

REPORT
OF THE
BIHAR LABOUR ENQUIRY
COMMITTEE

VOLUME III

PART B.

**(Replies to the Questionnaire issued by the Bihar
Labour Enquiry Committee—
Employers and their Associations)**

BOOK 3.

[Mines and Quarries (a) Coal ; (b) Ores and Quarries and Mica.]



SUPERINTENDENT, GOVERNMENT PRINTING,
BIHAR, PATNA.
1941.

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Summary of Replies
to the
Questionnaire
of
The Bihar Labour Enquiry Committee

Mines and Quarries
(a) Coal.

(b)

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.	Labour exchange.
1	2	3	4	5	6
1	(a) Loyabad Coke Plant.	390 M. 80 W.	Management	..	Against
	(b) Sirka Colliery ..	607 M. 90 W.	Contract	..	Do.
	(c) Katras Colliery	1,500 M. 90 W.	Management	..	Do.
	(d) Loyabad Colliery	2,107 M. 188 W.	Sardars ..	..	Do.
	(e) Budroochuck "	739 M. 112 W.	Commission Contractors.	..	Do.
	(f) Mudidih Colliery	1,273 M. 152 W.	..	..	Do.
	(g) Saltore Colliery	1,000 M. 80 W.	Management and Sirdar.	..	Do.
	(h) Bhulanbarree Colliery.	996 M. 212 W.	..	..	....
	(i) Standard Colliery	1,512 M. 130 W.	Management	..	Against
	(j) Bhagaband Colliery.	832 M. 75 W.	Contractors through Sirdars.	..	Do.
	(k) Sendra Colliery	843 M. 97 W.	Contractors	..	....
4	Jamadoba Colliery	3,070 100 W.	Mostly direct.	..	Not required ..
	Digwadih Colliery	724 M. 49 W.	Ditto ..	Two labour supervisors.	Ditto
	Malkera-Chojtodih Colliery including.	2,120 27 W.	Ditto ..	..	....
	Sijua Colliery including.	2,201 100 W.	Ditto ..	..	....
5	Lodna Colliery, Jharia.	4,480 M. 624 W.	Contractors Jobbers and management.	..	Against
6	East Indian Coal Co., Ltd., Bararee, Jealgora.	2,093 M. 259 W.	Sardars ..	..	Do.
7	Bulliaree Kendwadih Colliery, Kusunda.	1,422 M. 95 W.	Management	..	Do.
8	Kargall Colliery, Bokaro.	990 M. 50 W.	Comm. ..	Sardars Comm. on	Not possible ..
		2,843 M. 1,950 W.	Contract	Ditto ..	Ditto
9	Argada Colliery, Bengal-Nagpur Railway.	1,793 M. 485 W.	Contract ..	..	For Joint Control State and Employers.
16	Ekras Khas Colliery, Banejora.	1,009 M. 203 W.	Recruiting contractors.	Comm. ..	Against
17	New Manbhum Coal Co., Gasleton Colliery, Sijua.	900 M. 77 W.	Contract and management.	..	Do.

(c)

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.	Labour exchange.
1	2	3	4	5	6
18	Murlidh Colliery, Mahoda.	806 M. 72 W.	..	..	For registration of Migratory labour.
19	Bengal Coal Co., Parbella Colliery, Dishergarh.	993 M. 45 W.	..	..	Ditto ..
20	Bengal Coal Co., Bhuggutdih Colliery, Jharla.	800 M. 200 W.	..	..	Ditto ..
21	Central Kirkend Coal Co., Kusunda.	617 M. 83 W.	Contract management.	Comm. recruited	Against ..
22	Bararee Coke Co., Ltd.	372 M. 54 W.	Management Contract	(Loading) ..	Not necessary .. Not desirable ..
23	Khemli Waljee & Co., Indian Jharla Colliery.	397 M. 95 W.	Sardars and management.	..	Against ..
24	Kirkend Colliery, Kusunda.	287 M. 63 W.	Contractor	..	Desirable but not practicable control, owner and workers.
25	Shalimar Tar Products, Jharla.	205 M. 2 W.	Contract and management.	..	Against ..
26	The Central Jeangara Coal Co., Ltd., Jharla.	68 M. 30 W.	Sardars ..	..	....
27	Central Jharla Colliery Co., Jharla.	156 M. 40 W.	Management	..	....
28	Bengal Bhatdee Coal Co., Bhatdee.	401 M. 17 W.	..	..	For registration of Migratory labour.
29	Equitable Coal Co., Jharla.	..	..	..	....
29A	Equitable Coal Co., Dishergarh.	..	..	..	Unnecessary .. Undesirable.
30	Pure Damuda Colliery, Nudkharkee.	160 M. 70 W.	Direct ..	..	....
31	Jainty Khas Colliery, Karmatar.	125 M. 4 W.	Do. ..	..	Against ..
32	Samukhia Kodhurn Mine.	60 M. 30 W.	Do. ..	..	....
33	Merah Colliery, Manbhun.	..	..	..	....
34	Ballhari Colliery, Kusunda.	..	Direct paid	Recruiters ..	....
35	North Golakdih Colliery, Ballapur.	15 M. 2 W.	..	..	....
36	Ena Colliery, Jharla	700 M. 85 W.	..	..	For registration of Migratory labour.
38	Eastern Coal Co., Bhowra, Colliery, Jealgora.	155 M. 70 W.	Management	..	Against ..

(d)

Serial no.	Name.	Sick leave.			Privilege leave.			
		To whom given.	Period.	Allowance.	To whom given.	Period.	Allowance.	
1	2	7	8	9	10	11	12	
1	(a) Loyabad Coke Plant.	No definite Rules			..	Monthly paid Weekly paid	3 weeks 1 month	Full .. Without pay.
	(b) Sirka Colliery ..	Each case dealt on merits			..	No fixed Rules		..
	(c) Katras Colliery	Ditto	..	..	Supervising staff.	10 days	Full ..
	(d) Loyabad Colliery	Ditto	..	..	Salaried workers.	14 days	Full ..
	(e) Budroo ch u c k Colliery.	Ditto	..	..	Ditto ..	Ditto	Do. ..
	(f) Mudidih Colliery	Ditto	..	..	No ..	No ..	No ..
	(g) Saltore ..	Ditto	..	..	Not stated	2 to 3 weeks.	Pay ..
	(h) Bhulanbara r e e Colliery.	Ditto	..	..	..	..	..
	(i) Standard Colliery	Ditto	..	..	Clerical and official staff.	..	21 Full pay days.
	(j) Bhaganband .. Colliery.	Ditto	..	..	Monthly and weekly paid.	14 days	Full ..
	(k) Sendra Colliery	Ditto	..	..	Ditto ..	Ditto	Do. ..
4	Jamadoba Colliery	Weekly labour get- ting 10 annas or less a day.	Sickness	4 annas Subsistence allowance.	Monthly staff	2 days	Full ..	
	Digwadih Colliery	Ditto ..	..	Ditto ..	Ditto ..	2 days	Full ..
	Malkera-Choitodih Colliery.	Ditto ..	..	Ditto ..	Ditto ..	..	..
	Sijua Colliery ..	Di to ..	..	Ditto ..	Ditto ..	..	..
5	Lodna Colliery, Jharia.	Not specified.	Varies 15 days to 1 month.	Full ..	Certain classes of labour.	15 days to 1 month.	Full ..	
6	East Indian Coal Co., Ltd., Bararce, Jealgora.	..	..	..	Salaried employees.	12-15 days.	Full ..
	Bulliaree Kendwadih Colliery, Kusunda.	..	Not specified.	..	Discretionary	..	..
8	Kargali Colliery, Bokaro.	..	..	..	Between Rs. 15-50.	15 days	Full ..
		(Leave according to the Indian State Railways Rules in force)				
9	Argada Colliery, Bengal-Nagpur Railway.	According to Bengal-Nagpur Railway Rules.			..	(Except contractors employees, all workers one month privilege leave on full pay and one month's sick leave on half pay.		
16	Ekras Khas Colliery, Bansjora.	No Rules	..	..	..	..	..
17	New Manbhun Coal Co., Gasleton Colliery, Sijua.	Monthly paid.	Not stated.	Full ..	..	..	..

(e)

Serial no.	Name.	Sick leave.			Privilege leave.		
		To whom given.	Period.	Allow- ance.	To whom given.	Period.	Allow- ance.
1	2	7	9	9	10	11	12
18	Murlidh Colliery, Mahoda.	..	..	..	..	..	..
19	Bengal Coal Co., Parbella Colliery, Dishergarh.	..	..	..	..	..	..
20	Bengal Coal Co., Bhuggutdih Col- liery, Jharia.	..	..	..	..	..	..
21	Central Kirkend Coal Co., Kusunda.	Employees	Sickness	Full ..	Monthly paid	One month.	Full ..
22	Bararee Coke Co., Ltd.	Monthly staff. Poor work- ers.	Sickness	Not men- tioned <i>Khoraki</i> (discre- tion).	No written Rules	..	..
23	Khemji Waljee & Co., Indian Jharia Colliery.	Not speci- fied.	Not speci- fied.	Not speci- fied.	All ..	Reason- able.	Full ..
24	Kirkend Colliery, Kusunda.	Workers if treated by Colliery Doctor.	..	Khoraki	None ..	None ..	None ..
25	Shallmar Tar Pro- ducts, Jharia.	Monthly workers. Daily workers.	Sickness for more than 10 days ill- ness.	Not stat- ed Kho- raki 4 annas.	..	..	..
26	The Central Jeangara Coal Co., Ltd., Jharia.	Time rate workers.	..	Khoraki	No fixed Rules	..	..
27	Central Jharia Col- liery Co., Jharia.	No provision for labour			..	No system	..
28	Bengal Bhatdee Coal Co., Bhatdee.	..	..	..	..	..	..
29	Equitable Coal Co., Jharia.	..	..	..	..	..	..
29A	Equitable Coal Co., Dishergarh.	..	..	..	..	..	..
30	Pure Damuda Col- liery, Nudkharkee.	Not stated	One month.	Full ..	Monthly paid	One month.	Full ..
31	Jainty Khas Colliery Karmatar.	No fixed Rules			..	No provision	..
32	Samukhia Kodhurn Mine.	Leave without pay			..	Workers ..	Not stat- ed.
33	Merah Colliery, Manbhum.	..	..	..	..	..	..
34	Balhari Colliery, Kusunda.	Monthly paid.	?	Full ..	Monthly staff above Rs. 50.	21 days	Full ..
35	North Golakdih Col- liery, Ballapur.	..	..	..	..	..	..
36	Ena Colliery, Jharia	..	..	..	..	..	..
38	Eastern Coal Co., Bhowra, Colliery, Jealgora.	Not stated	Not stat- ed.	Not stat- ed.	Monthly paid	One month.	Full ..

(1)

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
1	(a) Loyabad Coke Plant.	..	..	Not stated	Not stated ..
	(b) Sirka Colliery..	..	..	Ditto	Ditto ..
	(c) Kstras Colliery	..	..	Ditto	Ditto ..
	(d) Loyabad Colliery	..	..	3-4 weeks	Before Rs. 1 per week. After Rs. 2 per week.
	(e) Budroochuck Colliery.	..	..	Not stated	Not stated ..
	(f) Mukhdih Colliery	..	..	Ditto	Khoraki ..
	(g) Saltore	Not stated. Period not given.	On half or no pay.	3-4 weeks	Khoraki ..
	(h) Bhulanbarace Colliery.	..	..	..	..
	(i) Standard Colliery	..	..	Not stated	Khoraki ..
	(j) Bhababand Colliery.	..	..	2 weeks	Rs. 4 fixed ..
	(k) Sendra Colliery.	..	..	Confinement	Khoraki ..
4	Jamadoba Colliery	..	..	8 weeks after one year continuous service.	..
	Digwadih Colliery	..	..	..	..
	Malkera-Choitodih Colliery.	..	..	..	..
	Sijua Colliery	..	..	..	..
5	Lodna Colliery, Jharla.	..	..	..	..
6	East Indian Coal Co., Ltd., Bararee, Jealgora.	..	10 days	..	..
7	Bulliaree Kendwadih Colliery, Kusunda.	..	..	..	..
8	Kargali Colliery, Bokaro.	..	..	..	..
9	Argada Colliery, Bengal-Nagpur Railway.	..	..	..	One month with full benefit.
16	Ekras Khas Colliery, Banejora.	..	..	..	..
17	New Manbhum Coal Co., Gasleton Colliery, Sijua.	..	..	..	..

(g)

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
18	Murildih Colliery, Mahoda.	..	..	..	..
19	Bengal Coal Co., Parbella Colliery, Dishergarh.	..	..	..	..
20	Bengal Coal Co., Bhuggudih Colliery, Jharla.	..	..	..	..
21	Central Kirkend Coal Co., Kusunda.	..	..	..	..
22	Bararee Coke Co., Ltd.	15-30 days ..	Privilege leave only.	..	..
23	Khemji Waljee & Co. Indian Jharla Colliery.	..	..	..	..
24	Kirkend Colliery, Kusunda.	..	..	..	..
25	Shallmar Tar Product, Jharla.	Clerks and fitters	15-20 days	..	..
26	The Central Jeangara Coal Co., Ltd., Jharla.	..	..	..	..
27	Central Jharla, Colliery Co., Jharla.	..	..	..	..
28	Bengal Bhatdee Coal Co., Bhatdee.	..	..	..	..
29	Equitable Coal Co., Jharla.	..	..	..	..
29A	Equitable Coal Co., Dishergarh.	..	..	..	..
30	Pure Damuda Colliery, Nudkharkee.	..	..	..	..
31	Jainty Khas Colliery, Karmatar.	..	..	..	..
32	Samukhia Kodburn Mine.	..	..	..	..
33	Merah Colliery, Manbhun.	..	..	..	..
34	Balhari Colliery, Kusunda.	..	..	..	Rs. 1 per week
35	North Golakdih Colliery, Ballapur.	..	..	..	..
36	Ena Colliery, Jharla	..	..	..	..
38	Eastern Coal Co., Bhowra, Colliery, Jcalgora.	..	..	..	..

(h)

Serial no.	Name.	Provident Fund.			Fines fund.
		To whom given.	Contribution.	Interest.	
1	2	17	18	19	20
1	(a) Loyabad Coke Plant.	No	No	No	No fines fund now.
	(b) Birka Colliery ..	No .. ..	.. ..	.. ..	Ditto ..
	(c) Katras Colliery	No .. ..	.. ..	.. ..	Ditto ..
	(d) Loyabad Colliery	....	.. ..	.. ..	Ditto ..
	(e) Budroochnk, Colliery.	No .. ..	.. ..	.. ..	Ditto ..
	(f) Mudldih Colliery	No .. ..	.. ..	.. ..	Ditto ..
	(g) Saltore ..	....	.. ..	.. ..	.. ..
	(h) Bhulanbaree Colliery.	....	.. ..	.. ..	Ditto ..
	(i) Standard Colliery	....	.. ..	.. ..	Ditto ..
	(j) Bhagaband Colliery.	....	.. ..	.. ..	Ditto ..
	(k) Sendra Colliery	....	.. ..	.. ..	Ditto ..
4	Jamadoba Colliery	....	Retiring gratuity as on Jamshepur.		
	Digwadth Colliery	....	All drawing Rs. 15 or more can join Co. Provident Fund.		
	Malkera Chaitodih Colliery.	....	.. ..	.. ..	.. ..
	Sijua Colliery ..	....	.. ..	.. ..	.. ..
5	Lodna Colliery, Jharia.	Pension to old at discretion of management.			Not levied.
6	East Indian Coal Co., Ltd., Bararee, Jealgoray	No	No	No	Credited to Labour Benefit Fund.
7	Bulliance Kendwadth Colliery, Kusunda.	No	No	No	Added to sickness Benefit Fund.
8	Kargali Colliery, Bokaroo.	(To regular monthly staff except menials).			Credited to working expenses.
9	Argada Colliery, Bengal-Nagpur Railway.	See Rules			Fines fund and Welfare work.
16	Ekras Khas Colliery, Bansjora.	None	None	None	No
17	New Manbhum Coal Co., Gasleton Colliery, Sijua.	Pension on merit.			Company's account.

(i)

Serial no.	Name.	Provident Fund.			Fines fund.
		To whom given.	Contribution.	Interest.	
1	2	17	18	19	20
18	Murliidh Colliery, Mahoda.	....	..	..	..
19	Bengal Coal Co., Parbella Colliery, Dishergerh.	....	..	..	..
20	Bengal Coal Co., Bhuggutidh Colliery, Jharia.	....	..	..	..
21	Central Kirkend Coal, Co., Kusunda.	....	..	..	Usually for workers' benefit.
22	Bararee Coke Co., Ltd.	Superior staff, Foremen and Supervisors.	5 per cent each.	No fund	..
23	Khemil Waljee & Co., Indian Jharia Colliery.	No	No ..	No ..	..
24	Kirk end Colliery, Kusunda.	No	No ..	No ..	Returned to culprit.
25	Shallmar Tar Products, Jharia.	None	None ..	None ..	..
26	The Central Jeangara Coal Co., Jharia.	No	No ..	No ..	No fund ..
27	Central Jharia Colliery Co., Jharia.	....	..	..	..
28	Bengal Bhatdee Coal Co., Bhatdee.	....	..	..	..
29	Equitable Coal Co., Jharia.	....	..	..	..
20A	Equitable Coal Co., Dishergerh.	....	..	..	..
30	Pure Damuda Colliery; Nudkharkee.	....	..	..	No fines ..
31	Jainty Khas Colliery, Karmatar.	....	..	..	Ditto ..
32	Samukhia Kodhurn Mine.	....	..	..	Used for reward for good workers.
33	Merah Colliery, Manbhum.	....	..	..	..
34	Balhari Colliery Co., Kusunda.	No	No ..	No ..	Credited to Welfare.
35	North Golakdh Colliery, Ballapur.	....	..	..	..
36	Ena Colliery, Jharia	....	..	..	..
38	Eastern Coal Co., Ghowra, Colliery, Jealgora.	For staff .. ..	..	..	..

(j)

Serial no.	Name.	Co-operative stores.	Credit Society.	Houses.		Schools.
				Number.	Rent.	
1	2	21	22	23	24	25
1	(a) Loyabad Coke Plant.	Not favoured	..	208 rooms ..	Free	Yes ..
	(b) Sirka Colliery ..	Ditto ..	..	All housed by Company.	Do. ..	Do. ..
	(c) Katras Colliery	Ditto ..	..	Not given ..	Do. ..	..
	(d) Loyabad Colliery	Ditto ..	..	..	..	L. P. school; 100 boys.
	(e) Budroo ch u e k Colliery.	Ditto ..	..	None ..	..	None ..
	(f) Mudiadh Colliery	Ditto ..	..	379 pucca Dhowrahs.	Free ..	Do. ..
	(g) Saltore Colliery	..	..	..	Do. ..	Under construction.
	(h) Bhulanbararee Colliery.	Ditto ..	..	..	Do. ..	Yes ..
	(i) Standard Colliery	Ditto ..	..	..	Do. ..	Yes 90 boys.
	(j) Bhagaband Colliery.	Ditto ..	..	441 houses ..	Do. ..	Yes ..
4	(k) Sendra Colliery	Ditto ..	..	..	..	No ..
	Jamadoba Colliery	Employees themselves should run the Co-operative Stores.	Employees management.	1,153 424 642	Free ..	1 L. P. day 1 L. P. night 78 boys and 28 girls. 1 L. P. day 53 boys. Under construction.
	Digwadih Colliery	Ditto ..	Ditto ..	Ditto ..	Ditto ..	Do. ..
	Malkera Choitodih Colliery.	Ditto ..	Ditto ..	Ditto ..	Ditto ..	Do. ..
	Sijua Colliery ..	Ditto ..	Ditto ..	Ditto ..	Ditto ..	Do. ..
5	Lodna Colliery, Jharis.	Failure, try to run by orkers.	..	1,550	Ditto ..	4 schools.
6	East Indian Coal Co., Ltd., Bararee, Jealgora.	Sceptical ..	Doubtful ..	All Company housing.	Ditto ..	Yes 120 boys.
7	Bulliarce Kendwadih Colliery, Kusunda.	..	..	..	Ditto ..	..
8	Kargali Colliery, Bokaroo.	Not until workers more settled.	..	3,092 rooms	Ditto ..	One by Company and 2 by contribution.
9	Argada Colliery, Bengal-Nagpur Railway.	Favoured management control.	Yes, for loans and stores.	220 rooms ..	Not exceeding Rs. 1-10-0 wages.	Primary school 65 boys.
16	Ehras Khas Colliery, Bansjora.	Not favoured. No objection workers control.	Favour ..	111 ..	Free ..	21 boys;
17	New Manbhhum Coal Co., Gasleton Colliery, Sijua.	Failure ..	Favour ..	414 Dhowrahs	Ditto ..	..

(k)

Serial no.	Name.	Co-operative stores.	Credit Society.	Houses.		Schools.
				Number.	Rent.	
1	2	21	22	23	24	25
18	Murlidih Colliery, Mahoda.	Failure ..	Favour ..	..	..	..
19	Bengal Coal Co., Parbella Colliery, Dishergarh.	Do. ..	Do. ..	..	..	..
20	Bengal Coal Co., Bhogutdih Colliery, Jharla.	Do. ..	Do. ..	..	..	..
21	Central Kirkoend Coal Co., Kusunda.	No objection workers control.	..	All by Company.	Free ..	..
22	Barareo Coke Co., Ltd.	Failure ..	..	220 rooms ..	Free ..	..
23	Khemji Waljee & Co., Indian Jharla Colliery.	Favoured control—management.	Favour ..	150 houses ..	Do. ..	..
24	Kirkend Colliery, Kusunda.	State management.	For provisions	All by Company.	Do. ..	..
25	Shallmar Tar Products, Jharla.	..	..	Ditto ..	Do. ..	..
26	The Central Jeangara Coal Co., Jharla.	..	..	All housing by Company.	Do. ..	No ..
27	Central Jharla Colliery Co., Jharla.	Favoured ..	Favour ..	85 Dhowrahs	Do. ..	No ..
28	Bengal Bhatdee Coal Co., Bhatdee.	Failure ..	Favour ..	..	..	..
29	Equitable Coal Co., Jharla.	Workers should run them.	Do. ..	..	..	..
29A	Equitable Coal Co., Dishergarh.	Ditto ..	Do. ..	..	..	Free ..
30	Pure Damuda Colliery Nuckhurkee.	Labour management.	Do. ..	30 rooms ..	Do. ..	..
31	Jainty Khas Colliery, Karmatar.	Favour Government or labour.	..	..	Do. ..	..
32	Samukhla Kodhurn Mine.	..	..	..	..	..
33	Merah Colliery, Maanbhun.	..	..	..	..	..
34	Balihari Colliery Co., Kusunda.	To be established by employers.	For provision	..	Free ..	Yes 35 boys.
35	North Golakdih Colliery, Ballapur.	..	..	..	..	..
36	Ena Colliery, Jharla	Failure. No objection workers control.	Ditto ..	..	Do. ..	..
* 38	Eastern Coal Co., Bhowra Colliery, Jealgora.	..	..	All by Co. ..	Free ..	..

Serial no.	Name.	Medical aid.			
		Doctor or compounder.	Hospital or dispensary.	Treatment.	Medicine.
1	१	26	27	28	29
1	(a) Loyabad Coke Plant.	..	..	Free ..	Free ..
	(b) Sirka Colliery	..	Hospital and dispensary.	Do. ..	Do. ..
	(c) Katras Colliery	..	Hospital clinic ..	Do. ..	Do. ..
	(d) Loyabad Colliery.	..	Hospital ..	Do. ..	Do. ..
	(e) Budroochuck Colliery.	..	Central hospital and dispensary.	Do. ..	Do. ..
	(f) Muddih Colliery	..	Hospital ..	Do. ..	Do. ..
	(g) Saltore ..	Doctor ..	Dispensary ..	Do. ..	Do. ..
	(h) Bhulanbararee	..	Hospital ..	Do ..	Do. ..
	(i) Standard Colliery	..	Hospital ..	Do. ..	Do. ..
	(j) Bhagaband Colliery.	..	..	..	..
	(k) Sendra Colliery	..	Hospital ..	Free ..	Free
4	Jamadoba Colliery	3 hospitals and dispensaries in charge of qualified doctor.	..	Free to all workers including contractor and other families.	..
	Digwadih Colliery	Ditto ..	Ditto ..	Ditto ..	Ditto ..
	Malkera Choitodih Colliery.	Ditto ..	Ditto ..	Ditto ..	Ditto ..
	Sijna Colliery ..	Ditto ..	Ditto ..	Ditto ..	Ditto ..
5	Lodna Colliery, Jharia.	Doctors and compounders.	Two dispensaries ..	..	..
6	East Indian Coal Co., Ltd., Bararee, Jealgora.	Doctor ..	..	..	..
7	Bullaree Kendwadih Colliery, Kusunda.	Doctor and compounder.	Hospital and dispensary.	..	Free ..
8	Kargali Colliery, Bokaroo.	..	..	Free ..	Free ..
9	Argada Colliery, Bengal-Nagpur Railway.	Doctor ..	Hospital ..	..	..
16	Ekra Khas Colliery, Bansjora.	Doctor ..	..	..	Do. ..
17	New Manbhun Coal Co., Gasleton Colliery- Sijua.	..	..	Free ..	Free ..

