



ROYAL COMMISSION  
ON  
LABOUR IN INDIA.

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EVIDENCE.

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Vol. II.—Part 2.

PUNJAB, DELHI  
and  
AJMER-MERWARA.

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### TERMS OF REFERENCE.

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

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

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

- “(a) Mines, quarries, and other works for the extraction of minerals from the earth.
- “(b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding and the generation, transformation and transmission of electricity or motive power of any kind.
- “(c) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterwork or other work of construction, as well as the preparation for or laying the foundations of any such work or structure.
- “(d) Transport of passengers or goods by road, rail, sea, or inland waterway, including the handling of goods at docks, quays, wharves or warehouses, but excluding transport by hand.”

\* \* \* \* \*

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

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## I. Recruitment.

- (1) *Origin of Labour.*
  - (i) Extent of migration.
  - (ii) Causes of particular streams of migration.
  - (iii) Changes in recent years.
- (2) *Contact with villages.*
  - (i) Extent and frequency of return.
  - (ii) Extent of permanent labour force.
- (3) *Methods of recruitment.*
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  - (ii) Possible improvement.
  - (iii) Public employment agencies.
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    - (b) Possibility of practical schemes.
- (4) *Extent and effects of disturbance of family life.*
- (5) *Recruitment of seamen.*
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  - (iii) Suggestions for improvement.
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  - (ii) Administration of present system.
  - (iii) Composition and working of Assam Labour Board.
  - (iv) Defects of existing Act and system.
  - (v) Possible substitutes.
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  - (i) Extent and character.
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    - (b) Voluntary retirement.
    - (c) Other causes.
  - (iii) Possible methods of alleviating and remedying distress.
  - (iv) Unemployment Insurance.
  - (v) Application of International Conventions relating to unemployment.
- (8) *Labour "turnover."\**
  - (i) Average duration of employment.
  - (ii) Extent of casual employment.
  - (iii) Absenteeism.
    - (a) Extent, character and causes.
    - (b) Seasonal or otherwise.
    - (c) Time and wages lost.
- (9) *Apprentices Act, 1850.*  
Value of.

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

## II. Staff Organisation.

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

## III. Housing.

- (16) *Extent to which housing is provided.*
  - (i) *By employers.*
  - (ii) *By Government or other public agency.*
  - (iii) *By private landlords.*
  - (iv) *By workers themselves.*
- (17) *Facilities for acquisition of land for workers' houses.*
- (18) *Nature of accommodation provided in each class.*
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  - (ii) *In relation to best type from health point of view.*
  - (iii) *Provision made for lighting, conservancy and water supply.*
- (19) *Utilisation by workers of accommodation available.*
- (20) *Rent-rates in various classes.*
- (21) *Special problems arising in connection with various classes of housing.*

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Occupation of employers' houses by tenants in other employ ;  
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- (22) *Moral effect on worker of industrial housing conditions. Improvements tried and suggested.*

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- (iii) Working conditions—
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  - (b) at home.
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  - (ii) Possibility of introducing other systems.
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- (31) *Maternity benefits.*
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- (39) *Possibility and desirability of a Statutory Miners' Welfare Fund.*

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- (55) *Hours worked per week and per day.*
  - (i) Normal, i.e. as determined by custom or agreement.
  - (ii) Actual, i.e. including overtime.
  - (iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.
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  - (ii) Suitability of the law.
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- (63) *Hours worked per day and per week.*
  - (i) Normal, i.e. as determined by custom or agreement.
  - (ii) Actual, i.e. including overtime.
  - (iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.



- (64) *Days worked per week.*
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  - (ii) Actual, i.e. including overtime.
  - (iii) Spreadover, i.e. relation between hours worked and hours during which worker is on call.
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