Labour Office Government of Bombay



GENERAL WAGE CENSUS

Part I—Perennial Factories

FIRST REPORT

Report on Wages, Hours of Work and Conditions of Employment in the Engineering Industry in the Bombay Presidency (excluding Sind)

May 1934

Prepared by the Labour Office, Government of Bombay

Published by order of the Governor in Council

BONDAY
PRINTED AT THE GOVERNMENT CENTRAL PRESE

PREFATORY NOTE -

I had intended, in this foreword, to express the thanks of the Labour Office by name to those individuals who had assisted us in the preparation of this report. But when I came to consider the matter I find that our indebtedness is so great and so widespread that to attempt any selection would be invidious. The group to which our debt is greatest is that composed of the engineering experts on the railways without whose ungrudging help in the preparation of the standard list and in many other ways this report would have remained only an idea and not a practical achievement. All of them were unsparing in their efforts to make the enquiry a success. The same assistance, too, was given by every engineer whom we approached and by the head of every firm. Particularly do we desire to thank the timekeepers and clerical staffs of the various firms and factories for the care and attention they gave to the filling up of the forms and the readiness with which they responded to our many demands upon their time and patience.

> J. F. GENNINGS, Commissioner of Labour.

TABLE OF CONTENTS

INTRODUCTION.

						PAGE
SAMPLE METHOD UNSUITAL	BLE				• •	3
What Constitute Earnin	res			• •	••	4
MANY VISITS TO FACTORIE	s				• •	6
Preparation of Standar	d Lists		• •			8
Common Occupations in I	Non-end	INEERING	Firms			9
Sixty Thousand Forms .						11
TEN CENSUS AREAS			• •	• • •	• •	13
Classification of Indust	RIES	• •	· • •		••	14
		СНАРТ	ER I.	•		
L	abour i	n the En	gineering I	ndustry.		
THE SCOPE OF THIS REPOR	T		••		••	17
Types of Factories and	И ОМВ1	ers of Wo	ORKERS IN	THE ENGIN	EERING	
INDUSTRY .	••		••	• •		17
NUMBER OF WORKPEOPLE	RETURN	ED IN THE	CENSUS FO	RMS	• •	18
RECRUITMENT OF LABOUR						21
LABOUR TURNOVER AND S	UBSTITU'	TE LABOUR	3		• •	22
		CHAPT	ER II.			
		Payment o	of Wages.			
PRINCIPLES OF WAGE FIX.	A TYON	,.				24
ALLOWANCES			• •	• • • • • • • • • • • • • • • • • • • •		25
Bonuses	· •	• •	• •	••		26
OVERTIME	• •	••	••			27
OVERTIME PAY RARELY G		• • •	• • •			28
PAY PERIODS		• •				30
WAITING PERIODS		• •	••			30
Advances	-•	• •		•••		31
METHODS OF WAGE CALCU	T AUTOM	• • •				32
PAY FOR SUNDAYS	Laiion	•••				34
Unauthorised Absence		• •				35
LATE ATTENDANCE				• • •	••	36
DISCIPLINARY RULES		•••				37
EXTENT OF FINING						39
DISPOSAL OF FINES				• • •	•••	40
G						
Superannuation Benefits a	nd Final	ncia! A1d.			·	
PROVIDENT FUNDS	••		• •		• •	41
PENSIONS AND RETIREMEN	nt Grat	UI TI ES		••	.4	43
Co-operative Credit Soc	CIETIES		• • •		• •	44
LOANS		• •	••			45
мо-ит Вk В 38—6						

CONTENTS

	~					PAGE
	-	HAPTEI				
	Shifts, Ho	urs of W	ork and Les	ve.		
NUMBER OF SHIFTS						47
WEEKLY HOURS OF WOR	K			••	••	47
REST INTERVALS AND WI	EEKLY HOLII	DAY8			• •	49
LEAVE	••		• •	• •	• •	50
	. (нарте	R IV.			
v	Velfare Work			ndustry.		
Housing						53
REST SHELTERS, CANTEE	···	ny Paosis				54
MEDICAL AID	AND ILLE	IN INCOME				54
VOCATIONAL TRAINING AT			••	• • •		56
RECREATION	ND EDUCATION	J.N.				57
IVECKEATION		••		• •	- •	
	•	CHAPTE				
		lates of V	Vages.			
Changes in Wage Rate	8 1914–1934	••	• • •	• •	• •	59
PREVALENT RATES	• •		• •		.••	60
Moulders	• •	• •	• •	• •	• •	61
Blacksmiths	• •	• •	• •		• •	62
FITTERS		• •		• •	**	62
Machinists (Turne	rs)		• •	• •	••	64
Carpenters	• •	• •	••	• •	• •	64
		CHAPTE	R VI.			
		Earnin	gs.			•
MEANING OF THE TERM '	EARNINGS '	,	• •	••		66
NATURE OF COMPILATION	• •		• •	67		
MEANING OF THE TERM	" Average "		• •	• •	••	68
EARNINGS IN SOME IMPOR	BTANT ()CCUI	PATIONS		• •	• •	70
SUBORDINATE SUPERVISO	DRY OCCUPAT	SZOL				71
OCCUPATIONS IN ENGINE	AND BOILER	Rooms			• •	73
ELECTRICAL OCCUPATION	87		• •		• •	74
OCCUPATIONS IN SMITHY	SHOPS			• •		76
OCCUPATIONS IN MOULD	ing Shors	• •				77
FITTERS AND MACHINISTS	s (Turners)		• •			78
Occupations in Boiler:	MAKING AND	RIVETTIN	G DEPARTS	IENTS	• •	80
MAIN OCCUPATIONS IN C	ARPENTRY A	ND PAINT	ing Shops	• •	• • •	82
Occupations in Motor			OTOR TRAN	SPORT	- •	83
OCCUPATIONS IN METAL	WARE FACTO	ries	••	• •	• •	84
CERTAIN IMPORTANT MISCELLANEOUS OCCUPATIONS					• •	85
CERTAIN SEMI-SKILLED A				••	••	86
WATCH AND WARD AND						87
MONTHLY EARNINGS IN C	CERTAIN GRA	DED OCCI	PATIONS	• •		88
Women and Children		••	••		• •	90
VARIATIONS IN EARNING	S BETWEEN 1	Differen	T CONCERN	s	• •	91