(m)

Serial no.	Name.	Medical aid.			
		Doctor or compounder.	Hospital or dispensary.	Treatment.	Medicine.
1	2	26	27	28	29
18	Murildh Colliery, Mahoda.	..	..	..	..
19	Bengal Coal Co., Parbella Colliery, Dishergarh.	..	..	..	..
20	Bengal Coal Co., Bhuguidh Colliery, Jharia.	..	..	..	..
21	Central Kirkend Coal Co., Kusunda.	Doctor ..	..	..	Free ..
22	Bararee Coke Co., Ltd.	Doctor and compounder.	Dispensary ..	..	..
23	Khemli Waljee & Co. Indian Jharia Colliery.	Doctor ..	Dispensary ..	Free ..	Free ..
24	Kirkend Colliery, Kusunda.	Doctor ..	Dispensary ..	Free ..	Free ..
25	Shallmar Tar Products, Jharia.	..	Lodna hospital ..	..	Do. ..
26	The Central Jeangara Coal Co., Jharia.	Doctor ..	Dispensary ..	..	..
27	Central Jharia Colliery Co., Jharia.	Part-time doctor.	Small stock ..	..	Do. ..
28	Bengal Bhatdee Coal Co., Bhatdee.	..	..	..	..
29	Equitable Coal Co., Jharia.	..	..	..	..
29A	Equitable Coal Co., Dishergarh.	..	..	..	..
30	Pure Damuda Colliery, Nudkharkee.	..	..	..	..
31	Jainty Khas Colliery, Karmatar.	..	..	..	..
32	Samukhia Kodhurn Mine.	..	..	..	..
33	Merah Colliery, Manbhum.	..	..	..	..
34	Baljhari Colliery Co., Kusunda.	One doctor	Small dispensary ..	Free ..	Free ..
35	North Golakdh Colliery, Ballapur.	..	..	..	..
36	Ena Colliery, Jharia	..	..	..	..
38	Eastern Coal Co., Bhowra, Colliery, Jealgora.	..	Hospital ..	..	Free ..

Serial No.	Name.	Sickness Insurance.		Hours.	Minimum wage.		
		For or against.	Basis.		For or against.	Amount.	Principle or machinery.
1	2	30	31	32	33	34	35
1	(a) Loyabad Coke plant.	Yes, if workers agree on voluntary contributory basis.		8 hours ..	Against	..	..
	(b) Sirka Colliery ..	..	..	According to Act	Do. ..	..	..
	(c) Katras Colliery	..	..	Ditto ..	Do. ..	..	..
	(d) Loyabad Colliery	..	..	Ditto ..	Do. ..	..	..
	(e) Budroochuck Colliery.	..	..	Ditto ..	Do. ..	..	..
	(f) Mudidih Colliery	..	..	Ditto ..	Do. ..	..	..
	(g) Saltore Colliery..	..	..	8 hours ..	Do. ..	..	..
	(h) Bhulanbararee Colliery.	..	..	According to Act.	Do. ..	..	..
	(i) Standard ..	..	..	Ditto ..	Do. ..	..	..
	(j) Bhagaband Colliery.	..	..	Ditto ..	Do. ..	..	..
	(k) Sendra Colliery	..	..	Ditto ..	Do. ..	..	..
4	Jamadoba Colliery	For ..	If state workers and employers contribute.	..	Against	..	..
	Digwadih Colliery	Do. ..	Ditto	..	Do. ..	..	..
	Malkera-Choitodih Colliery.	Do. ..	Ditto	..	Do. ..	..	..
	Sijua Colliery ..	Do. ..	Ditto	..	Do. ..	..	..
5	Lodna Colliery, Jharia.	For limited and monthly paid.	..	Against reduction.	Do. ..	..	Only possible on tab basis.
6	East Indian Coal Co., Ltd.	For ..	Contributory.	No change ..	Do. ..	..	Do. ..
7	Bulliaree Kendwadih Colliery, Kusunda.	No change	..	..	..	..	..
8	Kargall Colliery ..	..	..	..	Against	..	..
9	Argada Colliery, Bengal-Nagpur Railway.	For ..	..	6 hours night shift under 7 hours night open.	For ..	..	Cost of living.
16	Ehras Khas Colliery, Bansjora.	For ..	Contributory.	No reduction ..	Against	Standardization by negotiation urged.	..
17	New Manbhumi Coal Co., Gaselton Colliery, Sijua.	Do. ..	Ditto	Against reduction	Do. ..	..	..

(0)

Serial no.	Name.	Sickness Insurance.		Hours.	Minimum wage.		
		For or against.	Basis.		For or against.	Amount.	Principle or machinery.
1	2	30	31	32	33	34	35
18	Murlidih Colliery, Mahoia.	For ..	Cont. 3 parts.	No change ..	Against..	..	Only possible tub basis.
19	Bengal Coal Co., Parbella Colliery, Dishergarh.	Do. ..	Contribution.	Ditto ..	Do. ..	..	Ditto.
20	Bengal Coal Co., Bhuggutdih Colliery, Jharla.	Do. ..	Do. ..	Ditto ..	Do. ..	..	Ditto.
21	Central Kirkend Coal Co., Kusunda.	Do. ..	All contribute labour.	Against reduction.	..	..	..
22	Bararoo Coke Co. Ltd.	For many difficulties.	..	8 hours no change.	For doubtful and practicable.	..	..
23	Khemli Waljee & Co., Indian Jharla Colliery.	..	..	48 hours week 6 hours night shift.	"	..	Improvement of coal prices.
24	Kirkend Colliery, Kusunda.	Against	..	..	For fear difficult.	increment	will be
25	Shallmar Tar Products, Jharla.	For ..	..	8 hours present satisfactory.	Against	..	..
26	The Central Jeangara Coal Co., Jharla.	..	Contributory.	..	Against	..	..
27	Central Jharla Colliery, Co., Jharla.	Against	..	Against reduction.	..	..	..
28	Bengal Bhatdee Coal Co., Bhatdee.	For ..	Contribution.	..	Against. No change.	..	Only possible tub basis.
29	Equitable Coal Co., Jharla.	Do. ..	Contribute 3 parts.	No change ..	Against ..	..	..
29A	Equitable Coal Co., Dishergarh.	Do. ..	Ditto	Ditto ..	Do. ..	..	..
30	Pure Damuda Colliery, Nudkharkee.	Against	..	Reduction wanted.	Do. ..	..	..
31	Jainty Khas Colliery, Karmatar.	For ..	..	8 for under 9 for surface.	..	..	..
32	Samukhla Kodhurn Mine.	..	..	Working hours 8.	..	..	..
33	Merah Colliery, Manbhum.	..	..	..	..	..	..
34	Balhari Colliery ..	For ..	..	..	Against	..	..
35	North Golakdih Colliery, Ballapur.	..	..	..	..	..	..
36	Ena Colliery, Jharla	For ..	Contribute 3 parts.	No change ..	Against	..	Only possible on tub basis.
38	Eastern Coal Co., Bhowrah Colliery, Jealgora.	Against	..	..	Do. ..	..	..

(P)

Serial no.	Name.	Wages of unskilled labour.	Number of daily, weekly or monthly rated.	Proportion of wages to total cost.	Bonus or profit sharing bonus.	Profit.
1	2	36	37	38	39	40
1	(a) Loyabad Coke Plant.	..	..	..	None ..	..
	(b) Sirka Colliery ..	..	..	..	..	..
	(c) Katras Colliery	..	..	..	..	..
	(d) Loyabad Colliery	..	..	..	..	..
	(e) Budroochuck Colliery.	..	..	..	..	..
	(f) Muddih Colliery	..	..	..	Bonus to some	..
	(g) Saltore Colliery	..	..	..	..	..
	(h) Bhulanbararee Colliery.	..	..	..	..	..
	(i) Standard ..	..	..	..	..	..
	(j) Bhagaband Colliery.	..	..	..	..	..
	(k) Sendra Colliery	..	..	..	..	..
4	Jamadoba Colliery	..	294 monthly 2,114 daily.	67-22 per cent	Profitsharing bonus depending on regularity of attendance.	..
	2.				Ditto ..	..
	Digwadih Colliery	..	30 monthly rated. 681 daily rated.	..	Ditto ..	..
	Malkera-Choitodih Colliery.	..	56 monthly rated. 197 daily rated.	67-43 per cent	Ditto ..	..
	Sijua Colliery ..	..	54 monthly rated. 1,622 daily rated.	..	Ditto ..	..
5	Lodna Colliery, Jharia.	M. 10 0 0 W. 6 8 0	91 per cent daily. 9 per cent monthly.	..	..	..
6	East Indian Coal Co., Ltd.	C 13 4 0 L. 9 7 0	92 per cent daily. 8 per cent monthly.	..	..	..
7	Bulliarree Kendwadih Colliery, Kusunda.	C. 13 0 0 L. 9 0 0	23 per cent daily rated. 67 per cent weekly paid.	..	..	..
8	Kargali Colliery ..	M. 13 0 0 W. 8 15 0	All except staff and skilled daily rated.	..	..	..
9	Argada Colliery, Bengal Nagpur Railway.	M. 16 0 0 W. 13 0 0	..	..	..	..
16	Ekras Khas Colliery, Bansjora.	M. 13 11 0 W. 7 5 0	90 per cent daily.	..	Clerks + month's pay, bonus, supervision on results.	..
17	New Manbhum Coal Co. Gaselton Colliery, Sijua.	M. 11 6 0 W. 6 12 0	..	..	None. ..	..

(q)

Serial no.	Name.	Wages of unskilled labour.	Number of daily, weekly or monthly rated.	Proportion of wages to total cost.	Bonus or profit sharing bonus.	Profit.
1	2	36	37	38	39	40
18	Murliidih Colliery, Mahoda.	..	..	..	Clerk's $\frac{1}{2}$ months pay, bonus, supervision on results.	..
19	Bengal Coal Co., Parbella Colliery, Dishergarh.	..	..	..	..	..
20	Bengal Coal Co., Bhuggutdih Colliery, Jharia.	..	..	..	..	..
21	Central Kirkend Coal Co., Kusunda.	..	..	..	..	..
22	Bararee Coke Co., Ltd.	M. 10 0 0 W. 7 0 0	Over 90 per cent. daily	22 per cent	..	..
23	Khemji Waljee & Co., Indian Jharia Colliery.	..	Officers, etc.	monthly	..	..
24	Kirkend Colliery, Kusunda.	..	10 per cent monthly paid. Clerks and supervisors	..	..	..
25	Shalimar Tar Products, Jharia.	M. 13 0 0 W. 7 0 0	6 per cent. 92 per cent daily. 8 per cent monthly.	..	..	..
26	The Central Jeangara Coal Co., Jharia.	..	Officers relate monthly.	..	..	..
27	Central Jharia Colliery, Co., Jharia.	..	..	..	..	..
28	Bengal Bhatdee Coal Co., Bhatdee.	..	..	..	..	..
29	Equitable Coal Co., Jharia.	..	..	..	..	..
29A	Equitable Coal Co., Dishergarh.	..	..	..	..	..
30	Pure Damuda Colliery, Nudkharkee.	..	All daily except Officers and clerks.	..	..	..
31	Jainty Khas Colliery, Karmatar.	..	All daily except a few.	..	..	..
32	Samukhia Kodhurn Mine.	..	..	..	..	..
33	Merah Colliery, Manbhum.	..	..	..	..	..
34	Balhari Colliery ..	..	..	..	..	..
35	North Golakdih Colliery, Bahapur.	..	..	..	..	..
36	Ena Colliery, Jharia	..	..	..	..	..
38	Eastern Coal Co., Bhowrah Colliery, Jealgora.	..	12 per cent monthly. 88 per cent daily.	..	..	..

(r)

Serial no.	Name.	Accidents 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	(a) Loyabad Coke Plant.	..	..	..	..
	(b) Sirka Colliery ..	Total ..	21	..	All cases ..
	(c) Katras Colliery	Total ..	210	..	Ditto ..
	(d) Loyabad Colliery	Total ..	72	..	Ditto ..
	(e) Budroochuck Colliery.	Total ..	32	..	Ditto ..
	(f) Modidih Colliery	Total ..	22	..	Ditto ..
	(g) Saltore ..	Total ..	34	..	Ditto ..
	(h) Bhulanbararee Colliery.	Total ..	19	..	Ditto ..
	(i) Standard Colliery	Total ..	61	..	Ditto ..
	(j) Bhagaband ..	Total ..	14	..	13 cases ..
	(k) Sendra Colliery	2	17	72	All except one ..
4	Jamdoba Colliery ..	8	8	69	In all cases ..
	Digwadih Colliery	..	..	..	..
	Malkera-Chotodih..	5	4	10	In all cases ..
	Sijua Colliery ..	Opened only	..	..	..
5	Lodna Colliery, Jharia.	17	42	..	All cases ..
6	East Indian Coal Co., Ltd.	13	57	144	178 cases ..
7	Bulliaree Kendwadih Colliery, Kusunda.	5	15	41	All cases ..
8	Kargali Colliery, Bokaro.	10	53	2,135	For all fatal and serious except one for there was no legal heir.
9	Argada Colliery, Bengal-Nagpur Railway.	Total ..	5	..	One case ..
16	Ekras Khas Colliery, Bamsjora.	Do. ..	26	..	12 cases ..
17	New Manbhum Coal Co., Gasketon Colliery, Sijua.	8	8	..	..

Serial no.	Name.	Accidents 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
18	Muridih Colliery, Mahoda.	Total ..	15	..	2 cases ..
19	Bengal Coal Co., Paribha Colliery, Dishesgarh.	Total ..	2	..	All cases ..
20	Bengal Coal Co., Bhugudih Colliery, Jharia.	Total ..	13	..	All cases ..
21	Central Kirkend Coal Co., Kusunda.	Total ..	8	..	Ditto ..
22	Bararee Coke Co., Ltd.	Total ..	10	3	12 cases ..
23	Khemji Waljee & Co., Indian Jharia Colliery.	None ..	..	..	.. ..
24	Kirkend Colliery, Kusunda.	1	6	..	One case ..
25	Shalimar Tar Products, Jharia.	Total ..	2	..	Ditto ..
26	The Central Jeangara Coal Co., Jharia.	..	One in 18 years	..	Ditto ..
27	Central Jharia Colliery, Co., Jharia.	Total ..	2	..	All cases ..
28	Bengal Bhatdee Coal Co., Bhatdee.	Total ..	14	..	All cases ..
29	Equitable Coal Co., Jharia.	..	..	..	.. ..
29A	Equitable Coal Co., Dishesgarh.	..	..	..	.. ..
30	Pure Damuda Colliery Nudkharke.	..	..	..	.. ..
31	Jainty Khas Colliery, Karmatar.	..	..	..	.. ..
32	Samukhia Kodburn Mine.	..	None	..	.. ..
33	Merah Colliery, Manbhum.	..	None	..	.. ..
34	Bajhari Colliery ..	3	7	..	In all cases ..
35	North Golakdih Colliery, Ballapur.	..	..	..	.. ..
36	Ena Colliery, Jharia	Total ..	10	..	All cases ..
38	Eastern Coal Co., Bhatdee Colliery, Jealgora.	..	None	..	.. ..

(t)

Serial no.	Name.	Trade union.	Works committee.	Conciliation arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	(a) Loyabad Coke Plant.	None	None	No	No
	(b) Sirka Colliery ..	Do.	Do.	No	No
	(c) Katras Colliery	Do.	Do.	No	No
	(d) Loyabad Colliery	Do.	Do.	No	No
	(e) Budroochuck .. Colliery.	Do.	Do.	No	No
	(f) Mudidih Colliery	Do.	Do.	No	No
	(g) Saltore Colliery	Do.	Do.	No	No
	(h) Bhulanbararee Colliery.	Do.	Do.	No	No
	(i) Standard Colliery	Do.	Do.	No	No
	(j) Bhagaband Colliery.	Do.	Do.	No	No
	(k) Sendra ..	Do.	Do.	No	No
4	Jamadoba Colliery	Tata's Collieries labour Association Registered, recognised.	None	Useful, if both parties willing. Support to Bombay Act of 1934.	
	Digwadih Colliery	Ditto .. ..	.. ..	Ditto.	
	Malkera-Choltodih Colliery.	Ditto .. ..	.. ..	Ditto.	
4	Sijua Colliery ..	Ditto	Do.	Ditto.	
5	Lodna Colliery, Jharia.	None .. ..	.. ..	Both parties ..	Agree to accept reward.
6	East Indian Coal Co., Ltd.	Being formed ..	.. ..	.. ..
7	Bullaree Kendwadhi Colliery, Kusunda.	None .. ..	.. ..	.. ..
8	Kargali Colliery, Bokaro.	One registered but not recognised.	.. ..	Yes.	
9	Argada Colliery, Bengal-Nagpur Railway.	None .. ..	.. ..	.. ..
16	Ekras Khas Colliery, Bansjora.	Do.	If both parties willing.		
17	New Manbhumi Coal Co., Gasleton Colliery, Sijua.	Do.	If both parties agree to accept award.		

(u)

Serial no.	Name.	Trade union.	Works committee.	Conciliation arbitration.	
				Reference.	Award.
1	2	45	46	47	48
18	Murlidh Colliery, Mahoda.	None	None	If both parties willing.	
19	Bengal Coal Co., Parbella Colliery, Dishergharh.	None	No, unless both parties are willing.		
20	Bengal Coal Co., Bhuggutdih Colliery, Jharla.	Do.	Ditto.		
21	Central Kirkend Coal Co., Kusunda.	None	None		
22	Bararee Coke Co., Ltd.	If both parties agree to accept award.			
23	Khemli Waljee & Co., Indian Jharla Colliery.	Committee	Committee.		
24	Kirkend Colliery, Kusunda.	....	.. ..
25	Shallmar Tar Products, Jharla.	Against .. ..	.. ..	
26	The Central Jeangara Coal Co., Jharla.	If both parties willing.			
27	Central Jharla Colliery Co., Jharla.	None .. ..	.. ..	
28	Bengal Bhatdee Coal Co., Bhatdee.	Do.	None	No, unless both parties agree.	
29	Equitable Coal Co., Jharla.	Do.	None	Support Bombay Act, 1934.	
29A	Equitable Coal Co., Dishergharh.	Do.	Do.	Ditto.	
30	Pure Damuda Colliery, Nudkharkee.	Do.	Do.		
31	Jainty Khas Colliery, Karmatar.	Do.	Do.	Comp.	
32	Samukhia Kodhurn Mine.	Do.	Do.		
33	Merah Colliery, Manbhum.	Do. .. ..	.. ..	
34	Balhari Colliery ..	No	No		
35	North Glonkdih Colliery, Ballapur.	None .. ..	.. ..	
36	Ena Colliery, Jharla	None	None	If both parties willing.	
38	Eastern Coal Co., Bhowra Colliery, Jealgora.	Do.	Do.		

C O A Í.

**Replies to the questionnaire by Messrs. Bird & Co. and
F. W. Heilgers & Co. in respect of their collieries.**

Colliery.	Q. no. 1.	Q. no. 2.	Q. no. 3.	Q. no. 4.	
Loyabad Plant.	Coke Officers	8	All permanently settled.	2 %	Mainly Bihar and Orissa.
	Clerks	15			
	Workpeople—				
	Men	390			
	Women	80			
	Children	Nil			
Sirka	Officers	2	Permanent Nil	1/3rd	Central Provinces and Chota Nagpur.
	Clerks	10	Migratory 100 %		
	Men	607			
	Women	90			
	Children	Nil			
Katras	Officers	3	Permanent-ly settled 1,070	1/3rd	In 50 miles radius. From Chas to Giridih Sections.
	Clerks	13	Migratory 520		
	Men	1,500			
	Women	90			
	Children	Nil			
Loyabad	Officers	8	Permanent 440	1%	Hazari bagh, Gaya, Giridih and Purulia.
	Clerks	44	Migratory 1,907		
	Men	2,107			
	Women	188			
	Children	Nil			
Badruchak	Officers	5	Permanent 105	12%	Manbhurn, Hazari bagh, Gaya and the United Provinces.
	Clerks	20	Migratory 746		
	Men	739			
	Women	112			
	Children	Nil			

Colliery.	Q. no. 1.	Q. no. 2.	Q. no. 3.	Q. no. 4.	
Mudidih ..	Officers	6 Settled	513	2%	Giridih, Hazaribagh, Gaya, All a h a b a d and Partapgarh.
	Clerks	17 Migratory	912		
	Men	1,273			
	Women	152			
	Children	Nil			
Saltore ..	Officers	4 Permanent—80 % men and	40 %	Weally and Giridih.	
	Clerks	20 95 % women.			
	Men	1,000 Migratory—the rest.			
	Women	80			
	Children	Nil			
Bhulan Ba- raree.	Officers	8 Permanent	750	20 %	Bankura, Manbhum, Hazaribagh, Santhal, Arrah, Chapra, Balia, Jounpur, Monghyr, Patna and Gaya.
	Clerks	29 Migratory	500		
	Men	996			
	Women	212			
	Children	5			
Standard ..	Officers	5 Permanent—	1,100	3%	M o n g h y r, All a h a b a d, F a t e h p u r, Manbhum and Patna.
	Clerks	42 Migratory	399		
	Men	1,512			
	Women	130			
	Children	Nil			
Bhagaband..	Officers	5 Mainly migra- tory.	10%	Hazar i b a g h, Ma n b h u m, Gaya and the Central Provinces.	
	Clerks	25			
	Men	832			
	Women	75			
	Children	Nil			
Sendra ..	Officers	5 Permanent	219	13%	Hazar i b a g h, Giridih, Jha- jha, Gaya and Purulia.
	Clerks	21 Migratory	721		
	Men	843			
	Women	97			
	Children	Nil			

Colliery.	Q. no. 5.	Q. no. 6.	Q. no. 7.	Q. no. 8.
Loyabad Coke Plant.	1%	(a) None, (b) None, (c) 1, (d) 5.	By management.	By management.
Sirka ..	33½%	(a) None, (b) None, (c) None, (d) None.	On contract.	Ditto.
Katras ..	½	(a) None, (b) 2, (c) 4, (d) None.	By management.	Ditto.
Loyabad ..	55%	(a) 1, (b) 6, (c) nil, (d) 1,250, (e) 3,000.	By Sirdars.	By Sirdars.
Badruchak ...	No record	(a) nil, (b) 2, (c) 1, (d) Nil, (e) 102.	Commission contractors.	Commission contract.
Saltore ..	50%	..	..	..
Bhulan Bararee.	40%	(a) Nil, (b) 4, (c) 8, (d) Nil, (e) 5.	By management and Sirdars.	By management and Sirdars.
Bhagaband..	..	..	..	..
Standard ..	7%	No record.	By management and Sirdars.	By management and Sirdars.
Sendra ..	60%	(a) None, (c) 5, (e) 370.	(b) 4, By contractors through Sirdars who are responsible for them.	Ditto.
Mudidih ..	7%	(a) Nil, (b) 5, (c) 4, (d) 155, (e) 117.	By contractors.	This system is satisfactory.
			They supply labour and are responsible for them.	

