (2nd standard) | 0 12 0 " |
| First class (1st standard) | 0 12 0 " |
| Infant class (Infant standard) | 0 8 0 |

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(iv) Reference question K-5553.—Statement showing the amounts individual employees receive as gratuities and Provident Fund under the existing rules on the S. I. Railway—

| Name. | Designation. | Rate of pay. | Service No. of years. | Amount in P. F. | Amount of gratuity paid. |
|-------------------------------------|--------------|--------------|-----------------------|-----------------|--------------------------|
| | | Rs. a. p. | | Rs. a. p. | Rs. a. p. |
| <i>(a) Under Rs. 15 per mensem.</i> | | | | | |
| K. Nalla Koundan .. | Keyman .. | 14 0 0 | 24 | .. | 168 0 0 |
| Dookra | Sweeper .. | 13 0 0 | 19 | .. | 123 8 0 |
| Karuppa Kone .. | Gate-Keeper | 12 0 0 | 26 | .. | 156 0 0 |
| Karuppan .. | Do. .. | 12 0 0 | 28 | .. | 168 0 0 |
| M. Lakshmana Pillai | Lampman .. | 13 0 0 | 40 | .. | 195 0 0 |
| K. Raya Koundan .. | Gang Cooly.. | 14 0 0 | 31 | .. | 210 0 0 |
| Chinnathambi .. | Gang Mate .. | 14 0 0 | 26 | .. | 182 0 0 |
| Arumugha Thevan .. | Gang Cooly | 14 0 0 | 25 | .. | 175 0 0 |
| M. Mathan .. | Keyman .. | 14 4 0 | 22 | .. | 156 12 0 |
| Ekambaram .. | Gang Mate .. | 14 0 0 | 33 | .. | 210 0 0 |
| <i>(b) Under Rs. 30 per mensem.</i> | | | | | |
| T. Matthai .. | Gang Mate .. | 27 0 0 | 15 | 512 8 0 | 202 8 0 |
| Chinnakutty Venkatachalam. | Gate-Keeper | 28 0 0 | 31 | 948 4 0 | 420 0 0 |
| Narayanaswamy .. | Shunter .. | 25 0 0 | 11 | 333 7 0 | 137 8 0 |
| R. Palaniyandi .. | .. .. | 20 0 0 | 18 | 305 14 0 | 180 0 0 |
| N. Rama Koundan .. | Gang Mate .. | 27 0 0 | 25 | 512 10 0 | 337 8 0 |
| Sappani Moopan .. | Shunter .. | 24 0 0 | 23 | 510 8 0 | 276 0 0 |
| G. Subramania Rowth | Peon .. | 21 0 0 | 34 | 384 7 0 | 315 0 0 |
| Pitchamuthi Naidu | Lifter .. | 28 0 0 | 20 | 698 8 0 | 280 0 0 |
| N. Santhana Mudali | Lighter .. | 29 0 0 | 19 | 1,084 5 0 | 275 8 0 |
| A. Gopalan .. | Lifter .. | 28 0 0 | 20 | 497 14 0 | 280 0 0 |

(v) Reference questions K-5555 and K-5717.—The Rest Rules referred to in the reply to this question are reproduced in Appendix "X".

(vi) Reference question K-5569.—On the South Indian Railway there are twenty-three "First class" stations. Five of these stations are held by Europeans, eight by Anglo-Indians and ten by Indians.

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(vi) *Reference questions K-5584 to K-5586.*—The South Indian Railway Administration states as follows :—

During the War abnormal conditions prevailed throughout the country to meet which the Railway Administration granted certain additional allowances to their staff on a scale fixed by the Government. These allowances were increased from time to time and ranged from 15% in the case of higher paid staff to about 100% in the case of the lower paid. As the abnormal conditions continued for some time after the war, the additional allowances were finally absorbed in the pay.