CONTENTS

				•	PAGE		
	CH	APTER VI—(contd.)				
Earnings (contd.)							
Frequencies of Mont	HLY EARNIN	īGS		••	91		
Moulders	••	• •		••	92		
BLACKSMITHS	••	• •		••	92		
FITTERS		••		••	92		
Machinists (or T	URNERS)	••		••	93		
CARPENTERS	••		••	••	93		
GENERAL AVERAGES FO	B ALL OCCU	PATIONS		••	93		
AVERAGE EARNINGS OF	FULL-TIME	Workers			98		
			•				
		TABLES.					
TABLE No. I Occ	upational I	Distribution of	Workers in Engi- all Perent ial Fact	neering and			
	mbay Presid		or resembled recor	ones m eme	103		
TABLE No. IIA Fre-	quency of R	ates for Mould	ers on Monthly Re	ites	105		
TABLE No. IIB	Do.	d	o. Daily Rates	•••	106		
TABLE No. IIIA	Do.	Blacks:	miths on Monthly	Rates	107		
TABLE No. IIIB	Do.	d	o. Daily R	ates	108		
TABLE No. IVA.	Do.	Fitters	on Monthly Rate	8	109		
TABLE No. IVB.	Do.	d	o. Daily Rates		110		
TABLE No. VA	Do.	Machin	nists on Monthly l	Rates	111		
TABLE No. VB	Do.	d	io. Daily Ra	tes	112		
TABLE No. VIA.	Do	Carpen	ters on Monthly l	Rates	113		
Table No. VIB.	Do.	d	lo. Daily Ra	tes	114		
TABLE No. VII . Average Earnings and Attendance in Engineering Occupa-							
TABLE No. VIII.	Do.	do.	ons in the Bombay Bombay	Suburban.	115		
••	20.		•	olaba and			
TABLE No. IX	Do.	do.	Ratnagiri A		123 127		
TABLE No. X	Do.	do.	Ahmedabad (Ahmedabad,	•	12.		
2.12011 210, 12, 1.	10.	uo.	Panchmaha		131		
TABLE No. XI	Do.	do.	Broach and S	urat Area.	134		
TABLE No. XII	Do.	do.	East and Wes	t Khandesh	136		
Table No. XIII.	Do.	do.	Poona, N Ahmednag	asik and ar Area.	139		
TABLE No. XIV.	Do.	do.	Sholapur City		144		
TABLE No. XV	Do.	do.		nd Satara	147		
TABLE No. XVI.	Do.	do.	Belgaum, Dh pur and Ka		149		

					PAGE
	TA	BLES—con	td.	e"	
TABLE No. XVII. Av	erage Earnings a ocupations in all		ace for Wome	n in Engineering	153
TABLE No. XVIII AV	erage Earnings a	and Attenda	nce for Child:	ren in all Areas.	155
	equencies of Mon				156
Table No. XX	Do.	do.	Blacksu	niths	157
TABLE No. XXI.	Do.	do.	Fitters	٠	158
TABLE No. XXII	Do.	do.	Machinis	nts	159
Table No. XXIII	Do.	do.	Carpent	ers	160
	A	PPENDICE	S.		
APPENDIX A Th	e Forms used for	the General	Wage Censu		163
	e General Questi on with the Gene			tories in connec-	167
T R O	e Standard List of rades including efrigeration Plandarce and Atations and Occur	Electricity ints, Stone mmunition	and Gas Crushing Pla Factories, V	Generating and nts, Saw Mills, Vater Pumping	•
	ILLUS	TRATIONS	3.		
Line Switch Units-	-Central Exch	ange of th	e Bombay	Telephone Co.	Fronti- piece.
Cartridge Case Maki Factory at Kirkee	ng—A Semi M		tion process	s—Ammunition Facing page	
The Small Arms	Cartridges Secti	on—Ammur	ition Facto	ry at Kirkee Facing page	54
Fitting Shop of the I gunj, Dohad	B. B. & C. I. R.	ailway Loc	o Workshop 	s at Freeland- Facing page	
Boiler shop of the B. Dohad	B. & C. I. Rail	iway Loco	Workshop at	Freelandgunj, Facing page	
The Tool Section -A	nmunition Facto	ory at Kirke	e	Facing page	88

88-