Colliery.	Q. no. 9.	Q. no. 10.	Q. no. 11.	Q. no. 12.
Loyabad Coke Plant.	(1) Yes. (2) Yes. (3) Yes.	According to the nature of the vacancy as it arises.	No.	No.
Sirka ..	(1) Yes. (2) Yes. (3) Yes.	By their credentials.	No.	No.
Katras ..	(1) No. (2) No. (3) Yes.	No list is maintained.	No.	No.
Loyabad ...	No.	No.	No.	No.
Budroochak..	No definite lists in case of 1, 2 and 3 other than records required by Mines Act.	No.	No.	No.
Bhulan Bararee. ..	Only register required by Mines Act.	No list.	No.	No.
Bhagaband..	..	..	..	..
Standard ..	No list.	No list.	No.	No.
Sendra ..	Attendance registers and monthly weekly and pay sheets (2 and 3) none.	No.	No.	No.
Mudidih ..	No.	No.	No.	Unanswered.
Saltore ..	No.	No.	No.	No.

Colliery.	Q. no. 13.	Q. no. 14.	Condition of employment.			
			Q. no. 15.	Q. no. 16.		
Loyabad Coke Plant.	All labour permanently employed.	No	..	Monthly workers subject to one month's notice and weekly paid to 1 week's notice.	No definite training but likely people are engaged and terms made out.	
Sirka	Odd jobs, such as earthwork, brick and tile making.	No	..	Conform to the rules of the Indian Mines Act.	Ditto.	
Katras	Drain cutting, earth cutting, brick manufacturing, building repairing, etc., 1 per cent, very little variation in total.	Yes, 05 per cent.	No	..	Ditto.	
Loyabad	55 per cent steady, coal cutting and earth cutting.	45 per cent to 55 per cent.	No	..	Ditto.	
Badrochak.	No definite proportion. They are employed in all works other than coal cutting.	Only when operations other than coal cutting require skilled labour.	No	..	Ditto.	
Saltore	For occasional building work 1 per cent.	No	..	No	..	Ditto.
Bhulanbararee.	Employed in matty work, cutting drains, sand packing, etc., 18 per cent.	No	..	No	..	Ditto.
Bhagaband Standard	No casual labour.	Not employed as casual.	No	..	Ditto.	
Sendra	Building repairs, construction and earthwork.	About 15 per cent.	No	..	Ditto.	
Mudidih	Earth cutting, soft coke making, building repairs.	About 3 per cent.	No	..	Ditto.	

Colliery.	Q. no. 17.	Q. no. 18.
Loyabad Coke Plant	Seniority and ability is considered when promotion is made.	Depends on behaviour and conditions of trade.
Sirka ..	As vacancies occur suitable men are promoted.	Ditto.
Katras ..	No	Ditto.
Loyabad ..	No	Ditto.
Budroochak ..	No	Ditto.
Saltore ..	No	Ditto.
Bhulanbararee ..	No system but a man's capabilities are considered. 15 men from lower to higher grade.	Ditto.
Bhagaband Standard ..	No system .. .. .	....
	<i>Sirdars</i> to overmen .. 5	} Ditto.
	Overmen to Assistant .. 1	
	Clerks to higher posts .. 7	
	Apprentices to fitters .. 2	
Sendra ..	No system	Ditto.
Mudidih ..	As vacancies occur	Ditto.
Colliery.	Q. no. 19	Q. no. 20.
Loyabad Coke Plant	Monthly paid—3 weeks' leave with pay, weekly paid—one month without pay.	No definite rule Each is dealt with according to circumstances allowances vary
Sirka ..	Workers are given leave as they request it.	Ditto.
Katras ..	Ten days leave given to supervising staff annually.	Ditto.
Loyabad ..	Salaried workers—14 days' leave with pay. Miners come and go as they like.	Ditto.
Budroochak ..	14 days leave with pay	Ditto.
Saltore ..	No	Ditto.
Bhulanbararee ..	Two to three weeks' leave a year on pay. Casual leave on half or no pay according to circumstances.	Ditto.
Standard ..	21 days leave with pay a year to clerical and official staff.	Ditto.
Sendra ..	Monthly and weekly paid workers get a fortnight's leave with pay.	Ditto.
Mudidih ..	Ditto ditto	Ditto.

Colliery.	Q. no. 21.	Q. no. 22.	Q. no. 23.	Q. no. 24.
Loyabad Coke Plant.	Women are granted maternity leave and allowances.	..	Varies according to the year. Generally all Sundays and festivals.	No.
Sirka ..	Under, medical officer's certificate with allowance.	..	110 days ..	Governed by Indian Mines Act
Katras ..	Leave and allowance given during confinement.	..	60 days ..	No.
Loyabad ..	They are laid off $\frac{3}{4}$ weeks before delivery and get a <i>Khoraki</i> of Re. 1 per week, while laid off at Rs. 2 per week in confinement.	..	64 days ..	No.
Budroochak ..	On production of medical certificate allowance is granted.	..	78 days ..	No.
Saltore ..	On production of medical certificate they receive <i>khoraki</i> .	..	All Sundays and festivals.	No.
Bhulanbararee ..	For a period of 3 or 4 months during which they receive <i>khoraki</i> .	..	Ditto.	No.
Bhagaband ..	..	..	..	..
Standard ..	On production of a medical certificate <i>khoraki</i> is given.	..	62 days ..	No.
Sendra ..	Yes, for two weeks for which they receive Rs. 4 in all.	..	80 days ..	No.
Mudidih ..	Yes, for period of confinement with <i>khoraki</i> .	..	All Sundays and festivals.	No.

Colliery	Q. no. 25.	Q. no. 27.	Q. no. 28.	Q. no. 29.
Loyabad Coke Plant.	Posted in a prominent position for all to see.	The default-ter is given every opportunity to mend his ways before action is taken.	Warning, suspension and dismissal.	No system; each one is dealt with on its merits.

Colliery	Q. no. 25.	Q. no. 27.	Q. no. 28.	Q. no. 29.
Sirka	Posted in a prominent position; the Indian Mines Act in three languages are there for every one to see.	Ditto	Ditto	Ditto

Katras	Ditto	Ditto	Ditto	Ditto
Loyabad	Ditto	Ditto	Ditto	Ditto
Badruchak	Ditto	Ditto	Ditto	Ditto
Saltore	Ditto	Ditto	Ditto	Ditto
Bhulanbararee	Ditto	Ditto	Ditto	Ditto
Bhagaband	Ditto	Ditto	Ditto	Ditto
Standard	Ditto	Ditto	Ditto	Ditto
Sendra	Ditto	Ditto	Ditto	Ditto
Mudidih	Ditto	Ditto	Ditto	Ditto

Colliery	Q. no. 30.	Q. no. 31.	Q. no. 32.	Q. no. 33.
Loyabad Coke Plant.	None	Without pay for the days absent, depending on circumstances and finally dismissed.	Generally stopping pay for the days absent.	There used to be a fine fund and the money disbursed to the workmen on festivals and given to the aged and poor.

Sirka	None	Ditto	Ditto	Ditto
Katras	Do.	Ditto	Ditto	Ditto
Loyabad	Do.	Ditto	Ditto	Ditto
Badruchak	Do.	Ditto	Ditto	Ditto
Saltore	Do.	Ditto	Ditto	Ditto
Bhulanbararee	Do.	Ditto	Ditto	Ditto
Bhagaband	Do.	Ditto	Ditto	Ditto
Standard	Do.	Ditto	Ditto	Ditto
Sendra	Do.	Ditto	Ditto	Ditto
Mudidih	100 persons	Ditto	Ditto	Ditto

Colliery.	Q. no. 34.	Q. no. 35.
Loyabad Coke Plant..	8 hours a day	Three 8 hours shifts 6 a.m.—2 p.m., 2 p.m.— 10 p.m., 10 p.m.—6 a.m. General workers 6-30 a.m.—11-50 a.m., 2 p.m.— 5 p.m.
Sirka	Governed by the Mines Act.	Two shifts governed by the Mines Act.
Katras	Ditto	Three shifts governed by the Mines Act.
Loyabad..	Ditto	Governed by the Mines Act.
Budroochak	Ditto	Ditto.
Saltore	Ditto	Ditto.
Bhulanbararee	8 hours per day	Ditto.
Bhagaband .. .. .	.....	.....
Standard	Governed by the Mines Act.	Governed by the Mines Act.
Sendra	Ditto	Ditto.
Mudidih	Ditto	Two shifts of 8 hours each governed by the Mines Act.

Colliery.	Q. no. 36.	Q. no. 37.
Loyabad Coke Plant..	All workers are given 24 hours rest weekly and 32 every 3rd week.	No.
Sirka	Governed by the Mines Act.	No.
Katras	One day's rest given weekly.	No.
Loyabad..	Governed by the Mines Act.	No.
Budroochak	One day's rest per week.	No.
Saltore	Ditto	No.
Bhulanbararee	Ditto	No.
Bhagaband .. .. .	.....	.....
Standard	Ditto	No.
Sendra	Ditto	No.
Mudidih	Ditto	No.

Colliery.		Q. no. 38.	Q. no. 39.
Loyabad Plant.	Coke	Overtime is calculated on the basis of hours worked daily as stipulated in section 47 I. F. A. 34.	Mechanical and electrical.
Sirka	..	None	Ditto.
Katras	..	Calculated on daily hours worked.	Ditto.
Loyabad	...	Ditto	Ditto.
Badroochak	..	Ditto	Ditto.
Saltore	.	Ditto	Ditto.
Bhulanbararee	..	Ditto	Only exceptional cases it is necessary to work overtime.
Bhagaband	..	.. ..	.. ..
Standard	..	Ditto	Mechanical and electrical.
Sendra	...	Ditto	Ditto.
Mudidih	..	Calculated on the basis of daily hours.	No special group.

Colliery.		Q. no. 40.	Q. no. 41.
Loyabad Plant.	Coke	No	Continuously.
Sirka	..	No	Ditto.
Katras	..	Yes	Ditto.
Loyabad	..	Yes	Ditto.
Budroochak	..	No	Ditto.
Saltore	..	No	Ditto.
Bhulanbararee	..	No	Ditto.
Bhagaband	..	.. ..	.. ..
Standard	..	No	Ditto.
Sendra	..	Yes, when possible they are granted leave in lieu of wages.	Ditto.
Mudidih	..	Ditto	Ditto.

Colliery.		Q. no. 42.	Q. no. 43.
Loyabad Plant.	Coke	No special equipment is provided but all safety measures according to the Mines Act are adopted and enforced.	Safety committee meetings are held to ensure safety.
Sirka	..	Ditto ..	.. According to Indian Mines Act sat
Katras	..	Ditto ..	.. Ditto.
Loyabad	..	Ditto ..	.. Ditto.
Budroochak	..	Ditto ..	.. Ditto.
Saltore	..	Ditto ..	.. Ditto.
Bhulanbararee	..	..	..
Bhagaband	..	Ditto ..	.. Ditto.
Standard	..	Ditto ..	.. Ditto.
Sendra	..	Ditto ..	.. Ditto.
Mudidih	..	Ditto ..	.. Ditto.

Colliery.		Q no. 44.	Q. nos. 45 -48.
Loyabad Plant.	Coke	Does not apply	.. Does not apply.
Sirka	..	Ditto ..	.. Ditto.
Katras	..	Ditto ..	.. Ditto.
Loyabad	..	Ditto ..	.. Ditto.
Budroochak	..	Ditto ..	.. Ditto.
Saltore	..	Ditto ..	.. Ditto.
Bhulanbararee	..	Ditto ..	.. Ditto.
Bhagaband	..	Ditto ..	.. Ditto.
Standard	..	Ditto ..	.. Ditto.
Sendra	..	Ditto ..	.. Ditto.
Mudidih	..	Ditto ..	.. Ditto.

Colliery.		Q no. 49.	Q. no. 50.	Q. no. 51.
Loyabad Coke Plant..		Forms attached No.	..	This is governed by the nature of work, price of coal and ability to pay.
Sirka	..	Ditto	Ditto	Ditto.
Loyabad	..	Ditto	Ditto	Ditto.
Badroochak	..	Ditto	Ditto	Ditto.
Saltore	..	Ditto	Ditto	Ditto.
Bhulanbararee	..	Ditto	Ditto	Ditto.
Bhagaband	..	Ditto	Ditto	Ditto.
Standard	..	Ditto	Ditto	Ditto.
Sendra	..	Ditto	Ditto	Ditto.
Mudidih	..	Ditto	Ditto	Ditto.
Katras	..	Ditto	Ditto	Ditto.

Colliery.	Q. no. 52.	Q. no. 53.	Q. no. 51.
oyabad Coke Plant ..	No.	.. As per state- ments attached. It is not feas- ible to convert daily to weekly rates. It will not affect the wages bill.	As per state- ment attached. Six days elapse between pay- ment. Satis- factory.
irka ..	Do.	Do.	Do.
Katras ..	Do.	Do.	Do.
Loyabad ..	Do.	Do.	Do.
Badroochak ..	Do.	Do.	Do.
Saltore ..	Do.	Do.	Do.
Bhulanbararee ..	Do.	Do.	Do.
Bhagaband ..	Do.	Do.	Do.
Standard ..	Do.	Do.	Do.
Sendra ..	Do.	Do.	Do.
Mudidih ..	Do.	Do.	Do.

Colliery.	Q. no. 55.	Q. no. 56.	Q. no. 57.
Loyabad Coke Plant..	As per forms...	Deduction for Provident Fund and Income-tax. No deduction from minera,	No
Sirka ..	Do.	Do.	Do.
Katras ..	Do.	Do.	Do.
Loyabad ..	Do.	Do.	Do.
Badroochak ..	Do.	Do.	Do.
Saltore ..	Do.	Do.	Do.
Bhulanbararee ..	Do.	Do.	Do.
Bhagaband ..	Do.	Do.	Do.
Standard ..	Do.	Do.	Do.
Sendra ..	Do.	Do.	Do.
Mudidih ..	Do.	Do.	Do.

Colliery.	Q. no. 53.	Q. no. 59.	Q. no. 60.
Loyabad Coke Plant..	Not practicable	No.	Does not arise.
Sirka ..	Do.	Do.	Do.
Katras ..	Do.	Do.	Do.
Loyabad ..	Do.	Do.	Do.
Badroochak ..	Do.	Do.	Do.
Saltore ..	Do.	Do.	Do.
Bhulanbararee ..	Do.	Do.	Do.
Bhagband ..	Do.	Do.	Do.
Standard ..	Do.	Do.	Do.
Sendra ..	Do.	Do.	Do.
Mudidih ..	Do.	Do.	Do.

Colliery.	Q. no. 61.	Q. no. 62.	Q. no. 63.
Loyabad Coke Plant..	Does not arise.	Does not arise.	Does not arise.
Sirka ..	Do.	Do.	Do.
Katras ..	Do.	Do.	Do.
Loyabad ..	Do.	Do.	Do.
Badruchak ..	Do.	Do.	Do.
Saltore ..	Do.	Do.	Do.
Bhulanbararee ..	Do.	Do.	Do.
Bhagaband ..	Do.	Do.	Do.
Standard ..	Do.	Do.	Do.
Sendra ..	Do.	Do.	Do.
Mudidih ..	Do.	Do.	Do.

Colliery.	Q. no. 64.	Q. no. 65.	Q. no. 66.
Loyabad Coke Plant..	Does not arise.	Does not arise.	Does not arise.
Sirka ..	Do.	Do.	Do.
Katras ..	Do.	Do.	Do.
Loyabad ..	Do.	Do.	Do.
Badruchak ..	Do.	Do.	Do.
Saltore ..	Do.	Do.	Do.
Bhulanbararee ..	Do.	Do.	Do.
Bhagaband ..	Do.	Do.	Do.
Standard ..	Do.	Do.	Do.
Sendra ..	Do.	Do.	Do.
Mudidih ..	Do.	Do.	Do.

Colliery.	Q. no. 67.	Q. no. 68.	Q. no. 69.
Loyabad Coke Plant..	Nil.	Nil.	Nil.
Sirka	Nil.	Nil.	Nil.
Katras	Nil.	Nil.	Nil.
Loyabad	Nil.	Nil.	Nil.
Badruchak	Nil.	Nil.	Nil.
Saltore	Nil.	Nil.	Nil.
Bhulanbararee	Nil.	Nil.	Nil.
Bhagaband	Nil.	Nil.	Nil.
Standard	Nil.	Nil.	Nil.
Sendra	Nil.	Nil.	Nil.
Mudidih	Nil.	Nil.	Nil.

Colliery.	Q. no. 70.	Q. no. 71.
Loyabad Coke Plant..	Yes. (a) no. (b) Yes. (c) no.	No.
Sirka	District Board School for children of employees.	None.
Katras	None	None.
Loyabad	Hindi Lower Primary School 100 students for children of employees.	Nil.
Badruchak	None	None.
Saltore	None	None.
Bhulanbararee	A school is being built for children of employees and adult workers.	None.
Bhagaband	Yes, for children of employees	None.
Standard	Yes, for children of employees, 90 students.	No.
Sendra	Yes, for children of employees, 15 students.	No.
Mudidih	No.	No.

Colliery.	Q. no. 72.	Q. no. 73.
Loyabad Coke Plant	Free medical attention to all workers provided by employers. Provisions adequate and satisfactory.	None.
Sirka	.. None. (b) Hospital dispensary and free medical attention provided by employers. Adequate.	Do.
Katras	.. Hospital and clinic provided by employers. Board of Health's Maternity Clinic. Free medical aid.	Do.
Loyabad	.. Hospital is provided by the employer, free medical aid is given.	Do.
Badruchak	.. (a) None. (b) Central hospital and dispensary.	Do.
Saltore	.. Medical attention provided by employer with hospital.	Do.
Bhulanbararee	.. A dispensary and doctor provided by employer.	Do.
Bhagaband	.. Free hospital and medical attention.	Do.
Standard	.. Ditto	Do.
Sendra	.. ....	Do.
Mudidih	.. Free hospital and medical attention.	Do.

Colliery.	Q. no. 74.	Q. no. 75.
Loyabad Coke Plant	None	No specific disease.
Sirka	.. Do.	Do.
Katras	.. Do.	Do.
Loyabad	.. Do.	Do.
Badruchak	.. Do.	Malaria.
Saltore	.. Do.	Malaria and overdrinking.
Bhulanbarsree	.. Do.	Malaria and Influenza.
Bhagaband	.. Do.	No specific disease.
Standard	.. Do.	Malaria and fevers, Dysentery and Pneumonia.
Sendra	.. Girls and boys are examined by the Doctor to prove they are between 15 and 17. New monthly paid workers are examined before joining.	Pneumonia, malaria, dysentery. No occupational disease.
Mudidih	.. No	Malaria and Pneumonia.

Colliery.	Q no. 76.	Q no. 77.	Q. no. 78.
Loyabad Coke Plant	None	.. None	.. None.
Sirka	.. Yes	.. No	.. Yes.
Katras	.. No	.. No	.. Yes.
Loyabad	.. No	.. No	.. Yes.
Badruchak	.. No	.. No	.. Yes.
Saltore	.. No	.. No	.. Yes.
Bhulanbararee	.. No	.. No	.. Yes.
Bhagaband	.. No	.. No	.. Yes.
Standard	.. No	.. No	.. No.
Sendra	.. No	.. No	.. Yes.
Mudidih	.. No	.. No	.. Yes.

Colliery.	Q. no. 79.	Q. no. 80.
Loyabad Coke Plant	Jharia Water Board supply drinking water. It is cool in summer.	Free medical and hospital aid is provided and sick <i>khoraakee</i> allowed.
Sirka	.. Ditto	.. Ditto.
Katras	.. Ditto	.. Ditto.
Loyabad	.. Ditto	.. Ditto.
Badruchak	.. Ditto	.. The treatment of females offers a practical difficulty.
Saltore	.. Ditto	.. Free medical aid and hospital is provided and sick <i>khoraakee</i> allowed.
Bhulanbararee	.. Ditto	.. Ditto.
Bhagaband	.. Ditto	.. Ditto.
Standard	.. Ditto	.. Ditto.
Sendra	.. Ditto	.. Cases are attended daily by Doctor and free medicine is given but the workers often prefer to take their own indigenous drugs or from <i>kavirages</i> .
Mudidih	.. Ditto	.. Free medical aid is given to all workers and <i>khoraki</i> allowed.

Colliery.	Q. no. 81.	Q. no. 82.
Loyabad Coke Plant	Yes, if workers agree on a voluntary contributory basis, otherwise provision for sickness should remain as it is.	Not in favour of legislation employers should look after the welfare of their employees.
Sirka	Ditto	Ditto
Katras	Ditto	Ditto
Loyabad	Ditto	Ditto
Badruchak	Ditto	Ditto
Saltore	Ditto	Ditto
Bhulanbararoo	Ditto	Ditto
Bhagaband	Ditto	Ditto
Standard	Ditto	Ditto
Sendra	Ditto	Ditto
Mudidih	Ditto	Ditto
Colliery.	Q. no. 83.	Q. no. 84.
Loyabad Coke Plant	Employer provides 208 rooms, workers provide 4 rooms. Each house has an average space of 100—150 sq. ft., 4 persons live in each.	Yes, about 95 per cent.
Sirka	All workers are housed according to Mines Board of Health regulations	Yes, all resident workers.
Katras	Houses are provided by employer as per Mines Board of Health. Space is 100 sq. ft. for 2 persons.	Yes, 2/3 of labour.
Loyabad	Ditto	Yes, all.
Badruchak	Ditto	Yes, all.
Saltore	379 pucca tiled <i>dhowrahs</i> regulation, size approximately 16 × 12 ft. with varandah.	Yes, all.
Bhulanbararoo	As required by Mines Board of Health.	Yes, all.
Bhagaband	Ditto	Yes, all.
Standard	Ditto	Yes, all.
Sendra	(a) 441 rooms, (b) Nil. (c) Nil, (d) Nil, as per Jharia Mines Board of Health Rules.	Yes.
Mudidih.	All houses provided by the employer, each room 1,000 c.ft. with two persons per room as per Mines Board of Health Rules.	Yes.

Colliery.	Q. no. 85.	Q. no. 86.	Q. no. 87.
Loyabad Coke Plant	No rent charged	None. No assistance is necessary as employer provide accommodation.	No.
Sirka	Do.	Ditto	Do.
Katras	Do.	Ditto	Do.
Loyabad	Do.	Ditto	Do.
Budruchak	Do.	Ditto	Do.
Saltore	Do.	Ditto	Do.
Bhulanbararee	Do.	Ditto	Do.
Bhagaband	Do.	Ditto	Do.
Standard	Do.	Ditto	Do.
Sendra	Do.	Ditto	Do.
Mudidih	Do.	Ditto	Do.
Colliery.	Q. no. 88.	Q. no. 89.	Q. no. 90.
Loyabad Coke Plant	(a) Playing fields are provided. (b) None. (c) None.	No. Houses and quarters are near enough.	No children employed.
Sirka	Do not apply	Does not apply.	Does not apply.
Katras	None	None	None.
Loyabad	Football field provided	None	None.
Budruchak	Facilities for sport are available but employers have not exploited them.	No	No.
Saltore	None	None	None.
Bhulanbararee	Footballs and fields are provided.	None	No.
Bhagaband	..	No	No.
Standard	On <i>Kalipuja</i> occasion, <i>Jatra</i> performances are arranged for their amusement.	No	No.
Sendra	None	They go to their <i>dhow-rahls</i> .	No.
Mudidih	None	None	No.

Colliery.	Q. no. 91.	Q. no. 92.	Q. no. 93.
Loyabad Coke Plant	Credit is allowed usually for intervals between pay days. In some cases there is no difference of price, sometimes it varies up to 25 per cent.	No ..	Present wage periods are suitable.
Sirka ..	Ditto	Do. ..	Ditto.
Katras ..	Ditto	Do. ..	Ditto.
Loyabad ..	Ditto	Do. ..	Ditto.
Budruchak ..	Ditto	Do. ..	Ditto.
Saltore ..	Ditto	Do. ..	Ditto.
Bhulanbararee ..	Ditto	Do. ..	Ditto.
Bhagaband ..	Ditto	Do. ..	Ditto.
Standard ..	Ditto	Do. ..	Ditto.
Sendra ..	Workers get a week's provisions on credit. The price differs 8 per cent or 10 per cent.	Do. ..	Ditto.
Mudidih	Up to 60 per cent of their wages. The difference in price is 25 per cent extra for credit.	Do. ..	Ditto.