In 1924 an investigation made into the cost of living by the C. A. revealed that conditions in the area served by the S. I. Railway had improved. The average price of rice, the principal article of food, continued to fall from 1920-21, as will be seen from the appended statement.

Comparative statement showing the average price of rice in seers (80) tolas per Rupee during the years 1919-1920 to 1922-1923.

(The figures are based on the weekly figures published in the Fort St. George Gazette.)

| Districts. | 1919-20. | 1920-21. | 1921-22. | 1922-23. |
|----------------------|----------|----------|----------|----------|
| Nellore | 4.6 | 5.1 | 6.1 | 5.8 |
| Chingleput | 4.9 | 5.4 | 6.1 | 5.5 |
| Madras | 4.3 | 4.6 | 5.2 | 5.2 |
| South Arcot | 4.3 | 4.9 | 6.0 | 5.2 |
| North Arcot | 4.4 | 5.1 | 6.0 | 5.4 |
| Salem | 4.2 | 4.6 | 5.5 | 5.1 |
| Coimbatore | 4.0 | 4.5 | 5.1 | 5.1 |
| Trichinopoly | 3.9 | 4.4 | 5.2 | 4.9 |
| Tanjore | 4.5 | 5.0 | 5.7 | 5.1 |
| Madura | 4.1 | 4.7 | 5.3 | 4.9 |
| Ramnad | 4.1 | 4.3 | 5.5 | 4.6 |
| Tinnevelly | 4.2 | 5.0 | 5.5 | 5.5 |
| Malabar | 4.2 | 5.0 | 5.5 | 5.5 |
| South Canara | 4.7 | 5.8 | 6.4 | 5.9 |
| Travancore | 5.1 | 4.8 | 4.7 | 4.0 |
| Cochin | 4.6 | 4.6 | 5.1 | 5.1 |

The price of other food grains, clothing and other necessities of life improved to an appreciable extent when compared with the War period rates.

Owing to the economic conditions prevailing in 1924, the Administration introduced revised grades for subordinates for new entrants with effect from 1st April, 1924. The revised grades are some 20% higher than the pre-war scales. No reduction in the grades of those in service prior to 1st April, 1924 was however made nor was there any reduction made in the scales of pay of menials.

[App. Z(J.)

(viii) *Reference question K-5594.*—The South Indian Railway Administration state that it has made the following provisions in the Triennial Programmes to be spent on quarters.

| | | | | | | | (Figures in thousands of Rupees.) | |
|--------------------|----|----|----|----|----|------|-----------------------------------|----------|
| | | | | | | | 1929-30. | 1930-31. |
| Officers | .. | .. | .. | .. | .. | 34 | 68 | |
| Upper Subordinates | .. | .. | .. | .. | .. | 2,98 | 2,95 | |
| Lower Subordinates | .. | .. | .. | .. | .. | 5,82 | 6,38 | |
| Others | .. | .. | .. | .. | .. | 1,28 | 4,20 | |
| Total | | | | | | .. | 10,42 | 14,21 |

The figures given in Chapter III, items (16), of Rs. 11,70,000 should be considered as revised accordingly for the S. I. Railway.

(ix) *Reference question K-5730.*—The South Indian Railway supply the following figures in regard to attachments of pay :—

| Year. | Received and acknowledged. | | | Received but returns unacknowledged. | | |
|-----------------|----------------------------|---------|-------|--------------------------------------|---------|-------|
| | No. | Amount. | | No. | Amount. | |
| | | Rs. | a. p. | | Rs. | a. p. |
| 1928-29 | 262 | 38,509 | 8 2 | 125 | 17,741 | 3 0 |
| 1929-30 | 247 | 45,660 | 15 0 | 115 | 18,989 | 5 0 |

Generally speaking, no attachment orders are received against monthly-rated staff whose pay is Rs. 40 p.m., or below or against daily-rated employees.

Under Amendment Act No. XXVI of 1923 the limit in regard to immunity of pay from Court attachment was raised from Rs. 20 p.m. to Rs. 40 p. m.

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