Colliery.	Q. no. 94.	Q. no. 95.
Loyabad Coke Plant	No ..	No.
Sirka ..	No ..	Yes.
Katras ..	Advances are given and small weekly deductions made without charge of interest.	No.
Loyabad ..	No ..	Must be left to discretion of Manager.
Badruchak ..	Advances are given and small weekly deductions made without charge of interest.	Recruiting advances should be recovered by easy payments over a period unless circumstances are contrary.
Saltore ..	No ..	Would like a system whereby advances can be recovered.
Bhulanbararee ..	No ..	Must be left to the Manager.
Standard ..	No ..	Ditto.
Sendra ..	Contractors sometimes advance money during the cultivation period. The money is not realised if work is satisfactory during the year.	Company has ceased making recruiting advances as we now have contractors.
Mudidih ..	Ditto	Left to the discretion of the management.

Colliery.	Q. no. 16.	Q. no. 97.
Loyabad Coke Plant	No knowledge	No case under observation.
Sirka	Ditto	Ditto.
Katras	Ditto	Ditto.
Loyabad	Ditto	Ditto.
Budruchak	Ditto	Ditto.
Saltore	Ditto	Ditto.
Bhulanbararee	Ditto	Ditto.
Bhagaband		Ditto.
Standard	Ditto	Ditto.
Sendra	The amendment has very little effect on the labour who get small loans for which the money-lenders won't go to court.	Maximum and minimum rate of interest should be laid down and interest should never exceed the principal.
Mudidih	Has not made any difference.	Not answered.

Colliery.	Q. no. 93.	Q. no. 92.
Loyabad Coke Plant	.....	.....
Sirka	No knowledge	21.
Katras	Ditto	210.
Loyabad	Ditto	72.
Budruchak	Ditto	52.
Saltore	Ditto	22.
Bhulanbararee	Ditto	34.
Bhagaband	Ditto	19.
Standard	Ditto	61.
Sendra	Ditto	14.
Mudidih	Ditto	Fatal 2. Serious 17. Minor 72.

Colliery.		Q. no. 100.		Q. no. 101.		Q. no. 102.
Loyabad Plant.	Coke	..		No.	..	No.
Sirka	..	In all cases	..	None	..	No.
Katras	..	210—6 before the Commissioner.		None	..	No.
Loyabad	..	..		Prompter payments by Commissioner will ease a lot of distress.		No.
Budruchak	..	All cases—3 before the Commissioner.		None.		No.
Bhulanbararee	..	All cases	..	None		No.
Saltore	..	All cases	..	None	..	No.
Bhagaband	..	19	..	None	..	No.
Standard	..	All cases	..	None	..	No.
Sendra	..	13—all before the Commissioner.		No	..	No.
Mudidih	..	In all cases except one, compensation was paid. No case referred to the Commissioner.		No	..	No.

Colliery.		Q. no. 103.		Q. no. 104.		Q. no. 105.		Q. no. 106.
Loyabad Plant.	Coke	No.	..	Does not arise.		Does not arise.		Does not arise.
Sirka	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Katras	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Loyabad	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Badruchak	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Saltore	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Phulanbararee	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Bhagaband	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Standard	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Sendra	..	Ditto	..	Ditto	..	Ditto	..	Ditto.
Mudidih	..	Ditto	..	Ditto	..	Ditto	..	Ditto.

Colliery.	Q. no. 107.	Q. no. 108.	Q. no. 109.	Q. no. 110
Loyabad Coke Plant	Does arise.	not Does not arise.	Does not arise.	Does not arise.
Sirka	.. Ditto	.. Ditto	Ditto	Ditto.
Katras	.. Ditto	.. Ditto	Ditto	Ditto.
Loyabad	.. Ditto	.. Ditto	Ditto	Ditto.
Budruchak	.. Ditto	.. Ditto	Ditto	Ditto.
Saltore	.. Ditto	.. Ditto	Ditto	Ditto.
Bhulanbararee	.. Ditto	.. Ditto	Ditto	Ditto.
Bhagaband	.. Ditto	.. Ditto	Ditto	Ditto.
Standard	.. Ditto	.. Ditto	Ditto	Ditto.
Sendra	.. Ditto	.. Ditto	Ditto	Ditto.
Mudidih	.. Ditto	.. Ditto	Ditto	Ditto.

Colliery.	Q. no. 111	Q. no. 112.	Q. no. 113.	Q. no. 114.
Loyabad Coke Plant	Does arise.	not Does arise.	not Does not arise	Does not arise.
Sirka	.. Ditto	.. Ditto	Ditto	Ditto.
Katras	.. Ditto	.. Ditto	Ditto	Ditto.
Loyabad	.. Ditto	.. Ditto	Ditto	Ditto.
Budruchak	.. Ditto	.. Ditto	Ditto	Ditto.
Saltore	.. Ditto	.. Ditto	Ditto	Ditto.
Bhulanbararee	.. Ditto	.. Ditto	Ditto	Ditto.
Bhagaband	.. Ditto	.. Ditto	Ditto	Ditto.
Standard	.. Ditto	.. Ditto	Ditto	Ditto.
Sendra	.. Ditto	.. Ditto	Ditto	Ditto.
Mudidih	.. Ditto	.. Ditto	Ditto	Ditto.

Colliery.	Q. no. 115.	Q. no. 116.	Q. no. 117.	Q. no. 118.
Loyabad Coke Plant	Does arise.	not In favour ..	Does arise.	not One in 1922.
Sirka	.. Ditto	.. Ditto	.. Ditto	.. None.
Katras	.. Ditto	.. Ditto	.. Ditto	.. Do.
Loyabad	.. Ditto	.. Ditto	.. Ditto	.. Do.
Budruchak	.. Ditto	.. Ditto	.. Ditto	.. Do.
Saltore	.. Ditto	.. Ditto	.. Ditto	.. Do.
Bhulanbararee	.. Ditto	.. Ditto	.. Ditto	.. Do.
Bhagaband	.. Ditto	.. Ditto	.. Ditto	.. Do.
Standard	.. Ditto	.. Ditto	.. Ditto	.. One in 1921.
Sendra	.. Ditto	.. Ditto	.. Ditto	.. None.
Mudidih	.. Ditto	.. Ditto	.. Ditto	.. Do.

Colliery.	Q. no. 119.	Q. no. 120.	Q. no. 121.
Loyabad Coke Plant.	2 or 3 days	Low wages	Increased wages
Sirka	Does not arise	Does not arise.
Katras	Ditto	Ditto.
Loyabad	Ditto	Ditto.
Budruchak	Ditto	Ditto.
Saltore	Ditto	Ditto.
Bhulan bararee	Ditto	Ditto.
Bhagaband	Ditto	Ditto.
Standard	3 days, compromise	Low wages	By mutual discussion.
Sendra	None	....
Mudidih

Colliery.	Q. no. 122.	Q. no. 123.	Q. no. 124.
Loyabad Coke Plant.	Increased wages	No knowledge	Not known.
Sirka	Does not arise	Does not arise	Does not arise.
Katras	Ditto	Ditto	Ditto.
Loyabad	Ditto	Ditto	Ditto.
Budruchak	Ditto	Ditto	Ditto.
Saltore	Ditto	Ditto	Ditto.
Bhulanbararee	Ditto	Ditto	Ditto.
Bhagaband	Ditto	Ditto	Ditto.
Standard	Increased rates	Supported themselves.	Not known.
Sendra	....	....	....
Mudidih	....	....	....

Colliery.	Q. no. 125.	Q. no. 126.	Q. no. 127.
Loyabad Coke Plant.	Access to the Manager	No special officers but workers are in continual touch with officials.	No.
Sirka ..	Ditto ..	Ditto ..	Do.
Katras ..	Ditto ..	Ditto ..	Do.
Loyabad ..	Ditto ..	Ditto ..	Do.
Budruchak ..	Ditto ..	Ditto ..	Do.
Saltore ..	Ditto ..	Ditto ..	Do.
Bhulanbararee	Ditto ..	Ditto ..	Do.
Bhagaband ..	Ditto ..	Ditto ..	Do.
Standard ..	Ditto ..	Ditto ..	Do.
Sendra ..	The labour put their grievances before the Manager	Ditto ..	Do.
Mudidih ..	Every worker can approach the Manager personally and state his case.	Ditto ..	Do.

Colliery.	Q. no. 128.	Q. no. 129.	Q. no. 130.
Loyabad Coke Plant.	No. ..	No knowledge ..	..
Sirka ..	Do. ..	Ditto ..	..
Katras ..	Do. ..	Ditto ..	..
Loyabad ..	Do. ..	Ditto ..	..
Budruchak ..	Do. ..	Ditto ..	..
Saltore ..	Do. ..	Ditto ..	..
Bhulanbararee	Do. ..	Ditto ..	..
Bhagaband ..	Do. ..	Ditto ..	..
Standard ..	Do. ..	Ditto ..	..
Sendra : ..	Do. ..	Ditto ..	No. I deal with the matter myself and have had no difficulty all these years.
Mudidih ..	Do. ..	Ditto ..	No knowledge.

Messrs. Bird and Company and Messrs. F. W. Heilgers and Company.

WAGE FORM.

Category—Miners and loaders.

Month—March 1939.

	Earnings of workers in—							
	Loyabad.	Mudidih.	Katras- Choitodih.	Standard.	Bbulan- bararee.	Saltore.	Sendra.	Bhagaband.
1	2	3	4	5	6	7	8	9
1. Numbers of workers ...	Nos. 572	Nos. 408	Nos. 564	Nos. 693	Nos. 508	Nos. 515	Nos. 445	Nos. 575
2. Wages Rate, Piece or Time Rate, Time Rate.	Piece.	Piece.	Piece.	Piece.	Piece.	Piece.	Piece.	Piece.
3. Rate of wages per month—	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
(a) Maximum ...	16 4 0	18 4 6	13 4 0	19 14 9	25 0 0	18 9 0	18 12 6	17 1 0
(b) Minimum ...	14 10 0	12 5 6	11 2 0	11 11 6	10 0 0	11 13 0	13 8 0	11 6 0
(c) Average (mean of maximum and minimum).	15 7 0	15 5 0	12 3 0	15 13 0	17 8 0	15 3 0	16 2 3	14 3 6
4. Actual monthly earnings—								
(a) Pay proper ...	13,640 2 3	4,597 4 9	6,932 0 0	8,995 6 0	8,697 0 0	7,420 15 3	6,389 15 0	7,992 10 6
(b) Special or profit sharing bonus (1/12th of the bonus paid during the year).	Nil.	Nil.	Nil.	Nil.	Nil.	Nil.	Nil.	Nil.
(c) Total monthly earnings (a-b).	13,640 2 3	4,597 4 9	6,932 0 0	8,995 6 0	8,697 0 0	7,420 15 3	6,389 15 0	7,992 10 6
5. Average actual earnings per worker per month—								
(a) Pay proper ...	15 10 3	11 4 0	12 4 6	12 15 6	17 2 0	14 6 6	14 5 9	13 14 6
(b) Total earnings including special and profit sharing bonus.	15 10 3	11 4 0	12 4 6	12 15 6	17 2 0	14 6 6	14 5 9	13 14 6

WAGE FORM.

Category.—Banksmen and onsetters.

Month.—March 1939.

	Earnings of workers in—							
	Loyabad.	Mudidih.	Katras- Choitoh.	Standard.	Bhulan- bararoo.	Saltore.	Sendra.	Bhagaband.
1	2	3	4	5	6	7	8	9
1. Numbers of workers ...	45	14	25	27	7	15	22	13
2. Wages Rate, Piece or Time Rate, Time Rate.	Time.	Time.	Time.	Time.	Time.	Time.	Time.	Time.
3. Rate of wages per month—	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
(a) Maximum ...	13 6 6	12 9 6	13 6 6	18 9 0	13 14 9	14 8 6	13 6 6	13 6 6
(b) Minimum ...	12 9 6	12 9 6	13 6 6	13 8 0	13 14 9	10 8 6	12 9 6	13 6 6
(c) Average (Mean of Maxi- mum and Minimum).	13 0 0	13 9 6	13 6 6	16 0 6	13 14 9	12 8 6	13 0 0	13 6 6
4. Actual Monthly Earnings—								
(a) Pay Proper ...	541 0 0	181 2 6	335 0 0	424 8 0	95 14 9	207 1 0	407 8 0	174 4 6
(b) Special or Profit sharing Bonus (th of the Bonus paid during the year).	...	...	...	..	...	...	...	...
(c) Total monthly earnings (a-b).	541 0 0	181 2 6	335 0 0	424 8 0	95 14 6	207 1 0	407 8 0	174 4 6
5. Average Actual earnings per worker per month—								
(a) Pay Proper ...	12 0 3	12 9 6	13 6 6	15 11 9	13 14 9	13 13 0	12 11 9	13 6 6
(b) Total earnings including Special and Profit Shar- ing Bonus.	12 0 3	12 9 6	13 6 6	15 11 9	13 14 9	13 13 0	12 11 9	13 6 6

WAGE FORM.
Category—Winding Enginemen.
Month—March 1939.

1	Earnings of workers in—							
	Loyabad.	Mudidih.	Katras- Choitodih.	Standard.	Bhulan- bara-ee.	Saltore.	Sendra.	Bhagaband.
	2	3	4	5	6	7	8	9
1. Numbers of workers—	Nos. 46	Nos. 7	Nos. 83	Nos. 15	Nos. 7	Nos. 8	Nos. 19	Nos. 32
2. Wages Rate, Piece or time Rate, Time Rate.	Time.	Time.	Time Rate.	Time.	Time.	Time.	Time.	Time.
3. Rate of wages per month—	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
(a) Maximum ...	17 14 0	17 14 0	17 14 0	30 6 0	25 5 0	23 4 0	17 14 0	17 14 0
(b) Minimum ...	15 0 6	17 14 0	14 10 0	18 9 0	18 9 0	16 14 0	13 0 0	13 13 0
(c) Average (Mean of Maxi- mum and Minimum).	16 7 3	17 14 0	16 4 0	24 7 6	21 15 0	20 1 0	15 7 0	15 13 6
4. Actual Monthly Earnings—								
(a) Pay Proper ...	690 0 0	128 9 0	588 0 0	316 7 0	161 11 0	150 12 0	293 5 0	562 15 9
(b) Special or profit sharing bonus (1/12th of the bonus paid during the year).	...	...	...	...	...	...	...	...
(c) Total monthly earnings (a—).	690 0 0	128 9 0	588 0 0	316 7 0	161 11 0	150 12 0	293 5 0	562 15 9
5. Average actual earnings per woker per month. :								
(a) Pay proper ...	15 0 0	17 5 9	17 13 0	21 1 6	23 1 6	18 13 3	15 7 0	17 9 6
(b) Total earnings including special and profit sharing bonus.	15 0 0	17 5 9	17 13 0	21 1 6	23 1 6	18 13 3	15 7 0	17 9 6

WAGE FORM.

Category—Pump Khalasis.

Month—March 1939.

	Earnings of workers in—							
	Loyabad.	Mudidih.	Katras- Choitodih.	Standard.	Bhulan- bararee.	Saltore.	Sendra.	Bhagaband.
1	2	3	4	5	6	7	8	9
	Nos.	Nos.	Nos.	Nos.	Nos.	Nos.	Nos.	Nos.
1. Numbers of workers ...	57	10	35	23	30	15	8	14
2. Wage-Rate, Piece or Time Rate, Time Rate.	Time.	Time.	Time.	Time.	Time.	Time.	Time.	Time.
3. Rate of wages per month—	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
(a) Maximum ...	15 0 0	15 0 6	15 0 6	15 9 9	15 9 9	18 12 0	15 0 6	15 0 6
(b) Minimum ...	15 0 6	15 0 6	15 0 6	15 9 9	15 9 9	13 8 0	15 0 6	15 0 6
(c) Average (mean of maxi- mum and minimum).	15 0 6	15 0 6	15 0 6	15 9 9	15 9 9	16 2 0	15 0 6	15 0 6
4. Actual monthly earnings—								
(a) Pay proper ...	818 10 0	152 10 0	526 0 0	392 4 0	465 15 6	235 0 0	119 2 0	210 7 0
(b) Special or profit sharing bonus ($\frac{1}{4}$ th of the bonus paid during the year).	...	...	...	...	...	...	...	...
(c) Total monthly earnings (a-b).	818 10 0	152 10 0	526 0 0	392 4 0	465 15 6	235 0 0	119 2 0	210 7 0
5. Average actual earnings per worker per month—								
(a) Pay proper ...	14 5 9	15 0 6	15 0 6	15 9 9	15 8 6	15 10 6	14 14 3	15 0 6
(b) Total earnings including special and profit sharing bonus.	14 5 9	15 0 6	15 0 6	15 9 9	15 8 6	15 10 6	14 14 3	15 0 6

WAGE FORM.

Category—Unskilled Labour—Male.

Month—March 1939.

	Earnings of workers in—							
	Loyabad.	Mudidih.	Katras- Choitodin.	Standard.	Bhulan- bararee.	Saltore.	Sendra.	Bhagaband.
1	2	3	4	5	6	7	8	9
1. Number of workers ...	1,058	370	482	150	319	93	109	134
2. Wage-Rate, Piece or Time-Rate, Time-Rate.	Time and piece.	Time and piece.	Time and piece.	Time.	Time.	Time.	Time.	Time.
3. Rate of wages per month—								
(a) Maximum ...	13 14 0	18 11 0	22 12 0	12 8 0	16 14 0	18 9 0	13 0 0	13 0 0
(b) Minimum ...	8 10 0	8 2 0	9 12 0	9 6 0	10 2 0	6 12 0	8 2 0	6 8 0
(c) Average (mean of maxi- mum and minimum).	11 8 0	13 6 6	16 4 0	10 15 0	13 8 0	12 10 6	10 9 0	9 12 0
4. Actual monthly earnings—								
(a) Pay proper ...	12,171 1 0	3,349 14 0	5,038 0 0	1,765 10 0	3,868 0 0	954 0 0	1,180 4 0	1,404 13 0
(b) Special or profit-sharing bonus ($\frac{1}{12}$ of the bonus paid during the year).	...	...	...	...	...	...	...	...
(c) Total monthly earnings (a—b).	12,171 1 0	3,349 14 0	5,038 0 0	1,765 10 0	3,868 0 0	954 0 0	1,180 4 0	1,404 13 0
5. Average actual earnings per worker per month—								
(a) Pay proper ...	11 8 6	9 1 0	10 7 0	11 12 3	12 2 0	10 4 0	10 13 3	10 7 9
(b) Total earnings including special and profit-sharing bonus.	11 8 6	9 1 0	10 7 0	11 12 3	12 2 0	10 4 0	10 13 3	10 7 9

WAGE FORM.

Category—Unskilled Female.

Month—March 1939.

	Earnings of workers in—							
	Loyabad.	Mudidih.	Katras— Choitodih.	Standard.	Bhulanba- raree.	Saltore.	Sendra.	Bhagaband.
1	2	3	4	5	6	7	8	9
1. Number of workers ...	176	163	89	110	276	180	26	108
2. Wages-Rate, Piece or Time-Rate, Time-Rate.	Time and piece.	Time and piece.	Time and piece.	Time.	Time.	Time.	Time.	Time.
3. Rate of wages per month—	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
(a) Maximum ...	9 12 0	8 2 0	9 0 0	9 6 0	8 7 0	9 11 0	8 15 0	9 12 0
(b) Minimum ...	8 2 0	5 11 0	9 0 0	7 13 0	6 12 0	5 14 6	8 2 0	8 8 0
(c) Average (mean of maxi- mum and minimum.)	8 15 0	6 14 6	9 0 0	8 9 6	7 9 6	7 12 9	8 8 6	8 2 0
4. Actual monthly earnings—								
(a) Pay proper ...	1,881 10 6	1,027 0 0	807 0 0	823 4 0	1,727 8 0	1,455 8 0	200 11 0	716 10 0
(b) Special or profit sharing bonus (1/12th of the bonus paid during the year).	...	...	...	...	...	...	...	...
(c) Total monthly earnings (a-b).	1,881 10 6	1,027 0 0	807 0 0	823 4 0	1,727 8 0	1,455 8 0	200 11 0	716 10 0
5. Average actual earnings per worker per month—								
(a) Pay proper ...	7 13 6	6 5 0	9 0 0	7 12 6	6 4 0	8 1 3	7 11 6	6 10 3
(b) Total earnings including special and profit sharing bonus.	7 13 6	6 5 0	9 0 0	7 12 6	6 4 0	8 1 3	7 11 6	6 10 3

MESSRS. BIRD AND COMPANY AND MESSRS. F. W. HEILGERS & Co.

WAGE FORM.

Earnings of worker for March 1939.

Name of colliery—Sirka.

	Categories.					
	Miners and Loaders.	Banksmen and On-setters.	Winding Engine-men.	Pump Khala-sies.	Unskilled Labour Male.	Unskilled Female.
1	2	3	4	5	6	7
1. Number of workers	447	6	3	28	65	10
2. Wages-Rate, Piece or Time-Rate, Time-Rate.	Piece.	Time.	Time.	Time.	Time.	Time.
3. Rate of wages per month—						
	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.
(a) Maximum	13 8 0	12 10 6	16 14 0	13 8 0	13 8 0	10 2 0
(b) Minimum	11 13 0	12 10 6	16 14 0	13 8 0	10 2 0	6 12 0
(c) Average (mean of maximum and minimum).	12 10 6	12 10 6	16 14 0	13 8 0	11 13 0	8 7 0
4. Actual monthly earnings—						
(a) Pay proper	4,362 4 9	70 5 0	46 14 0	285 0 0	764 10 9	79 4 0
(b) Special or profit sharing bonus (1/12th of the bonus paid during the year).	Nil.	Nil.	Nil.	Nil.	Nil.	Nil.
(c) Total monthly earnings (a—b)	4,362 4 9	70 5 0	46 14 0	285 0 0	764 10 9	79 4 0
5. Average actual earnings per worker per month.						
(a) Pay proper	9 12 0	11 11 6	15 10 0	12 6 3	11 12 3	7 14 9
(b) Total earnings including special and profit sharing bonus.	9 12 0	11 11 6	15 10 0	12 6 3	11 12 3	7 14 9

Replies to the supplementary questionnaire submitted by the following Collieries under the management of Messrs. Bird and Company.

Barrakar Coal Company, Limited:—

- (1) Loyabad Colliery.
- (2) Mudidih do.
- (3) Katras do.
- (4) Saltore do.

Budroochuck Coal Mining Company, South Karanpura Coal Company.—

Sirka Colliery.

Loyabad Colliery.

1. 4·25 days per week.
2. When resident on the Colliery a large percentage on miners do not work on Mondays and Saturdays, offering various excuses for their absence. Headache due to excess of alcohol, and being tired through working the whole week are the principal of these.
3. Village miners at this colliery walk to work taking $\frac{3}{4}$ to one hour on each journey.
4. No provision made for conveyance.
5. One hundred and forty-five small holdings have been allotted to labour on the colliery, the applications for which have to be renewed annually and a nominal rent is charged of 9 pies per *cottah* per year. No abuses have arisen.
6. Coal raising is carried out directly by the management.
7. Does not arise at this colliery.
8. The function of a Miners *Sirdar* is to retain miners on the colliery, look after their individual interests while at work, stand security for any advances given to the labour and when labour return to their villages for cultivation or other reasons to bring them back in due course to the colliery the management paying the expense incurred. We are in favour of retaining these sirdars.
9. 5—10 minutes.

10. None are detained before being taken to the pit bottom. Wages are calculated by the tub. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to question 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal-cutting averages five and half hours per relay of nine hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best workers take frequent rests.

12. 1938.—36 c.ft.—The rate varies from annas 7 to annas 9 pies 6 per tub according to conditions plus a footage rate in galleries which enhances the tub rate from anna 1 pies 6 to annas 3 per tub. 30 c.ft. annas 6 to annas 7 pies 3 per tub, conditions in this mine being very favourable.

Twenty-four c.ft. annas 4 pies 6, annas 5, annas 6 pies 6 per tub plus a footage rate paid in galleries which enhances the rate annas 2 to annas 3 per tub according to conditions.

In addition to the above pies 6 per tub *sirdary* and commission is paid; the miner retaining 3 pies and paying 3 pies to his *sirdar*.

1929.—36 c.ft.—Annas 7 and annas 8 per tub with no extra footage rate.

30 c.ft.—Annas 7 per tub.

24 c.ft.—This size has only recently been installed.

A commission of pies 3 was paid per tub in addition to the above.

13. In all cases where congestion is likely to occur Traffic *Sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces all steps possible are taken to ensure the speedy return of tubs.

14. No weighing machine is installed. The quantity is assessed by the actual weight of several normally loaded tubs. Rates are paid according to the tub or part of a tub loaded.

15. Since the rate paid per tub is for a full load, over-loading is not possible and the question of extra remuneration for such over-loading does not, therefore, arise. Deductions are made for loading below the flush line of the tub—up to the portion of the depth below the flush line one-quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. On October 1st, 1937, 74 women were excluded from the mines on this colliery. The majority of them have been provided with surface work on picking shafts, and miscellaneous work in connection with building, earth-cutting, etc. The wages paid for this work are annas 4 to annas 5 per day.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

It must be borne in mind that for some years now a large percentage of miners in coming to work at a colliery leave their wives behind in their village. This percentage is now well over 90 per cent.

18. The earnings of two miners have been compared, before and after their wives were excluded from mines.

		Rs.	a	p.
A. For weekending 9th September 1937	..	4	0	0
Ditto 16th September 1937	..	6	3	9
Ditto 23rd September 1937	..	6	3	9
Ditto 30th September 1937	..	6	6	0
		<hr/>		
	Total	..	22	13 6
		<hr/>		

			Rs. a. p.
Average per week	..	..	5 11 3
B. For week ending 9th September 1937	..	..	2 10 6
Ditto	16th September 1937	..	6 12 3
Ditto	23rd September 1937	..	6 12 3
Ditto	30th September 1937	..	5 2 9
Total			21 5 9
Average per week	..	..	5 5 6
A. Earnings for similar period working with a male gang.—			
6 men during W/E	1st September 1938	...	17 13 0
2 ditto	8th September 1938	..	5 15 0
5 ditto	15th September 1938	..	15 9 3
5 ditto	22nd September 1938	..	9 3 3
Total			48 8 6
Average per man	..	..	2 11 6
Wife's earnings as earth loader	..	..	1 14 0
Total			4 9 6
Total earnings per week	..	...	4 9 6
B. Working with male loader.—			
Earnings for W/E	1st September 1938	..	2 15 6
Ditto	8th September 1938	..	3 6 6
Ditto	15th September 1938	..	5 5 6
Ditto	22nd September 1938	..	2 13 6
Total			14 9 0
of which his share was	..	..	7 4 6
Average per week	..	..	1 13 0
Wife's earnings as shale picker	..	..	1 11 0
Total			3 8 0

It should be realised that the above examples showing wages paid to two average coal-cutters before and after the final exclusion of women, do not take into account the number of hours worked per day or the number of days worked per week.

For comparison of rates of pay see the answer to questions 12 and 16.

19. Wages are paid wholly in cash. No wages are paid on a day of rest.

Mudidih Colliery.

1. For 5 days per week on the average.
2. In a few cases on account of laziness, but in most instances on account of the after effects of the consumption of alcohol.
3. A few miners live in their villages and work here. They walk to and from work. Time spent on journey about one hour each way.
4. In those cases where conveyance facilities are provided the reply is in the affirmative.
5. Most of our workers have been assigned small holdings on the colliery and this practice has led to no abuses.
6. Directly by the management.
7. Does not arise here.
8. To look after the interests of their miners and to recruit for their gangs. We are in favour of retaining them.
9. 5-10 minutes.
10. None are detained before being taken to the pit bottom.

Wages are calculated by the tub. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to question 12).

It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal-cutting averages 5 hours per relay of 8 hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best workers take frequent rests.

12. Two sizes of tubs are in use at this colliery, the standard rates for which are as follows :—

36 c.ft.—17·5 cwt. weight, basic rate annas 7 per tub plus extra in cases of long lead or other difficulties a rate from pies 6 to anna 1 per tub.

30 c.ft.—15 cwt. weight basic rate annas 5-9 per tub plus extra in cases of long lead or other difficulties a rate from pies 6 to anna 1 per tub.

There has been no change in the size of the tubs but the basic rate is lower than that paid in 1929.

13. In all cases where congestion is likely to occur Traffic Wardens are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, by-passes and lines up to the working faces all steps possible are taken to ensure the speedy return of tubs.

14. No weighing machine at pit mouth. The tub capacity has been fixed by test at 17.5 cwt. and 15 cwt. according to the size of the tub and on this basis the quantity of coal cut is calculated.

15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub—up to a portion of the depth below the flush line one quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. The number of women excluded from underground working was approximately 28. Employment was found on the surface for all who desired work. The jobs on which they were employed were :—

Shale picking, in wagons, depot cleaning, vegetation cleaning, road repairing and working with mason.
Standard rate paid was four annas daily.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

1937.

		Rs.	a.	p.
18. 'A' and wife for week ending	9th September 1937	8	14	6
	Ditto 16th September 1937	4	8	0
	Ditto 23rd September 1937	5	8	6
	Ditto 30th September 1937	3	12	0
		<hr/>		
		22	11	0
		<hr/>		
Average earning per week		5	10	9
'B' and wife for week ending	9th September 1937	7	3	6
	Ditto 16th September 1937	5	9	5
	Ditto 23rd September 1937	4	8	0
	Ditto 30th September 1937	2	3	6
		<hr/>		
		19	8	6
		<hr/>		
Average earnings per week		4	14	1.5

1938.

'A' and male loader not belonging to family for--				
	week ending 9th September 1938	6	7	0
	„ 16th September 1938	7	1	0
	„ 23rd September 1938	4	3	6
	„ 30th September 1938	8	8	6
		<hr/>		
		26	4	0
		<hr/>		
Average earnings per week		6	9	0
A's portion:—4/7 and male loaders portion: 3/7 as tub rate annas 7 and male loader received annas 3 out of this.				

		Rs.	a.	p.
Therefore A's average earnings per week	...	3	12	0
A's wife's earnings per week	.. .. .	0	10	0
		<hr/>		
(work on surface)				
Therefore total income of A's family	...	4	6	0
'B' and male loader not belonging to family for—				
	week ending 9th September 1938	9	3	6
	„ 16th September 1938	7	2	0
	„ 23rd September 1938	1	6	6
	„ 30th September 1938	4	3	6
		<hr/>		
		21	15	6
		<hr/>		

	Rs. a. p.
Therefore average earnings per week	5 7 10·5
Therefore B's share 4/7 per week	3 2 3
B's wife per week (worked on surface)	1 8 0
	<hr/>
	4 10 3
	<hr/>
Therefore total income per week of B's family	4 10 3

It should be realised that the above example showing wages paid to two average coal cutters before and after the final exclusion of women do not take into account the number of hours worked per day or the number of days worked per week.

For comparison of rates of pay see the answer to question nos. 12 and 16.

19. Wholly in cash.

N.

Katras Colliery.

1. Four days a week on an average.
2. Due to absence for cultivation at certain seasons of the year and domestic reasons.
3. By bus.
4. No.
5. There is no small holding allotment system at this colliery.

6 Directly by the management.

7. Does not arise here.

8. His task is to look after his miners' welfare and act as a link between mine s and management. We are in favour of retaining them.

9. Five to ten minutes.

10. None are detained before being taken to the pit bottom.

Wages are calculated by the tub. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to Q. no. 12). It follows that no extra rate is paid on account of the distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal-cutting averages five hours per relay of eight hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best workers take frequent rests.

12. $14\frac{1}{2}$ cwts. 12 seam @ As. 6-9 per tub.

13 " @ " 7-0 " "

14 " @ " 6-3 " "

15 " @ " 7-3 " "

$15\frac{1}{2}$ " 14 " @ " 6-6 " "

There has been no change in the size of the tubs.

13. In all cases where congestion is likely to occur Traffic *Sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces all steps possible are taken to ensure the speedy return of tubs

14. There is no weighing machine. Quantity raised is calculated on a tubbage basis.

15. Since the rate per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for

loading below the flush line of the tub—up to a portion of the depth below the flush line one quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. Only 2½ per cent of females were working underground when they were totally excluded from working, and all of them have been provided with work on the surface and they are employed in—

Picking	@	As. 5-6 daily.
Surface cleaning	@	„ 5 „
Removing vegetation	@	„ 5 „
Loading	@	„ 2 per ton.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc. who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. We have found this question difficult to answer owing to the lack of exactly comparative figures. In some weeks a man may work fewer hours, than he does in others either because he is less diligent in his work at the coal face or because he works a fewer number of days.

We should judge, however, that though rates have increased family incomes show a slight reduction in those cases where in 1937 a miner worked with his wife as his assistant and is no longer able to do so owing to the exclusion of women from the mines. In some cases, however, women who formerly worked at the coal face with their husbands were able to find employment on the surface as the management made every endeavour to give employment to those women who were willing to accept it. In this connection it will be remembered that under the law the exclusion of women from the mines has been proceeding steadily over a period of years.

19. Wholly in cash.

No.

Saltore Colliery.

1. Three days a week.
2. The miners only work for sufficient cash to cover the cost of such things as they have to buy. They are primarily cultivators and so do not have to buy much food.
3. They walk a distance of two to six miles—the time taken depending upon the distance.
4. Does not apply to this colliery.
5. (a) Twenty.
(b) No.
6. Directly by the management.
7. Does not arise here.
8. To bring the miners to the colliery and to look after their interests by arranging for working places, tubs, etc., and by bringing forward any complaints.
We are in favour of retaining them.
9. 5—10 minutes.

10. None are detained before being taken to the pit bottom. Wages are calculated by the tub. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to question 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal-cutting averages four to five hours per relay of nine hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best miners take frequent rests.

12. 36 c.ft. capacity. Rate annas 7 and pies 6 per tub and one pice per tub commission plus two pice extra per tub for gallery miners plus extras paid for difficulties.

There has been no change in the size of tub since 1929.

Rates paid per tub of coal cut and loaded :—

1929	..	..	.. Annas 7 per tub.
1931	..	..	.. Annas 6 and pies 6 per tub.
1933	..	..	.. Annas 6 per tub.
1937 January	..	..	.. Annas 6 and pies 6 per tub.
July	..	..	.. Annas 7 and pies 6 per tub.

13. In all cases where congestion is likely to occur Traffic *Sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. No. The miners are paid for each full tub of coal.

15. Since the rate per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub—up to a portion of the depth below the flush line one-quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. In the year 1936 some 180 to 200 women were employed underground.

Since that time the following surface work has been found for women :—

Screening Plant *Kamins*—30 daily at annas 3 and pies 6 per day.

Stone Dust *Kamins*—30 daily at annas 3 per day.

Wagon loaders, etc.—60 daily at annas 4 per day.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the cases of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. Annas 5 per day before exclusion of women.

Annas 8 per day after exclusion of women.

It should be realised that the above examples showing wages paid to average coal-cutters before and after the final exclusion of women, do not take into account the number of hours worked per day or the number of days worked per week. For comparison of rates of pay see the answers to questions 12 and 16.

9. Wages are paid in cash—not on a rest day.

Budruchak Colliery.

1. An average of nine days per fortnight.
 2. Absenteeism is due very largely to the men themselves who work only on those days that they choose to work.
 3. The men from near villages generally come on foot. In the case of distant villages, the collieries usually run buses.
 4. We do not think so.
 5. There is no small holdings allotment system at this colliery.
 6. Directly by the management.
 7. Does not arise in this colliery.
 8. The functions of a Miners' *Sirdar* are to settle miners on the colliery, to watch over their general welfare from all aspects, and to be the means whereby their grievances, requests and other matters are brought before the management.
- We are in general in favour of retaining them, but only in cases where they, on their part, exercise influences over the men they employ.

9. 5—10 minutes.

10. None are detained before being taken to the pit bottom. Wages are calculated by the tub. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to question 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal-cutting averages $4\frac{1}{2}$ hours per relay of 9 hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best miners take frequent rests.

12. The capacity of the tub is 30 c.ft. Rates differ from 5 annas 9 pies in 15 seam to 6 annas 9 pies in 12 seam. In addition allowances are made on the tub rate for difficult conditions. The 30 c.ft. tub has been in use since 1929. The following alterations in rates are to be recorded since 1929:—

15 seam.—7 annas through rate in 1929.

5 annas top section	...	}	in 1935.
5 annas 9 pies bottom section			

5 annas 9 pies top section ... }
 6 annas 9 pies bottom section } in 1937.

14 seam :—7 annas rate in 1929.

5 annas rate in 1935.

6 annas 3 pies rate in 1937.

12 and 13 seams :—7 annas 6 pies rate in 1929.

5 annas 6 pies rate in 1935.

6 annas 9 pies rate in 1937.

13. In all cases where congestion is likely to occur Traffic Sirdars are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. No. The miners are paid by the tub.

15. Since the rate per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub—up to a portion of the depth below the flush line one-quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. Twenty-two women were excluded from this mine, on October 1937. Thirty-nine women are engaged in surface employment. They are chiefly engaged as pickers on the screening plant and in casual work, the rate in each case being 5 annas per shift.

17. (a) The wages of the family remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment

underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. The earnings of two miners have been compared in respect of periods before and periods after their wives were excluded from the mines on 1st October 1937.

Miner Laru Turi, no. 4 pit.

	Rs. a. p.		Rs. a. p.
W./E. 3rd September 1937	2 3 0	2nd September 1938	1 8 6
„ 10th September 1937	2 15 6	9th September 1938	2 2 3
„ 17th September 1937	2 3 0	16th September 1938	1 9 3
„ 24th September 1937	3 7 6	23rd September 1938	1 13 6
Average earnings per week	2 11 3	<i>add</i>	0 15 0
			1 12 4.5
			<hr/> 2 11 4.5 <hr/>

Miner Kisan Bhuia, no. 2 pit.

	Rs. a. p.		Rs. a. p.
W./E 3rd September 1937	3 7 0	2nd September 1938	2 3 2
„ 10th September 1937	2 13 0	9th September 1938	2 5 5
„ 17th September 1937	1 0 6	16th September 1938	1 13 5
„ 24th September 1937	3 1 6	23rd September 1938	1 10 6
Average earnings per week	2 9 6	<i>Add</i>	2 0 1.5
			0 15 0
			<hr/> 2 15 1.5* <hr/>

* Each miner's wife works on an average three shifts at 5 annas each per week on the surface screening plant.

It should be realised that the above examples showing wages paid to two average coal-cutters before and after the final exclusion of women, do not take into account the number of hours worked per day or the number of days worked per week.

For comparison of rates of pay see the answers to questions 12 and 16.

19. Wages are paid wholly in cash and are available on a working day.

Sirka Colliery.

1. The miner works an average of five days a week.
2. He earns enough for his weekly expenses after which he will not work.
3. On foot. There are no colliery transport arrangements.
4. Does not apply to this colliery.
5. There is no small holding allotment system at this colliery.
6. Raising contractor. Rate to contractor Rs. 1-8-0 per ton into wagons. Rate paid to miner annas 8 per tub plus fuse and powder free.
7. This system has always proved fairly satisfactory.
8. Miners' *Sirdars* control their labour, and are responsible for them.

We are in favour of their retention.

9. 5—10 minutes.
10. None are detained before being taken to the pit bottom. Wages are calculated by the tub. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to question 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.
11. The actual daily time occupied by good miners in coal-cutting averages five hours per relay of eight hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best miners take frequent rests.
12. Tubs are 36 c.ft. capacity at annas 8 per tub. No change has been made in the size of tub since 1929, but rate enhanced in 1937.
13. In all cases where congestion is likely to occur Traffic *Sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. No weighing machine employed. Quantity is calculated on a tubbage basis.

15. Since the rate per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub—up to a portion of the depth below the flush line one-quarter of the rate is deducted ; when the deficiency is more than a quarter, half the rate is deducted.

16. The number of women allowed underground last year up to 30th September 1937 was 6 per cent. These amounted to about 20 women.

Those women who are willing to work are put on by the contractor to load tubs from stock coal and are paid a contract rate of annas 1—1.5 per tub. Their average earnings (of two such women employed who worked underground before 1st October 1937) for the month of September 1938 were Rs. 6 which works out at annas 4 a day for six working days per week. Like their husbands they do not work the full six days in the week. None of the women are willing to work on a *Hazree* rate, but working on the above tub rate they can earn up to annas 6—9 per day.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. The earnings of two miners have been compared in respect of periods before and periods after their wives were excluded from the mines on 1st October 1937.

Statement of earnings of two miners is continued on the next page.

19. Wages are paid wholly in cash.

Wages are paid after work on the sixth day of the week.

SIRKA.

Statement of earnings of two miners.

Name of miner.	Date.	Earnings with wife, 1937.	Days worked.	Increase in rate, 1st October 1937.	Date.	Earnings without wife 1938.	Days worked.	Remarks.		
1	2	3	4	5	6	7	8	9		
A. Shamoo Bilaspuri ... Resident Miner ...	4th September 1937.	Rs. as. p. 2 9 9	5 days ...	2 annas per tub of 36 cwts.	3rd September 1938. 10th September 1938. 17th September 1938. 24th September 1938.	Rs. a. p. 2 3 0	5 days.	This miner could earn more if he worked six days per week.		
	11th September 1937.	0 12 6	1 day.			1 12 0	4 ..			
	18th September 1937.	3 13 3	5 days.			1 12 0	4 ..			
	25th September 1937.	3 5 9	5 ..			1 13 0	4 ..			
	Total ...	10 9 3	16 days			Total ...	7 7 0		17 days.	
Weekly average ...	...	2 10 3	4 ..	Wife's earnings ...	...	6 0 0	monthly	The wife's work is intermittant and all wives do not work.
B. Katick Bilaspuri ... Resident Miner ...	4th September 1937.	3 5 9	5 days.	2 annas per tub of 36 cwt.	3rd September 1938. 10th September 1938. 17th September 1938. 24th September 1938.	Total ...	13 7 0		This man could earn more if he worked six days per week.	
	11th September 1937.	3 5 9	5 ..			Weekly average			3 5 9
	18th September 1937.	3 2 0	4 ..			Total ...	9 6 0			21 days.
	25th September 1937.	1 14 0	3 ..			Wife's earnings			6 0 0	monthly.
	Total ...	11 11 6	17 days			Total ...	15 6 0	The wife's work is intermittant and all wives do not work.		
Weekly average ...	2 14 9	4½ ..	Weekly average ...	...	3 13 6				

Replies to the supplementary questionnaire on labour in the Mines on behalf of coal companies in Bihar, under the Managing Agency of Messrs. F. W. Heilgers and Company.

- (1) Sendra.
- (2) Bhulanbararee.
- (3) Borrea.
- (4) Standard.

Sendra Colliery.

1. Four and a half days per week.
2. Over-indulgence in alcohol, particularly at the week ends; also absence for domestic reasons and cultivation of crops.
3. During the monsoon they are brought to and from the colliery by motor buses run free by the Company, and during the rest of the year they walk to the mine, which takes on an average one hour each way.
4. As compared with previous years, attendance has not improved following the provision of conveyance facilities by the employers but the general adoption of this practice in certain areas has meant that non-provision of conveyance facilities by any single colliery has a marked effect on the attendance and size of the labour force.
5. There is no small holding system in this colliery.
6. Directly by the management, with Recruiting Agents on commission on raisings at the rate of 2 annas per ton—these recruiting agents are responsible for recruiting labour and for supervising their welfare, under the supervision of the management.
7. Does not apply to this colliery.
8. Miners' *Sirdars* go out to villages surrounding their own and bring in the labour. In most cases they are recognised men in the locality and their fraternity. They are acquainted with their miners' needs, dialects, and customs, therefore, are essential. I am certainly in favour of retaining them.
9. 5—10 minutes.
10. (a) None are detained before being taken to the pit bottom.

(b) Wages are calculated by the tub, the only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to question 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal cutting averages 5 to 6 hours per relay of 9 hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best workers take frequent rests.

12. 30 to 36 c.ft. tubs. No change in size of tubs, but since the withdrawal of women from the mine from 1st October 1937 the rates have increased by 12 per cent for the 30 c.ft. tub and 12.5 per cent for the 36 c.ft. tub. In addition, the miners are now given a free supply of explosives and fuse for which they used to pay before.

13. By the introduction of auxiliary haulages, jigs, lines up to the working faces, and bye-passes to facilitate quick return of tubs, and employment of special staff to watch supply of tubs to miners, and their quick return to the main haulage.

14. No. All calculations are on a tubbage basis.

15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub—up to a portion of the depth below the flush line one quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. About 100. 40 to 50 are employed at the screening plant and others obtain casual employment under building and stowing contractors. Those employed by the company are paid annas 5 a day while those on casual work for contractors are paid on piece rates and earn between annas 3 and pies 6 and annas 7 a day.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in the cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. The earnings of two miners have been compared before and after their wives were excluded from the mines.

Anu Bawri.

1937 (September) (both husband and wife):—

W/E 9th September 1937.	8 tubs in 4 days amount Rs. 5-0-0 i.e.	Rs. 1-4-0 per day.
W/E 16th September 1937.	7 tubs in 4 days amount Rs. 3-8-0 i.e.	Re. 0-14-0 per day.
W/E 23rd September 1937.	9 tubs in 5 days amount Rs. 4-3-6 i.e.	Re. 0-13-6 per day.
W/E 30th September 1937.	7 tubs in 4 days amount Rs. 3-4-6 i.e.	Re. 0-13-2 per day.

1938 (September) (both husband and wife—wife working on Hazre on surface):—

W/E 9th September 1938.	4½ tubs in 4 days amount Rs. 2-6-3 i.e.	Re. 0-14-6 per day (including the <i>kamins</i> , earnings of annas 5 per day for six days).
W/E 16th September 1938.	4½ tubs in 4 days amount Rs. 2-8-3 i.e.	Re. 0-15-0 per day (including the <i>kamins</i> ' earnings of annas 5 per day for six days).
W/E 23rd September 1938.	5½ tubs in 5 days amount Rs. 3-1-0 i.e.	Re. 0-14-9 per day (including the <i>kamins</i> ' earnings of annas 5 per day for six days).
W/E 30th September 1938.	5½ tubs in 5 days amount Rs. 2-13-6 i.e.	Rs. 0-14-1 per day (including the <i>kamins</i> ' earnings of annas 5 per day for six days).

19. Wages paid wholly in cash, and paid on the last working day of the week.

Bhulanbararee Colliery.

1. Five to six days.
2. Sickness marriage, *pujas*, *tamashas*, and drink.
3. Our village miners walk to work. The time spent on their journey varies from 5 minutes to half an hour, depending on the distance of the village from the pit.
4. This has not been necessary.
5. There is no small holdings system in this colliery.
6. Directly by the management.
7. Does not apply to this colliery.
8. To act as spokesman for his gang, to see to his miners working faces, their tub supply and in general to look after the interest of his men. We are in favour of retaining them.
9. 5 to 10 minutes.
10. (a) None are detained before being taken to the pit bottom.
- (b) Wages are calculated by the tub. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to question 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.
11. The actual daily time occupied by good miners in coal-cutting averages 4 to 5 hours per relay of 9 hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best workers take frequent rests.
12. 1938—33 c.ft. tubs annas 7 to annas 8 per tub.
1929—36 c.ft. tubs annas 6 to annas 7 per tub.
13. In all cases where congestion is likely to occur. Traffic *Sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.
14. No, the miners are paid per tub i.e., cubic capacity.

15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub—up to a portion of the depth below the flush line one-quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. The number of women excluded from the mine has been in accordance with the Mines Act, and now we employ approximately 30 to 40 per cent of women to the number of miners at work. The women are employed on the following jobs:—Shale picking, surface tramming, loading, ash screening, *mutti* cutting and packing, road repairing and miscellaneous jobs on surface.

These rates are as follows:—

Hand picking and loading—annas 4 per day.

Screening plant—annas 4 and pies 6 per day.

Miscellaneous surface work—annas 4 per day.

Surface tramming—annas 6 and pies 6, annas 8 and pies 6 per day.

There are only a few women at present on tramming but the others are generally taking it up.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. Before the exclusion of women their daily average was about annas 10 to annas 12 per man and wife, and after exclusion of women annas 8 to annas 12 per man and his wife.

19. Cash only. Wages are paid on work days.

Borrea Colliery.

1. 4 to 5 days.
2. Satisfied with their 4 to 5 days' earnings.
3. Some go by bus and some on foot. Those who come by foot from the local villages take approximately half an hour on the journey.
4. No.
5. There are no small holdings on this colliery.
6. Directly by the management.
7. Does not apply to this colliery.
8. To recruit and look after their miners. We are in favour of retaining them.
9. 4 to 5 minutes.
10. (a) None are detained before being taken to pit bottom.
(b) Consideration in tub rates is made to those who have to walk longest to working faces.
11. The actual daily time occupied by good miners in coal-cutting averages 4 to 5 hours per relay of 9 hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best workers take frequent rests.
12. 1938—36 c.ft. tubs annas 6 to annas 8 per tub.
1929—36 c.ft. tubs annas 5 and pies 6 to annas 6 per tub.
13. In all cases where congestion is likely to occur Traffic *Sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.
14. There is no weighing machine at the pit mouth. The quantity of coal raised by each miner is calculated on a tubbage basis.
15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub—up to a portion of the depth below the flush line one-quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. Approximately 44 women were excluded from the mines and those willing to work on surface were employed on different jobs at annas 4 to annas 4 pies 6 *hazree* per day.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. We have found this question difficult to answer owing to the lack of exactly comparative figures. In some weeks a man may work fewer hours than he does in others, either because he is less diligent in his work at the coal face or because he works a fewer number of days. We should judge, however, that though rates have increased family incomes show a slight reduction in those cases where in 1937 a miner worked with his wife as his assistant and is no longer able to do so owing to the exclusion of women from the mines. In some cases, however, women who formerly worked at the coal face with their husbands were able to find employment on the surface as the management made every endeavour to give employment to those women who were willing to accept it. In this connection it will be remembered that under the law the exclusion of women from the mines has been proceeding steadily over a period of years.

19. Wholly in cash. No wages are paid on rest days.

Standard Colliery.

1. On average five days a week.
2. Absenteeism is mainly due to the miners being cultivators and also due to excessive consumption of alcohol.
3. Labourers are given *dhowrahs* on the colliery and are more or less settled miners.
4. No conveyance is necessary.
5. There is no small holding allotment system at this colliery, only free quarters are given to the miners.
6. By raising contractor. Rate per ton varies from Re. 1-0-3 to Rs. 1-3-3 including loading into wagons. The contractor also gets annas 2 per ton for hand loading. Rate per tub to coal cutters averages annas 7 to annas 8.
7. None.
8. The *Sirdars* are responsible for seeing their men turn out to work, and provided with proper working places, etc. We are in favour of retaining them.
9. 5 to 10 minutes.
10. (a) None are detained before being taken to the pit bottom.
- (b) Wages are calculated by the tub, the only rates that vary from the standard rates per tub are those paid where special difficulties of working exists (see answer to question 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.
11. The actual daily time occupied by good miners in coal-cutting averages 5 to 6 hours per relay of 8 hours from pit top back to pit top. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion, and even the best workers take frequent rests.
12. 36 c.ft. capacity and the rate per tub averages annas 7 to annas 8. No change in size of the tub.
1929—annas 8 and pies 9 per tub.
13. In all cases where congestion is likely to occur Traffic *Sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.
14. There is no weighing machine. All calculations are on a tubbage basis.
15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub—up to the portion of the depth below the flush line one quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. About 200 women were excluded from underground works and 105 women are provided with work in picking belt, loading wagons, supplying fuel to boilers, working with masons and surface contractors. Rate of wages from annas 5 to annas 5-6 per day.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. The earnings of two miners have been compared, before and after their wives were excluded from the mines.

	Ra. a. p.			Ra. a. p.				
A. For W/E 9th September 1937	5	2	6	10th September 1938	5	2	9	
Ditto 16th September 1937	6	5	9	17th September 1938.	4	4	0	
Ditto 23rd September 1937	7	3	6	24th September 1938.	5	14	0	
Ditto 30th September 1937	6	3	0	1st October 1938	4	10	6	
Average earnings per week	...	6	3	9	Average earnings per week.	4	15	9

B. For W/E 9th September 1937	5	2	6	10th September 1938.	5	10	0	
Ditto 16th September 1937	7	3	6	17th September 1938.	4	11	6	
Ditto 23rd September 1937	5	2	6	24th September 1938.	4	14	6	
Ditto 30th September 1937	6	5	9	1st October 1938	4	0	0	
Average earnings per week	..	5	15	6	Average earnings per week.	4	13	0

It should be realised that the above examples showing wages paid to two average coal cutters before and after the final exclusion of women, do not take into account the number of hours worked per day or the number of days worked per week.

For comparison of rates of pay see the answer to questions 1 and 16.

19. Wages are paid in cash only. No wages are paid on rest days.

Replies to the questionnaire of the Bihār Labour Enquiry Committee.

INDIAN MINING FEDERATION, CALCUTTA.

Recruitment of labour (question no. 12).—The Committee of the Federation regret that they are not in a position to approve of the establishment of labour exchanges in the coalfield before they know the precise functions of such exchanges or are fully convinced of their utility. The collieries recruit more than 70 per cent of their labour from places within easy reach of them. In such a case, the Committee fail to understand how the labour exchanges can help the recruitment of labour. Moreover, under the present circumstances the collieries cannot be expected to disorganise the existing recruiting arrangements, unless and until a guarantee is given by the labour exchanges to supply all the labour required by the collieries. In the opinion of the Committee this scheme of Labour Exchanges does not appear to be at all feasible on the grounds stated above.

Hours of work (question no. 34).—Hours of work have already been statutorily regulated. The Committee are of the opinion that the restriction already imposed has not benefited the labour in any way and further restriction will amount to less work which is detrimental to the interests both of the employers and the labourers. Eight hours a day is by no means too long a period for labour in this country, especially for those working in the mines under the piece system. Miners work or take rest as and when they like. Regarding hazardous jobs the regulations under the Indian Mines Act are too stringent for the employment of labour for such work.

Wages (questions 58 to 63).—Automatic adjustment of wages to the cost of living indices is hardly practicable in the opinion of the Committee. So far as the coal industry is concerned, the wages of miners are controlled by the miners themselves because they work on piece system. And it has been the experience of the Committee that the earnings of miners vary considerably in accordance with their will to work and earn. During the post-war boom when wages were increased more than 100 per cent the miners generally put in less work and their average income per capita was not quite as much as the increased wages would warrant. It is a well-known fact that the average miner works for only four days of 32 hours instead of 6 days or 48 hours in a week. It was proved before the Royal

Commission on Labour that increased wage was the cause of decreased work and consequently reduced output. It is evident, therefore, that in the case of the miners the earning of living wages is almost entirely in their hands. In the case of others, who are paid fixed wages, the Committee consider that the wages are quite fair.

The Committee are not against the fixation of a minimum wage commensurate with the prices of coal realized. For fixing and revising the minimum wage there should be a Committee for each coalfield on which, besides the Government, the employers and the employees should be equally represented.

Minimum wages should be governed by conditions prevailing in the different centres. Wages are necessarily governed by the capacity of the industry to pay. Whenever the industry is in a prosperous condition, the wage level is most likely to rise.

Health (questions 81 and 82).—The Committee would not oppose insurance against sickness on a contributory basis provided the collieries are absolved from the existing statutory obligations of providing free medical aid and attendance. Besides *khoraki*, which is at present voluntarily paid to the miners during their period of illness, should not be insisted upon.

The Committee are not opposed to the legislation for compulsory maternity benefits. But they would point out that the women labour employed in the mines do not like to have their maternity cases looked after by any medical agency. Under such circumstances, it is difficult for the Committee to suggest on what lines a scheme of maternity benefit can be drawn up.

Indebtedness (question nos. 92 and 98).—The Committee are not opposed to the idea of establishing Co-operative stores or Co-operative societies in the coalfields if the responsibility for running them or making any contribution be not thrown on the employers.

Question no. 93.—So far as the information of the Committee goes, no other employers pay their employees more promptly than the coal industry. Wages are paid weekly and in many collieries even daily, only the higher paid employees being paid on a monthly basis.

Question no. 97.—Usually workers in the collieries do not have to borrow money. It is the drink evil which is mostly responsible for their indebtedness. The problem of indebtedness is very likely to be largely solved with the removal of this evil.

Trade union (question no. 116).—The attitude of the Committee towards Trade unions is one of co-operation provided they are *bona fide* bodies and are conducted on strict Trade Union principles. The Committee are strongly opposed to the multiplication of these unions in one and the same industry, even if they be registered. The Committee can conceive of only one union operating in the coalfields with branches at different centres.

Industrial peace (question no. 128).—Although the Committee do not object to the principle of referring disputes to arbitration, they feel that any award in order to be effective must be accepted by both parties in dispute. The objection from the employers' view-point is that whereas an employer can be penalized through legislative enactment, such penalty can hardly be enforced against employees. The Committee, therefore, feel that even statutory provision for arbitration will be of no practical value.

Question no. 129.—The Committee consider the provisions of the Trade Disputes Act to be adequate.

Question no. 130.—The appointment of permanent Conciliation Officers in the coalfield presupposes perennial dispute between the employers and the employed, which is far from the experience of the coal industry. No lockout was ever threatened or resorted to in the history of the coal industry. In 1920 during the prevailing abnormal post-war conditions the coalfield labour was much disturbed but actual strikes were very few and confined to a few individual collieries. A general strike in the coalfields has hitherto been absolutely unknown. Since 1922 the labour position in the coalfields has been entirely unruffled till the last few months. And even then the disputes appear to be only of a temporary nature and confined to a very few collieries. Therefore the appointment of permanent Conciliation Officers in the coalfields is, in the opinion of the Committee, quite unnecessary.

Question no. 131.—The question is not fully understood.

Question no. 134.—No measure of financial, technical or any other form of help is likely to raise the economic level of coal prices, which is the *sine qua non* for raising the wage-level

so long as the State competes with private enterprise, which is the unique feature of the coal industry in this country. Since the development of the State Railway collieries in Hazaribagh the coal trade had been passing through an unprecedented slump because coal prices are absolutely controlled by the Railway Board. Better condition of the coal industry prevailing in 1937 would have continued for some time and would have given the much-needed relief both to the employers and the employees but for the policy pursued by the Railway Board in the matter of keeping down prices by increasing the production of their own collieries and withdrawing in a considerable measure their normal custom from the market.

Question no. 135.—The Committee of the Federation would like to reiterate what they said in their address to Sir Henry Wheeler, the then Governor of Bihar and Orissa, as far back as 1924. “The multiplication of local authorities with overlapping or at least kindred duties would seem to provide definite scope for possible economy. We are strongly impressed that the setting up of a unitary authority to administer the work of education, sanitation, communication and water-supply in the coalfields, in place of the present three bodies (the District Board, the Mines Board of Health and the Water Board), will not only make for large economy but also for distinctly increased efficiency. The suggestion, we venture to think, may be given effect to by undertaking an amendment of the Jharia Mining Settlement Act and if necessary also a small amendment of the Local Self-Government Act. The needs of the Local Self-Government in such an industrial area as the Jharia coalfield will certainly be better served by an Act framed specially to suit its local conditions than by such a general act as the Local Self-Government Act.”

The Committee, therefore, suggest the setting up of a Mines Board for the Jharia coalfield combining all the functions of the District Board, the Mines Board of Health and the Water Board, besides other labour welfare work.

Replies to the Supplementary Questionnaire on Coal.

1. Not more than four days in a week on an average.
2. Drink, social festivities and agricultural occupation.
3. There is, as there can be, no uniformity as the miners walk across to the mines from villages from one to six miles away from the mines or are carried in buses over much greater distances.
4. Yes, in some cases.
7. The Committee of the Indian Mining Federation are not aware of any evils.
8. Miners' *sirdars* function as recruiters in most cases in respect of labourers from the *sirdars*' own locality and community. Very often a gang of miners select one among themselves as their *sirdar* in order to realise the *sirdar's* pay from the employer and distribute it among themselves. Yes, miners themselves want them.
14. No weighing machines are usually kept. By means of tub measurement.
17. It is too early yet to gauge the effect of withdrawal of underground women labour from the mines with any precision.

**Reply to the General Questionnaire issued by the
Labour Enquiry Committee, Bihar.**

INDIAN COLLIERY OWNERS' ASSOCIATION.

Jharia.

Question no. 4.—Labourers are mostly drawn from Manbhum, Santal Parganas, Gaya, Hazaribagh, Monghyr, etc. Some labourers also come from the Central Provinces, the United Provinces, the Punjab and other places.

Question no. 8.—System of recruitment directly by the employers and at present in vogue which has been found satisfactory.

Question no. 12.—There is no necessity to establish Labour Exchanges for the purpose of recruitment, as unemployment is quite unknown in the Coal Mining Industry.

In years of crop failure, the collieries offer the readiest field of employment for the agriculturally hit population. In years of bumper crop, the miners return to the coalfields later in the cold weather and also in reduced number.

The Committee believe, individual efforts for recruitment is beneficial to the labourers because each employer tries to satisfy them.

Question no. 34.—Labourers work from 8 to 10 hours at the most according to the nature of works and not exceeding the hours of works as laid down in the Indian Mines Act, 1923.

The Committee are not in favour of shorter hours of works, which have been statutorily provided in the Indian Mines Act, 1923. The Select Committee of the Legislative Assembly which reported on the Indian Mines Bill (being no. 28 of 1922) in which daily limits were first laid down reckoned that the hours actually available for work in any large mine are likely to be less than eight and only a proportion of these hours can be spent in actual work".

Question no. 58.—Automatic adjustment of wages to the cost of living indices is only theoretical. The Committee believe it is not a practicable proposition for obvious reasons. Wages are automatically adjusted by economic factors.

Question no. 59.—The Committee are not in favour of minimum wage fixation as the miner works on piecework basis. Wages are paid according to the working conditions and class of coal to be worked, and are generally paid on the principle of capacity of the Coal Industry to pay.

Miners are not attached to any particular colliery. They work so long as they desire and leave when they so desire. As has been said in reply to question no. 12, each employer tries to satisfy the miners which to the Committee seems beneficial to them and as such no question of minimum wage can arise.

Question no. 81.—The Committee are of opinion that the scheme would not be practicable and successful as the labourers are migratory.

In case of practicability of such a scheme, the collieries should be absolved from the present obligation of providing free medical facilities to the workers, and that one of the fundamental provisions should be regularity and continuity of service of labourers.

If the above provisions are agreed upon the Committee are likely to support the scheme.

Question no. 82.—The attitude of Committee is one of neutrality.

The Committee would, however, like to mention the fact that it should be statutorily laid down that a woman should have been in service for at least one year before she is entitled to claim maternity benefit and that she would return to work after the period of invalence.

Question no. 83.—Sufficient number of houses are provided for workers and staff who reside on the collieries. Local labourers who come from villages nearby frequently prefer to live in their own villages and walk backwards daily.

Their design, construction etc., are governed by the Jharia Mines Board of Health under the Bihar and Orissa Mining Settlements Act, 1920. Every house must be licensed by the Jharia Mines Board of Health and licenses are not given unless the standards are complied with. Temporary licenses are given in case of emergency.

If labourers are found in occupation of unlicensed premises the management is liable to prosecution.

Question no. 85.—No rent is charged from the labourers or other employees.

Question no. 92.—Movements amongst labourers form an almost insuperable obstacle to the establishments of co-operative stores. Almost all labourers are floating labourers.

In view of the above position, however, if it is desirable that co-operative stores should be established, they should be established by the labourers themselves with the co-operation of the employers.

Question no. 93.—It might be known to the Labour Enquiry Committee that wages in the coalfields are generally paid weekly.

Further reduction in the period of wage payments will not alleviate indebtedness to any extent. And those who are monthly rate workers generally get advances from the employers even to the extent for days worked by them and some even get loans too.

Question no. 94.—Advances are made generally by all collieries to the workers as and when they are found so necessary and without any interest whatsoever and realised by easy instalments generally suitable to them and at their convenience.

It may, however, be mentioned that a great portion of such advances is generally written off as bad debts for obvious reasons.

Question no. 95.—All recruiting expenses are generally borne by the employers and other advances, if any made, which system is not now generally in vogue, are recovered from the first few wage payments and generally suitable to them. Vide also reply to question no. 94 above.

Question no. 96.—The extent of indebtedness is not very large in the coalfields and there has been in fact no change in the practice which is generally in vogue since long. Even before the amendment of law, there were very rare cases of attachments, though the Committee would like to mention that they have not heard of any.

Question no. 98.—Due to migratory nature of coalfield workers, it is doubtful whether the establishments of co-operative societies will ever be successful either for granting loans or for food-stuffs. Moreover, it will not help to mitigate the hardships caused by indebtedness and the Committee believe it will not stimulate thrifts but on the contrary it will stimulate borrowing.

At any rate, the workers in the coalfields are not permanently settled and those who are permanently settled are to a great extent floating from one colliery to another colliery.

Question no. 116.—There can be no two opinions as regards the attitude of the Committee which is one of co-operation to a properly organised registered and *bona fide* trade union and is run on sound and healthy trade union principles.

Question no. 128.—There cannot be any objection to the disputes being referred to arbitration provided both the parties agree to abide by the award, though it is doubtful whether the award can be statutorily enforced against the workers, and as such the Committee are of opinion that there should be no compulsory arbitration.

Question no. 129.—The Committee are of opinion that the provisions of the Trade Disputes Act are adequate for the present.

Question no. 130.—The Committee are of opinion that under the present circumstances there is no necessity for the appointment of conciliation officers in the coalfields.

Question no. 134.—Only a prosperous trade can stand paying better wages to their employers and to put the coal trade in such a prosperous condition; it is most essential to enquire into all the difficulties confronting the Coal Industry and Coal Trade.

Reply to the Supplementary Questionnaire on Mining Labour.

Question no. 1.—Generally a miner does not work on the average for more than four days in a week.

Question no. 2.—There are two sorts of absenteeism, seasonal and unwillingness.

Seasonal :—Miners generally return to their villages

(i) in about March and April for marriage ceremonies ;

(ii) in about June and July for sowing, and

(iii) in about November and December for harvest purposes.

Unwillingness :—On Sunday the mine is closed. Mostly the miners will not work on Monday. Maximum attendance of the labourers is generally on Thursdays and Fridays while on other days of the week, they are irregular in attendance. Besides, they do not work on their holidays.

Question no. 3.—Practice differs from mine to mine according to the circumstances and distances to the mines from the villages.

Question no. 5.—There is generally no such practice.

Question no. 8.—The Committee consider that the Miners' *Sirdar* is an useful link.

These Miners' *Sirdars* are not of the type of *Sirdars* of the sense in which it is used in other industries. These *Sirdars* generally come from the areas from which the miners come and they are sort of guides, friends and philosophers to lead their own gangs, and for which they are paid the remunerations mostly in the form of commission on tubs raised by the miners.

Question no. 17.—Exclusion of women from underground works has made the labourers more migratory.

Exclusion of female workers in mines and the rise in wages were synchronous.

Question no. 18.—Wages have generally increased.

Question no. 19.—Wages are paid in cash.

**Replies to the questionnaire of the Labour Enquiry Committee,
Bihar, for Collieries by The Tata Iron and Steel Company,
Limited.**

INTRODUCTION.

1. The Tata Iron & Steel Co., Ltd., own six collieries. One, the Purusottampur Colliery, which is not worked, is situated in the province of Bengal. Another, the Bhelatand Colliery, situated in Bihar, is also not worked. The other four collieries, which are all being worked, are situated within a radius of 14 miles in the province of Bihar.

2. The four collieries that are being worked are :—

(1) The Jamadoba Colliery.

(2) The Digwadih Colliery, situated quite near to the Jamadoba Colliery. This Colliery was opened for working for the first time in April 1936.

(3) The Malkera-Choitodih Colliery.

(4) The Sijua Colliery. This Colliery was shut down in March 1926 and re-opened for working in July 1937.

3. All the collieries were under the Agency control of Messrs. Kilburn & Co., upto 1928.

4. In the answers given to the Questionnaire, information wherever necessary has been given separately for each of the following :

(1) The Jamadoba and Digwadih Collieries. For the most part these two are grouped as the conditions, etc., affecting the workers in them are identical.

(2) The Malkera-Choitodih Colliery.

(3) The Sijua Colliery.

5. Except where otherwise distinctly stated to the contrary all information supplied in these answers refer only to the employees of the Company at the Collieries and not to the employees of the Contractors.

6. To some of the questions, more particularly those concerning questions of policy or where an expression of opinion

is asked for, the answers given by The Tata Iron & Steel Co., Ltd., to the questions of the Labour Enquiry Committee so far as they relate to the Jamshedpur Works apply either entirely or *mutatis mutandis* to the Company's collieries. In all such cases the answers merely refer to the answers for the Jamshedpur works.

7. Wherever the Factories Act is referred to in these questions the answers have been framed as though the reference is to the Indian Mines Act of 1923 (Act IV of 1923).

A—NATURE AND RECRUITMENT OF LABOUR.

Question 1.—

Answer.—The information is given below :—

(a) EMPLOYEES OF THE COMPANY ON THE 1st APRIL 1938.

	Management Establishment at Collieries.	Jama- doba Colliery.	Digwar- dih Colliery.	Malkera- C. oitodih Colliery.	Sijua Colliery.	Total.
1	2	3	4	5	6	7
Superior and Subordi- nate Supervising Establishment.	6	15	3	8	8	40
Clerks	14	54	12	24	36	140
Work people—						
Men	18	2,201	647	194	1,532	4,592
Women	Nil	100	49	27	100	276
Children	Nil	Nil	Nil	Nil	Nil	Nil.
Total	38	2,370	711	253	1,676	5,048

(b) CONTRACTORS' LABOUR ON THE 1ST APRIL 1938.

	Jamadoba Colliery.	Digwardih Colliery.	Malkera- Choitodih Colliery.	Sijua Colliery.	Total.
1	2	3	4	5	6
Work people—					
Men	649	12	1,782	375	2,818
Women	40	Nil	76	145	261
Children	Nil	Nil	Nil	Nil	Nil
Clerk, Supervisors, etc.	11	1	9	5	26
Total	700	13	1,867	525	3,105

	Management Establish- ment at Collieries.	Jama- doba Colliery.	Digwar- dih Colliery.	Malkera Choitodih Colliery.	Sijua Colliery.	Total.
1	2	3	4	5	6	7
Total Company's and Contractors' em- ployees.	738	3,070	724	2,120	2,201	8,153

Question no. 2.—

*Answer.—*The information is given below :—

COMPANY'S AND CONTRACTORS' EMPLOYEES.

	Management and Establish-ment at Collieries.	Jama-doba Colliery.	Digwar-dih Colliery.	Malkera-Choitodih Colliery	Sijua Colliery.	Total.
1	2	3	4	5	6	7
(a) Permanently settled labour.	38	2,825	464	1,569	1,682	6,578
(b) Migratory labour..	Nil	245	260	551	591	1,575
Total ..	38	3,070	724	2,120	2,201	8,153

Question no. 3.—

*Answer.—*The information is given below :—

COMPANY'S AND CONTRACTORS' EMPLOYEES.

Jamadoba Colliery	..	356	about	11.6 per cent.
Digwardih Colliery	..	289	..	40.0 ..
Malkera-Choitodih Colliery	..	805	..	38.0 ..
Sijua Colliery	..	519	..	23.5 ..
Total for all collieries	..	1,969	about	24.1 per cent.

Question no. 4.—

*Answer.—*The workers are mainly drawn from the districts of Manbhum, Hazaribagh and the Santal Parganas in Bihar, and from the district of Bilaspur, in the Central Provinces.

A small proportion also comes from the Punjab, the United Provinces, Bengal and Orissa.

Question no. 5.—

*Answer.—*Excluding miners and loaders, and purely casual labour, the annual 'turn over' of the Company's employees varies between 2 and 3 per cent. This is a low figure and no special measures are necessary to reduce it.

As regards miners and loaders, the position is that the demand for miners in the collieries in Bihar and Bengal is generally in excess of the supply. This brings about a large movement of miners particularly and to a lesser extent loaders from one colliery to another whenever it is possible for them to obtain slightly better wages. During the last 12 months the 'turn over' for miners and loaders at the Jamadoba Colliery was about 15 per cent and at the Malkera-Choitodih Colliery about 25 per cent. Previous to this the 'turn over' was higher but with the introduction of the Profit Sharing Bonus Scheme the 'turn over' of these categories of workers has fallen considerably. The comparatively higher 'turn over' of miners and loaders in the Malkera-Choitodih Colliery is accounted for by the fact that a large proportion of these workers are of the agricultural class and leave their work to attend to the cultivation of their crops.

Question no. 6.

Answer.—The information in regard to all employees of the Company, except miners and loaders, is given below :

		(a)	(b)	(c)	(d)	(e)
1	2	3	4	5	6	7
Jamadoba and Digwar- dih.	{ 1936	2	9	5	Nil	8
	{ 1937	1	2	12	Nil	14
Malkera-Choitodih ..	{ 1936	Nil	Nil.	1	Nil	10
	{ 1937	Nil	2	1	Nil	5
Sijua	{ 1936	Nil	Nil.	Nil.	Nil	Nil.
	{ 1937	Nil	Nil.	Nil.	Nil	Nil.
Total	{ 1936	2	9	6	Nil	18
	{ 1937	1	4	13	Nil	19

These figures do not include women underground workers replaced by men workers.

The information in regard to miners and loaders is not readily available.

Question no. 7.—

*Answer (1).—*We would preface our answer to this question by stating the classes of workers at the collieries which are Company's employees and which are contractors' employees.

(2) Except a few men (between 20 and 30) employed by the contractors for clerical work and the exercise or supervision over their labourers, all the supervisory and clerical establishment at the collieries are Company's employees.

(3) As regards the Works people details by each colliery of the categories of workers which are Contractors' employees are given below. All other workers at the collieries are Company's employees.

(4) All the Company's workers, except the miners and loaders are recruited by the Management of the Coal Department without the assistance of any intermediaries or jobbers.

(5) Miners and loaders of the Company are recruited through the agency of Labour Recruiting Contractors who are paid a commission based on the tonnage of coal raised by the miners recruited by them.

No jobbers are employed.

CONTRACTORS' EMPLOYEES.

JAMADOBA.

Hookmen, Trolleyman, Loading Coolies, Shale Pickers, *Munshies*, Carpenters, Moulders, Moulding Coolies, Earth Cutting Coolies and *Kamins*, Masons and their *Coolies* and *Kamins*; Hammermen, Blacksmiths and their *Coolies* and some of the Miners and Loaders.

MALKERA-CHOITODIH.

Miners, Loaders, Line Mistries, Line *Coolies*, Propping *Mistries*, Propping *Coolies*, Door Boys, Bailing and Packing Boys, Haulage *Khalasis*, Winding Engine *Khalasis*; Trolleyman, Hookmen, Onsetters, Banksmen, Friction Roller Mistries, Friction Reiler *Coolies*, Recruiting *Si-dars*, Miners' *Sirdars*, Shale Pickers and Loading Coolies, Hammermen, Blacksmiths and their *Coolies*, Masons and their *Coolies*.

SIJUA.

Loading *Coolies*, *Munshies* and *Chaprasis*, Masons, Carpenters, and their *Coolies*, Hammermen, Blacksmiths, and their *Coolies*.

DIGWARDIH.

Loading *Coolies, Munshies and Chaprasis*, Masons and their *Coolies and Kamms*.

Question no. 8.—

*Answer.—*We prefer the present methods of recruitment which have worked satisfactorily.

Question no. 9.—

Answer.—(1) No, but instructions have been issued for the maintenance of such a list from 1st July 1938.

(2) Files are maintained of all applications for employment. When filling vacancies these applications are referred to.

(3) Complete service records are maintained for all new entrants.

Question no. 10.—

*Answer.—*Vacancies are filled by consulting the files of applications and the service records of persons previously employed and the most suitable candidates are selected to fill vacancies.

Question no. 11.—

*Answer.—*No.

The latter portion of this question does not arise.

Question no. 12.—

*Answer.—*The following passage taken from the answer to this question for the Jamshedpur works applies.

“In our opinion, it would prove undesirable for Labour Exchanges to be controlled by Trade Unions. But if Labour Exchanges or other similar organizations are established by Government (such as the Employment Bureau at Patna and the recently constituted Employment Board), we shall be prepared to consider the extent to which we can utilize these institutions in supplementing our arrangements for recruitment.” The collieries recruit more than 70 per cent of their labour from places within easy reach of their area; the need of Labour Exchange does not, therefore, arise.

Question no. 13.—

*Answer.—*Casual labour is employed for work of a casual or temporary character, e.g., goaf-filling, road-making, construction of quarters, jungle-cutting and occasionally when it is necessary to win coal in quantities much above the average.

The proportion of casual labourers to total number of employees is small, namely about 4 per cent and this proportion remains fairly constant from year to year except when a large construction programme is taken in hand.

Question no. 14.—

*Answer.—*Miners, and masons and other categories required for construction of buildings, who are skilled labourers, are employed as casual workers for abnormal raisings of coal and for new construction jobs respectively.

The proportion is small. It varies from time to time.

B.—Conditions of employment.

Question no. 15.—

*Answer.—*Except in regard to a few employees whose conditions of service are governed by the Works Service Rules (*vide* Appendix 'B' to answer 15 of the Jamshedpur Works) the conditions of service of all other employees of the collieries are as stated below :—

The acting allowance of all employees is governed by the Acting Allowance Rules (Appendix C to answer 15 of the Jamshedpur Works).

CONDITIONS OF SERVICE.

I. LEAVE :

The employees are entitled to leave as stated in the answer to Question 19.

II QUARTERS :

The employees are entitled to free unfurnished quarters.

III. MISCELLANEOUS :

The employees are entitled to free supply of coal for domestic purposes.

IV. TERMINATION OF SERVICES.

The monthly paid establishments are entitled to 30 days' notice or 30 days' pay in lieu of notice if their services are to be terminated provided the termination is not due to misconduct or neglect of their duties when they are not entitled to any notice or notice pay.

The same rule applies to the weekly paid establishment except that the period of notice or notice pay is one week instead of 30 days.

Question no. 16.—

*Answer.—*Yes, we train apprentices in the Electrical Department, Mechanical Department, Survey Department and Mining Department.

The terms of the apprenticeship are given in Appendix 'A'.

Question no. 17.—

*Answer.—*Except in respect of a few of the posts in the Superior Supervising Establishment, there is no graded system in force at the Collieries. Vacancies in higher paid posts are filled by promotion with reference to the seniority and merit of employees in the lower grades.

Appendix 'B' gives details of the promotions from lower to higher paid posts and increase of pay at the Jamadoba and Malkera-Choitodih Collieries during the 5 years from 1933 to 1937, both inclusive.

Question no. 18.—

*Answer.—*Attention is invited to the reply to Question 18 for the Jamshedpur Works which applies in principle to the employees of the collieries. The power of ordering discharges or dismissals of the workers is vested only in the Superintendent of the Coal Department.

Question no. 20.—

*Answer.—*The information wanted by these questions is given below :—

Monthly paid staff—

- | | | |
|---|---|--|
| I. Privilege leave which covers leave due to illness except as provided for by item no. II | } | 22 days in one financial year. |
| II. Leave due to injury sustained by an employee arising out of or in the course of his duties. | } | Leave with half-pay during the period of disablement, but in cases where compensation is payable under the Workmen's Compensation Act, the amount of leave allowance paid is deducted from the amount of compensation payable. |

Weekly paid staff—

- III. Leave due to injury sustained by an employee arising out of or in the course of his duties. } Leave with half-pay during the period of disablement, but in cases where compensation is payable under the Workmen's Compensation Act, the amount of leave allowance paid is deducted from the amount of compensation payable.
- IV. Leave to lower paid employees while sick. } A weekly labourer earning 10 annas or less per day gets a sustenance allowance of four annas per day while absent from duty due to illness covered by a certificate of the colliery doctor.

NOTE.—Miners and loaders are not entitled to leave as they are paid on a "Piece work rate" system.

Question no. 21.—

Answer.—Women who have been in the continuous employ of the Company for not less than 12 months prior to the date of confinement are allowed maternity leave with full pay for 8 weeks provided they undertake not to do any work outside their own homes during those 8 weeks and the birth of the child is notified to and is certified by the Colliery Medical Officer.

Question no. 22.—

Answer.—Retiring gratuities are paid to employees at the Collieries under the Company's Retiring Gratuity Rules (Vide Appendix 'I' to answer 22 relating to the Jamshedpur Works).

All the employees at the collieries except those whose salary or wage is less than Rs. 15 per month have the option of joining the (New) Provident Fund of the Tata Iron & Steel Company, Limited. The rules of this fund will be found in Appendix 'H' to the answer 22 relating to the Jamshedpur Works.

There is no separate scheme in force for granting old age pension. The retiring gratuity and the Provident Fund benefits make suitable provision for old age.

Question no. 23.—

Answer.—No work is done on Sundays, or on the days detailed below which are treated as festival holidays, except in the essential services, namely Pumping, Ventilation and Power Supply. Arrangements exist under which employees working in these services obtain a rest day in each week.

List of Festival Holidays :—

Durga Puja	..	..	..	3 days.
Kali Puja	..	..	..	2 „
Kitha Parab	..	..	..	1 day.
Fagua	..	..	..	2 days.

Question no. 24.—

Answer.—In matters affecting the safety of the workers the Mines Act of 1923 and the Rules and Regulations and Bye-laws framed thereunder are strictly observed. These rules relate in a large measure to the conduct of the workers. No other set of rules affecting the conduct of the workers has been issued, and in view of the comprehensive nature of the Mines Act and Rules and Regulations made thereunder no other rules seem necessary.

Question no. 25.—

Answer.—An Abstract of the relevant sections of the Mines Act and the Rules, Regulations and the Bye-laws referred to in the answer to Question 24 are prominently displayed in various languages on the Notice Boards adjacent to each mine. Where workmen cannot read, special arrangements are made to acquaint them fully with the provisions of the Act and the Rules and the Regulations, etc., affecting their duty and conduct, by responsible officials of the mines. Arrangements will be introduced for making all employees acquainted with the Provident Fund Rules, Retiring Gratuity Rules, the Acting Allowance Rules, other rules relating to service conditions and all other rules and orders affecting conduct and discipline that have been issued in the past and that may hereafter issue.

Question no. 26.—

Answer.—Such cases are investigated by the Colliery Managers or higher officials of the Coal Department.

For indiscipline, slackness of work and other minor offences the workman is first warned verbally. If he still persists in similar misconduct, he is given 2 to 3 warnings in writing, after which if he continues to commit similar offence, he is suspended from work or his wages are reduced. If even this has no salutary effect, or he is guilty of gross misconduct, he is discharged or dismissed from the service of the Company. Should breaches of the Rules and Regulations result in danger to other employees, a prosecution may be initiated under the Mines Act.

The approval of the Superintendent of Coal Department is required in every case of discharge or dismissal, and when the circumstances appear to warrant it that officer institutes separate independent inquiries before dealing with the charges against an employee.

Question no. 27.—

*Answer.—*In order to give to a worker an opportunity to meet any charge before he is punished, the following procedure order has been laid down :—

“ Before an employee is punished or discharged for any fault, the nature of the charges against him should be stated in writing (not necessarily in the shape of a formal charge sheet) and an opportunity given to him of explanation or defence. This procedure should be followed in respect of all permanent and temporary monthly paid and weekly paid staff.”

Question no. 28.—

*Answer.—*Please see answer to Question 26.

Question no. 29.—

*Answer.—*Punishment by fines or compulsory leave is not resorted to. In regard to other matters please see answer to question 26.

Question no. 30.—

<i>Answer.—</i> Warned only	...	...	10
Warned and then suspended for 3 days or less	...	...	118
Warned and then suspended for more than 3 days	...	...	3
Discharged and dismissed	...	...	2

Question no. 31.—

*Answer.—*Unauthorised absence is treated as an offence and dealt with accordingly. In regard to some categories of workers such as *Sirdars* and *Khalasis* working underground, the Mines Act and the Rules and Regulations framed thereunder impose certain penalties for unauthorised absence.

Miners and loaders who are on piece work rate are at liberty to absent themselves without penalty.

Question no. 32.—

*Answer.—*Same answer as for the Jamshedpur Works.

Question no. 33.—

*Answer.—*Same answer as for the Jamshedpur Works.

C—Hours of Work.

Question no. 35.—

*Answer.—*The following table shows the hours of work at the collieries :—

Category. (This indicates the kind of work performed.)	No of shifts	Hours of work	Hours of rest.
Assistant Manager ..	2	{ 7 a.m. to 3 p.m. & 10 p.m. to 7 a.m.	..
Subordinate Supervising staff, Mines Assistant, <i>Sirdars</i> .	3	{ 7 a.m. to 3 p.m. 3 p.m. to 11 p.m., & 11 p.m. to 7 a.m.	..
Overmen ..	3	Ditto	..
Clerks ..	.. General	{ 6-30 a.m. to 11-30 a.m. 30 a.m. to 2-30 p.m. to 5. p.m.	11-30 a.m. to 2-30 p.m.
Inferior servants in offices, etc.	..	Ditto	.. Ditto.
Fitters & Electricians	..	Ditto	.. Ditto.
<i>Khalasis</i> including pumpmen, engine-drivers, haulagemen & boilermen.	3	{ 7 a.m. to 3 p.m. 3 p.m. to 11 p.m. & 11 p.m. to 7 a.m.	
Tramline & Timber <i>Mistries</i> ..	2	{ 7 a.m. to 3 p.m. & 10 p.m. to 7 a.m.	
Miners and loaders ..	3	{ 7 a.m. to 3 p.m. 3 p.m. to 11 p.m. & 11 p.m. to 7 a.m.	
Underground <i>coolies</i> ..	3	{ 7 a.m. to 3 p.m. 3 p.m. to 11 p.m. & 11 p.m. to 7 a.m.	
Surface <i>Coolies</i> —Men and Women.	General	{ 6-30 a.m. to 11-30 a.m. 2-30 p.m. to 5 p.m.	11-30 a.m. to 2-30 p.m.

Category. (This indicates the kind of work performed.)	No. of shifts.	Hours of work.	Hours of rest.
..	3	{ 7 a.m. to 3 p.m. 3 p.m. to 11 p.m. & 11 p.m. to 7 a.m.	
Masons & Carpenters.. General		{ 6-30 a.m. to 11-30 a.m. 2-30 p.m. to 5 p.m.	11-30 a.m. to 2-30 p.m.

NOTE.—In the winter months (15th October to 15th March) the general shift is altered from 6-30 a.m. to 11-30 a.m. and from 2-30 p.m. to 5 p.m. as shown above to 7 a.m. to 12 noon and 2 p.m. to 4-30 p.m. The prescribed hours of work are suitable both to the employees and the Company and in our opinion do not require to be altered in any way.

Question no. 36.—

Answer.—Every employee gets one day's rest in each period of seven days.

We have no overlapping shifts but for some categories of workers we have 2 or 3 separate shifts in each day, vide answer to questions 34 and 35. Our hours of work are fixed so as not to impose any undue strain on the workers.

Question no. 37.—

Answer.—In respect of some categories the prescribed hours of work are different for the summer and winter seasons, vide answer to questions 34 and 35. We do not consider any other alteration necessary.

Question no. 38.—

Answer.—Overtime work is not resorted to as a regular system. In accordance with the provisions of the Indian Mines Act, overtime work is not allowed except in cases of emergency involving serious risk to the safety of the Mine or persons employed therein. On such occasions the Colliery Manager is permitted to employ persons on overtime on such work as may be necessary to protect the safety of the Mine or of the persons employed therein, provided that a record of this fact is immediately made by the Colliery Manager and is placed before the Inspector of Mines on his next visit to the Mine.

Payment for overtime is made on the basis of extra hours worked. Fractions of an hour are paid for as a complete hour.

The detailed calculation in respect of a daily rated employee is on the basis of 8 hours work as ordinary time for each day.

When overtime becomes payable to a monthly rated employee his ordinary hourly rate of wages is obtained by dividing his monthly rate by 30 and by the number of hours he is required to be on duty ordinarily each day.

Question no. 39.—

*Answer.—*Propping *mistries* and *coolies*, Track-laying *mistries* and *coolies*, Stone-cutters, Electrical and Mechanical Fitters and Helpers are required to work overtime when occasion arises as stated in answer to question 38.

Payment for overtime work is made on the basis stated in answer to question 38.

Question no. 40.—

*Answer.—*No such system exists.

Question no. 41.—

*Answer.—*1. The Jamadoba Colliery was not closed down at any time during the 5 years from 1933 to 1937.

2. The Malkera-Choitodih Colliery was closed down for 21 days in 1933 due to the lower quantity of coal required at the Jamshedpur Works. The monthly paid workers received full pay during this period. The daily rated workmen were not paid for these days.

D—Conditions in Factories.

Question no. 42.—

*Answer.—*Yes, we do all that is required by us by the provisions of the Indian Mines Act and the Rules, Regulations and Bye-laws framed thereunder.

Question no. 43.—

*Answer.—*The provisions of the Indian Mines Act and the Rules and Regulations and Bye-laws framed thereunder for preventing, classifying and reporting accidents are strictly adhered to. These Rules and Regulations are amended from time to time by Government to suit changing circumstances and conditions. We have no suggestions to make at present for their modification.

Question no. 44.—

*Answer.—*We have no suggestions to make for the amendment of the Indian Mines Act or the Rules, Regulations and Bye-laws framed thereunder. The question is engaging the attention of the Government of India.

Question no. 45.—

*Answer.—*The question does not arise.

Question no. 46.—

*Answer.—*We have no objections to raise.

Question no. 47.—

*Answer.—*No answer.

Question no. 48.—

*Answer.—*We have no suggestions to make for the amendment of the Indian Mines Act.

E—Wages.

Question no. 49.—

I—WAGE EARNINGS.

*Answer.—*1. The information in regard to the wage earnings of the employees of the collieries is given in two divisions. One division is for the Company's employees (other than the minors and loaders) who are paid on the time (or attendance) basis and the other division for the miners and loaders who are paid on the basis of the quantity of work done by them or what is generally known as the piece work rate system.

CATEGORIES OF WORKERS OTHER THAN THE MINERS AND LOADERS.

2. Statements of wage earnings in the form prescribed by the Committee, slightly modified on the lines of the form prepared for the workers of the Jamshedpur Works, have been prepared for 20 categories of workers of the Jamadoba Colliery Appendix "C". These categories comprise 91 per cent of the total number of employees. The small proportion for which wage statements have not been prepared are made up of a few minor unimportant categories, where the number in each category is small. Nineteen of the twenty categories are for employees drawing pay of less than Rs. 100 a month.

3. No detailed statements of wage earnings have been prepared for the Malkera-Choitodih Colliery. In this Colliery, almost all work on which the lower paid labourers are employed (for example, *coolies* of all classes and *khalasis*) is done by

contract. The few departmental labourers of these classes draw better rates of wages now than in 1929 as the following figures will show :—

	January 1929.			January 1938.		
	Rs.	a.	p.	Rs.	a.	p.
(1) KHALASIS OF ALL CLASSES.						
Rate of wages per month—						
(a) Maximum	33	0	0	38	0	0
(b) Minimum	16	7	3	15	3	9
(c) Average (mean of Maximum and Minimum).	24	11	6	26	9	9
(2) UNDERGROUND COOLIES (MEN).						
Wage rate per day	0	5	0	0	8	0
(3) SURFACE COOLIES (MEN).						
Wage rate per day	0	6	0	0	7	6
(4) SURFACE COOLIES (WOMEN).						
Wage rate per day	0	6	0	0	5	6

4. In respect of categories other than those referred to in the preceding paragraph, the rates of wages at the Malkera-Choitodih Colliery correspond closely with those in force at Jamadoba.

5. As the Sijua Colliery was re-opened only in July 1937 after having been closed since 1926 and as, with few exceptions, the rates of wages of different categories of workers are identical or closely correspond with the rates of wages in the Jamadoba Colliery, it has not been considered necessary to compile statements of wage earnings for the employees of this Colliery.

6. The Digwardih Colliery was opened for the first time only in April 1936 ; because of this fact and as the scales of wages of the employees of this Colliery are identical with the Jamadoba Colliery, no statements of wage earnings have been prepared for it.

7. In respect of employees drawing pay of less than Rs. 100 per mensem of the Jamadoba Colliery Appendix ' D ' shows the rise or fall per cent in the wage earnings in January 1938 as compared with January 1929.

8. It will be seen from the figures in Appendix ' D ' that taking pay proper only into consideration there has been a fall in the wage-earnings per worker in only three categories. This is not due to any reduction in the scales of wages for such

categories but is the result partly of more workers (new entrants) on the commencing rates of pay of each category and partly to lower average attendance.

9. In regard to the other 16 categories the wage earnings per worker based on pay proper show increases ranging from .95 per cent to 13.35 per cent.

10. The results referred to in the previous paragraphs do not include the Profit Sharing Bonus of $1\frac{1}{2}$ month's pay that was paid in 1937-38. If allowance is made for this payment the increases per worker in January 1938 as compared with January 1929 range from 4.13 per cent to 27.4 per cent.

11. What would be the result if wage earnings of the 19 categories of workers are taken together are shown in Appendix 'E'.

MINERS AND LOADERS.

12. It has not been found possible due mainly to absence of complete records for 1929 to draw up reliable comparative wage earnings statements for the miners and loaders at Jamadoba in the Form required by the Committee. Even if all the records were readily available the results would not be very dependable owing to the fact that the miners and loaders are paid not with reference to their attendance but on the basis of the quantity of work done by them. Further, the facts that the miners and loaders work together and in groups under a *Sardar* and as in 1929 many of the miners were assisted by their wives as loaders, a practice that has now changed with the withdrawal of women from underground work, tend to vitiate any real comparison between the actual earnings of miners separately from loaders of different periods. In the circumstances a more reliable comparison is one which shows the cost per ton of coal raised, paid to the miners and loaders by the Company. Appendix 'F' gives the information in this respect for the six months selected by the Committee for the Jamadoba Colliery.

13. Appendix 'F' shows that varying rates of pay were paid for each mining car or tub loaded. As a matter of fact, a very large proportion of coal raised by the miners is from panels where the highest rates were payable. This applies both to the conditions that obtained in January 1929 as well as in January 1938. Actually the rates in force in January 1938 are on the average higher than those in force in January 1929 and based on the cost per ton of coal raised; the miners and loaders received an increase of 5.9 per cent in their wage earnings.

14. In the Malkera-Choitodih Colliery coal is raised entirely under contract. The miners and loaders are contractor's employees. Such information as we have been able to obtain indicates that in this Colliery the increase in wage earnings of the miners and loaders between 1929 and 1938 are even greater than in the Jamadoba Colliery. Here it may be stated that the wage rate of the miners at Jamadoba is higher than other collieries.

15. We have under urgent examination the question of introducing arrangements in each of the Company's Collieries for the maintenance of records which will show readily for each wage period the actual earnings of each miner and each loader whether he is an employee of the Company or the Contractor.

GENERAL REMARKS APPLICABLE BOTH TO THE MINERS AND LOADERS AND OTHER CATEGORIES OF EMPLOYEES.

16. The increases in the wage earnings of the employees which have been referred to in the preceding paragraphs do not represent all the improvement that has been made in the remuneration of the employees since 1929. The option given to the employees to become members of the (New) Provident Fund which was inaugurated in 1937 and the introduction of the Retiring Gratuity Rules, represent monetary benefits which are the equivalent respectively of $8\frac{1}{2}$ per cent and 4 per cent of the pay proper of each employee.

CONTRACT LABOUR.

17. Arrangements are in force under which the Superintendent of the Coal Department satisfies himself from time to time that the contractors' men get the same rate of wages as the corresponding categories of employees in the Company's service at the Collieries. In all future contracts with contractors definite provision will be made to ensure the observance of this arrangement.

COST OF LIVING IN RELATION TO WAGE EARNINGS.

18. A reference is invited to the paragraph relating to the Cost of Living in relation to wage earnings in the answer to Question 49 for the Jamshedpur Works of the Company. Adopting the same methods for working out the fluctuations in the Cost of Living for the period from the 1st of April 1928 to 31st March 1938 from the index numbers of Cost of Living for Jharia published by the Director of Industries, Bihar, the conclusion is arrived at that the earnings of the employees of

the Company in Jharia considered in conjunction with the Cost of Living appreciated to the extent of approximately 42 per cent in 1937-38 as compared with 1928-29, without taking into consideration any increase in money rates.

19. The average monthly total earnings of the employees of the Company's Collieries in Jharia drawing pay proper of less than Rs. 100 per month increased by approximately 6 per cent in January 1938 compared with January 1929 in the case of miners and loaders and 21 per cent during the same period in the case of employees other than the miners and loaders.

20. The increase in the money value of the wages considered in conjunction with the fall in the Cost of Living in 1938 indicates that the real value of wage earnings in terms of commodity prices was 83 per cent higher in the case of the miners and loaders and 109 per cent higher in the case of other employees in 1933 compared with 1929.

Question no. 50.—

*Answer.—*There has been no change.

Question no. 51.—

*Answer.—*91.40 per cent of the employees are weekly paid. The rates of wages of these employees have been fixed in consideration of the rates of wages of similar categories of other adjacent collieries in Bengal and Bihar. The rates paid by the Company are actually higher than those paid by others. The rates of wages of miners have in the past been raised or lowered with reference to any appreciable rise or fall in the selling price of coal.

In regard to the monthly-paid employees the rate of wages for each category of workers has been fixed having regard to the qualifications required for each category of post.

Question no. 52.—

*Answer.—*No, the same rate is paid for day and night work and for work on holidays.

Question no. 53.—

*Answer.—*There are no weekly or fortnightly-rated employees. All employees are either monthly rated or daily rated. The Statement gives the information required by categories of workers.

The conversion of the daily-rated employees to monthly-rated employees would result in an increase of about Rs. 1,25,000 per annum to the wage bill. The conversion would have no effect on the efficiency and stability of the labour force.

Categories of Workers—Monthly and Daily-rated.

Categories of Workers.	Jamadoba.				Digwardih.				Malkera-Chottedih.							
	Monthly rated.		Daily rated.		Monthly rated.		Daily rated.		Monthly rated.		Daily rated.		Monthly rated.		Daily rated.	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Superior Supervising Staff ...	18	100	Nil	Nil	3	100	Nil	Nil	8	100	Nil	Nil	2	100	Nil	Nil
Subordinate Supervising Staff	65	72.41	26	27.59	10	37	17	63	8	27.58	21	72.42	8	13.80	50	86.20
Clerical and Medical Staff ...	64	86.43	10	13.52	12	66.67	6	33.33	21	67.74	10	32.26	36	100	Nil	Nil
Fitters and Electricians ...	69	82.14	15	17.86	5	55.56	4	44.44	7	18.63	31	81.27	8	21.06	30	78.94
Khalasis ...	33	19.30	138	80.70	Nil	Nil	58	100	6	16.21	31	83.79	Nil	Nil	69	100
Tramline and Timber Mistries	Nil	Nil	55	100	Nil	Nil	10	100	Nil	Nil	3	100	Nil	Nil	10	100
Miners and Loaders ...	Nil	Nil	1,108	100	Nil	Nil	404	100	Contractors' Labour	Contractors' Labour.	Nil	Nil	Nil	Nil	838	100
Underground Coolies ...	12	3.29	360	96.71	Nil	Nil	61	100	Nil	Nil	16	100	Nil	Nil	231	100
Surface Coolies ...	29	7.00	396	93.00	Nil	Nil	110	100	6	7.78	71	92.22	Nil	Nil	301	100
Masons and Carpenters ...	4	40.00	6	60.00	Nil	Nil	11	100	Nil	Nil	14	100	Nil	Nil	43	100
Total ...	294		2,114		30		681		56		197		54		1,622	

Total Monthly-rated ... 434
 Total Daily-rated ... 4,614
 Percentage of Daily-rated to total number of employees ... 91.40

Question no. 54.—

Answer.—All the daily rated employees are paid weekly and all the monthly rated employees are paid monthly. The information regarding the various categories of workers and their numbers who are daily rated and monthly rated are given in the answer to Question 53.

All wage payments to the weekly paid staff are made within 3 days of the wage period to which they relate. All payments to the monthly paid staff are made within 7 days of the wage period to which they relate.

Question no. 55.—

Answer.—Between 1929 and 1938 only the following two important alterations were made in the rate of wages of the employees :—

- (1) In 1932 a ten per cent cut was imposed on all wages due to the severe trade depression at that time. This cut was subsequently restored.
- (2) In October 1937 the minimum wage rate for the lowest paid employees was raised as shown below :
 - From 7 annas and $7\frac{1}{2}$ annas to 8 annas per day for men working under ground.
 - From $6\frac{1}{2}$ annas and 7 annas to 7 annas six pies per day for surface men.
 - From 5 annas and $5\frac{1}{2}$ annas to 5 annas six pies per day for women.

Certain other minor adjustments in the scale of wages in some of the categories were made between January 1929 and January 1938. Details regarding these variations are given in the statement of wages for various categories of workers which form Appendix ' C ' to these answers (vide answer to Question 49).

The proportion of wage costs to the total cost of production in each of the different collieries during the year 1937-38 was :—

Jamadoba	..	..	67.22 per cent.
Malkera-Choitodih	..	..	67.43 ..

In calculating the proportion given above the Profit Sharing Bonus paid in 1937-38 has not been included either in wage

cost or in the total cost of production. Further, the figures do not include any charge for depreciation.

Question no. 56.—

Answer.—The deductions to which the wages of the workers are subjected are :—

- (1) Income-tax and Sur-tax.
- (2) Court attachments and any other deductions required to be made by order of a Court or other authority competent to make such order.
- (3) Deductions for absence from duty.
- (4) Deductions for damage to or loss of " goods " expressly entrusted to the employee for custody or for loss of money for which he is required to account, where such damage or loss is directly attributable to his neglect or default.
- (5) Deductions for re-payment of temporary advances and overpayment of wages.
- (6) Deductions on account of subscription to the Provident Fund and re-payment of loans taken from the Provident Fund.
- (7) Deductions of premia on Insurance Policies of the Indian Post Office.
- (8) Deductions in respect of payment of Stores bills.
- (9) Subscription to the " Tisco Review " Magazine.

Question no. 57.—

Answer.—Except the Profit Sharing Bonus no other bonus is paid to the employees of the Collieries. The Profit Sharing Bonus scheme of the Company applies to the employees of the Collieries. The particulars of this scheme are stated in the answer to Question 57 relating to the Jamshedpur Works. In view of the irregular attendance of miners and loaders special instructions in regard to them were issued in respect of the Profit Sharing Bonus payment that was made in 1937. Whereas all other employees were required to be continuously on duty during the year 1936-37 except for breaks not exceeding in the aggregate 30 days in order to qualify for the Profit Sharing Bonus it was laid down that for miners and loaders the bonus will be paid to any of them who had been on duty during the

year 1936-37 for 230 days or more. Further, Profit Sharing Bonus scheme was admitted as a special concession to certain categories of the employees of the contractors in the Collieries employed on work identical with corresponding categories of the Company's employees.

The number of employees who were benefited by the Profit Sharing Bonus scheme of 1936-37 were as follows :—

	Jamadoba including Digwardih.		Malkera Choitodih.	
	Number.	Proportion to total.	Number.	Proportion to total.
Company's miners and loaders who received the bonus.	71	7%	Nil	..
Company's employees other than miners and loaders who received the bonus.	964	80%	153	60.0%
Contractors' miners and loaders who received the bonns.	Nil	..	60	7.5%
Contractors' employees other than miners and loaders who received the bonus.	20	..	305	29.0%

Questions 58 to 64.—The answers to these questions for the Jamshedpur Works apply *mutatis mutandis* to the Collieries.

Question no. 65.—

Answer.—The Collieries belonging to the Tata Iron and Steel Company are excluded from the scheme of production to the Steel Industry ; also please see answer for the Jamshedpur Works.

F.—Rationalization.

Question no. 69.—

Answer.—For the more economical and safe working of the Collieries it has all along been the policy of the Company to

instal the most modern machinery and equipment and to introduce the most up to date methods of working. As instances in point, the following might be cited :—

- (1) The introduction of Permitted Explosives and Safety Lamps in the interests of safety, to prevent explosions and also keep the atmosphere of the Mine in a healthier condition.
- (2) The installation of Mechanical Screening Plant and Scraper on the surface for loading and sizing of coal into wagons.
- (3) The installation of Joy Loader underground for loading coal into tubs.
- (4) The installation of Coal Cutting Machines to facilitate the cutting and hewing of coal.
- (5) More extensive employment of Locomotives for the haulage of Mine Cars to and from the surface.

Neither by the installation of the new plant, machinery and equipment, nor by the introduction of improved methods of working have the workers been subjected to increased fatigue, nor has their earning capacity been adversely affected. It has also been found generally for the same reasons as are stated in the answer to these questions for the Jamshedpur Works that the total number of employees at the Collieries has not fallen but has on the contrary increased. In January 1929 the total number of Company's employees was 2,579. In 1938 the number rose to 4,957 ; and during this period no workers were discharged for reduction of establishment.

G.—Welfare Work.

I. EDUCATION.

Question no.70.—

Answer.—(a) No, we do not employ children in the Collieries.

(b) At Jamadoba Colliery one day school up to the Lower Primary Standard has been provided. The number on the roll of this school is 78 boys and 28 girls. A proposal to raise this school to the Middle English Standard is at present under consideration.

The Company have also provided at Jamadoba one Lower Primary Standard Night School. There are 21 boys on the roll of this school.

At Malkera-Choitodih Colliery one day school of the Lower Primary Standard has been provided. The number on the roll of this school is 53. Proposals for making extension to the school building and raising it to the Middle English Standard are under consideration.

The construction of a school building at the Sijua Colliery, which will teach up to the Lower Primary Standard, has just been sanctioned.

No school exists for the adult employees.

Question no. 71.—

*Answer.—*A Reading Room and small Library is located near the Jamadoba Colliery Recreation Club and one is situated near the Malkera-Choitodih Colliery Recreation Club. The average daily attendance at both these institutions is about 30.

It is proposed to open a Recreation Club with a Library at Sijua Colliery.

II. HEALTH.

Question no. 72.—

Answer.—(a) The Government have provided a well equipped hospital at Dhanbad. Employees of the Company and of the Contractors at our Collieries who are seriously ill or need X-Ray examination are sent to this hospital for treatment or examination.

(b) The Company maintains three hospitals and dispensaries in charge of qualified doctors at Jamadoba, Malkera-Choitodih and Sijua Collieries. All employees of the Company and of the Contractors and their families receive free treatment and free supplies of medicine at these hospitals and dispensaries. Near relatives of these employees also receive free treatment.

The Jamadoba Hospital is the largest. It has ten beds for the treatment of indoor patients. The number of outdoor patients treated and supplied with medicine at this Hospital during the year 1937 was 16,473 of which number 7,771 were new cases.

An Isolation Ward exists at Jamadoba for the treatment of patients suffering from infectious diseases.

A qualified midwife and nurse attends to maternity cases and assists the doctor in the examination and treatment of women.

(c) The Jharia Mines Board of Health supplies the Company with vaccines and lymphs free of cost. This Board has also taken in hand anti-malaria, anti-leprosy and anti-tuberculosis work.

General.—We consider the existing facilities adequate. The important matter of health of the workers at our Collieries receives constant and careful attention with a view to the provision of improved arrangements whenever conditions require them.

Question no. 73.—

Answer.—Free treatment and free supply of medicine to all workers including Contractors' employees and their families. This concession is also extended to others living with the employees.

Question no. 74.—

Answer.—At present there is no system of medical examination on first appointment or periodically during service. The question of introducing some system of medical examination will receive consideration.

Question no. 75.—

Answer.—Small-pox, Malaria and Influenza.

There are no occupational diseases.

Question no. 76.—

Answer.—Yes. Vaccines and lymphs are issued free to Company's employees and others living on the Company's premises. Quinine and Influenza tablets are also distributed free.

Special arrangements exist for jungle clearing and a certain amount of other anti-malarial work is undertaken by the Company. Constant vigilance is exercised to prevent Cholera and Small-pox being imported into the Colliery area and also to prevent the spread of these diseases when they occur.

The Jharia Mines Board of Health exercise a measure of control through their staff of inspectors over the Company's arrangements in matters affecting the health of persons living on the Company's premises. The Board of Health have, it is understood, under consideration the question of undertaking further anti-malarial measures with a view to reduce the incidence of malaria in the Colliery area.

Question no. 77.—

*Answer.—*Not to our knowledge.

Question no. 78.—

Answer.—(a) Yes.

(b) Yes ; latrines are generally used as urinals.

(c) In bungalows for the supervisors and clerical establishments generally inside bathing places are provided, but for the miners and other labourers, outside bathing and washing places with sufficient water are provided. The question of providing privacy at the open bathing and washing places is under consideration.

Question no. 79.—

*Answer.—*Filtered water-supply for surface consumption is provided by the Jharia Water Board from the Topchanchi Waterworks. The present policy of the Water Board is directed towards restricting the supply by penalising consumption in excess of prescribed limits.

During the hot season, drinking water is stored by the labourers in earthenware *chatties* to cool the water.

Underground water-supply of a wholesome nature is generally provided from natural springs. Where these springs are not considered adequate the Chief Inspector of Mines has ample powers to compel provision of water-supply from other sources.

Question no.80.—

*Answer.—*Same answer as for the Jamshedpur Works.

Question no. 81.—

*Answer.—*Same answer as for the Jamshedpur Works.

Question no. 82.—

*Answer.—*Same answer as for the Jamshedpur Works.

III. HOUSING.

Question no. 83.—

Answer.—(a) Particulars concerning the quarters provided by the Company both for its employees and the Contractors' employees are given below :—

	Jamadoba including Digwardih.	Malkera-Choitodih.	Sijua.	Total.
(1) Bungalows for Superior Supervising Staff.	16	6	12	34
(2) Quarters of Clerks, Artisans and other upper subordinates.	44	21	41	106
(3) <i>Dhowrahs</i> for miners, coolies, etc.	1,153	424	642	2,219

All types of houses occupied by the workers are approved by the Jharia Mines Board of Health.

The minimum floor space of each *Dhowrah* room allowed by the Jharia Mines Board of Health is 100 sq. feet and the minimum air space is 1,000 cubic feet.

(b) No houses are provided by Public Authority for workers in the Company's collieries.

(c) No houses are provided by Private Landlords for workers in the Company's collieries.

(d) There are 389 houses (330 at Jamadoba and 59 at Malkera-Choitodih) belonging to the workers themselves all of which are occupied by them.

Question no. 84.—

Answer.—Except for the 389 employees who have built houses for themselves and for a portion of the casual labourers' all the employees at the Collieries, both of the Company and Contractors are quartered in accommodation provided by the Company.

Question no. 85.—

Answer.—All quarters are provided rent-free.

Question no. 86.—

Answer.—None, as they are not required.

Question no. 87—

Answer.—There is no necessity for any such scheme

IV. REST AND RECREATION.

Question 88.

Answer.—(a) Football is the most popular outdoor game. Several suitable football grounds have been provided. Facilities have also been provided for tennis, badminton, volley-ball and to a small extent long jump and putting the shot. Further facilities have been provided for the Indian game of "Kabadi".

(b) In the Colliery Recreation Clubs at Jamadoba and Malkera Choitodih, facilities exist for playing cards, chess, ping-pong, etc.

(c) Dramatic performances are held periodically and all workers are admitted free to such performances. Radio sets have been installed by the Company at Jamadoba, Malkera-Choitodih and Sijua collieries.

(d) The Recreation Clubs make their own arrangements for refreshments.

Question no. 89—

Answer.—(a) Underground—No females are employed and no separate shelters are necessary.

(b) Surface—Men and women are generally not employed at the same places and hence the necessity for separate shelters has not arisen.

Question no. 90—

Answer.—No.

H.—Indebtedness.

Question no. 91—

Answer.—It is not possible for us to answer the question except in a general way.

It is understood that many of the weekly paid labourers purchase a large part of their regular requirements by cash payment on pay days, which coincide with market days.

Most of the monthly-paid labourers get their requirements from Jharia and Dhanbad, on market days. Some of them get a month's credit and other purchase on cash payment.

From such information as we could gather, credit prices are about six pies to an anna in the rupee higher than cash prices.

Question no. 92—

Answer.—We think that the best arrangement would be for the employees themselves to form a Co-operative Store. We would, however, see no objection to proper organised Trade Unions establishing and running a Co-operative Store for the employees.

Question no. 93—

Answer.—Please see answer for the Jamshedpur Works. Payments, etc., regarding collieries are extremely prompt as will be noted from the answer to question 54.

Question no. 94—

Answer.—In special cases under the sanction of the General Manager of the Company, advances are given to meet expenses on account of the sickness of an employee or of a member of his family. Such advances are made upto a limit of 3 months' pay. They are recoverable in monthly instalments not exceeding 13 according to the wishes of the employee. Interest is charged on such advances at the rate of $4\frac{1}{2}$ per cent per annum. In addition to such advances workers obtain loans from the Provident Fund in accordance with the rules of the Fund.

Question no. 95—

Answer.—Same answer as for the Jamshedpur Works.

Question no. 96—

Answer.—Same answer as for the Jamshedpur Works.

Question no. 97—

Answer.—Same answer as for the Jamshedpur Works.

Question no. 98—

Answer.—We think that a beginning might be made by the establishment of a Co-operative Stores Society by the employees themselves (see answer to Question 92). The question of establishing other Co-operative Societies can be considered if the Co-operative Stores Society proves a success.

I.—Workmen's Compensation.

Question no. 99—

Answer.—

Year.	Colliery.	Nature of accidents.			
		Minor.	Serious.	Fatal.	Total.
1	2	3	4	5	6
1935 ..	Jamadoba ..	23	2	2	27
1936 ...	Ditto ..	21	2	1	24
1937 ...	Ditto ..	23	4	5	32
1935 ..	Malkera-Choitodih ..	Nil	2	3	5
1936 ..	Ditto ..	6	1	1	8
1937 ..	Ditto ..	4	1	1	6
1935 ..	Sijua ..	} Colliery not open.			
1936 ..	Do. ..				
1937 ..	Do. ..				
		5	..	..	5

Question no. 100—

Answer.—

Year.	Colliery.	Number of accidents.	Compensation paid without reference to Commissioner.	Compensation paid after reference to Commissioner.
1935 ..	Jamadoba ..	27	25	2
1936 ..	Ditto ..	24	23	1
1937 ..	Ditto ..	32	27	5
1935 ..	Malkera ..	5	2	3
1936 ..	Ditto ..	8	7	1
1937 ..	Ditto ..	6	5	1
1935 ..	Sijua ..	} Colliery not open.		
1936 ..	Do. ..			
1937 ..	Do. ..			
		5	5	..

Cases are referred to the Commissioner in the following circumstances :—

- (a) When there is a dispute. No cases have been recorded in this category.
- (b) In all accidents resulting in death the compensation is paid through the Commissioner. Thirteen cases were dealt with in this manner.

Question no. 101—

Answer.—No.

We have therefore no suggestions to make.

Question no. 102—

Answer.—No. We have no amendments to suggest.

J.—Trade Union.

Question no. 103—

Answer.—Yes.

The Tata's Collieries' Labour Association established in 1930.

Question no. 104—

Answer.—Yes, the Tata's Collieries' Labour Association has been registered with the Registrar of Trade Unions since 1930.

Question no. 105—

Answer.—Yes, the Tata's Collieries' Labour Association has been recognised by the Tata Iron and Steel Company since 1930.

Question no. 106—

Answer.—The Tata's Collieries' Labour Association is the only Trade Union in the Company's Collieries.

Question no. 107—

Answer.—The answer to the first part of the question is in the negative ; the second part of the question does not arise.

Question no. 108—

Answer.—Yes, see answer to Question 109.

Question no. 109—

Answer.—The Tata's Collieries' Labour Association is affiliated to the All-India Trade Union Congress.

Question no. 110—

Answer.—The answer given to Question 110 for the Jamshedpur Works applies *mutatis mutandis* to the Collieries.

Question no. 111—

Answer.—The total number of Company's employees, is 5,048. We have no information as to the number of employees who belong to the Tata's Collieries' Labour Association.

Question no. 112—

Answer.—We do not know the composition of the Executive Committee, if any. There is no record of its present constitution in the Trade Union Records Office at Patna.

For the second part of the question we have no precise information.

Question no. 113—

Answer.—Please see answer to Question 113 relating to the Jamshedpur Works. What is stated there applies *mutatis mutandis* to our Collieries. Actually the Tata's Collieries' Labour Association has not so far done anything in the way of welfare activities.

Question no. 114—

Answer.—We have no Works Committee at the Collieries.

Question no. 115—

Answer.—Yes, the arrangement with the Tata's Collieries' Labour Association that the General Secretary of the Association is allowed to represent to the Superintendent or Deputy Superintendent of the Coal Department all grievances of the members of the Union.

Question no. 116—

Answer.—Same answer as the Jamshedpur Works.

Question no. 117—

Answer.—No, the Company has never placed any restrictions on its Colliery employees joinining a Trade Union or becoming office bearers or active members thereof.

K.—Industrial Peace.

Question no. 118—

Answer.—One general strike at the Jamadoba Colliery in 1932.

Question no. 119—

Answer.—The strike of 1932 lasted for twenty-nine days after which men returned to work.

Question no. 120—

Answer.—The workers were dissatisfied with the reduction in wages made by the Company due to trade depression.

Question no. 121—

Answer.—The strike was called off unconditionally.

Question no. 122—

Answer.—See answer to Question 119.

Question no. 123—

Answer.—It is understood that the workers were supported partly from the funds of the Tata's Collieries' Labour Association and partly by donations by the public.

Question no. 124—

Answer.—The amount lost in wages by the workers was roughly Rs. 35,000. No estimate was made at the time of the loss to the Company as a result of the strike. It is not possible to make a reliable estimate now.

Question no. 125—

Answer.—There are two Labour Supervisors at the Company's Collieries. These Labour Supervisors are constantly in touch with all sections of the labour, investigate their grievances and bring them to the notice of the Managers and Superintendents. These Supervisors are liaison officers between labour and the administrative staff.

In addition every employee of the Company from the lowest paid labourer has at all times access to the Manager, Deputy Superintendent, Assistant Superintendent and the Superintendent of the Coal Department.

Question no. 126—

Answer.—Please see answer to Question 125.

No jobbers are employed.

Question no. 127—

Answer.—There is no permanent joint machinery.

Question no. 128—

Answer.—The answer as for the Jamshedpur Works applies equally to the Collieries.

Question no. 129—

Answer.—Same answer as for the Jamshedpur Works.

Question no. 130—

Answer.—Same answer as for the Jamshedpur Works.

Question no. 131—

Answer.—Same answer as for the Jamshedpur Works.

Question no. 132—

Answer.—As the collieries are only part of the Works of the Steel Company and their production is utilised for the manufacture of iron and steel, no separate balance sheets or profit and loss accounts are maintained for the collieries. Their accounts are incorporated in the accounts of the Steel Company regarding which full information has been supplied in answer to Question no. 132 for the Jamshedpur Works.

Question no. 133—

Answer.—No answer.

Question no. 134—

Answer.—Please see the answer for the Jamshedpur Works.

Question no. 135—

Answer.—We have no alterations or improvements to suggest.

APPENDIX ' A ' to Answer 16.**TERMS OF APPRENTICESHIP.**

1. A candidate shall not be eligible for apprenticeship until he reaches the age of 17 years.

2. Apprentices may be taken into the Electrical and the Mechanical Departments up to a limit of 50 per cent of the average number of trained Mechanics employed during the preceding year.

3. The educational qualifications required for apprentices taken into the Electrical Department will be not of a lower standard than Middle (English) passed or other equivalent qualification and in the Mechanical Department not of a lower standard than the fourth standard.

4. An apprentice will start work on six months' probation without pay on a letter of appointment and at the end of this term if his work and conduct are satisfactory he will be required to execute an Apprenticeship Agreement.

5. An apprentice's pay for six months after the probationary period will be Rs. 10 per month, after which i.e., during the second year of his apprenticeship he will be paid Rs. 12-8-0, during the third year Rs. 15, during the fourth year Rs. 20 and during the fifth year Rs. 25.

6. A limited number of apprentices if they prove after three years' apprenticeship or at any subsequent time to be specially promising will be eligible for an additional Rs. 10 per month "Bonus pay" for the remainder of their apprenticeship or as long as their work continues satisfactory. This concession will be limited to 10 per cent of the total number of apprentices serving and subject to the decision of the Superintendent, Coal Department.

7. Apprentices will be paid monthly and be eligible for 22 days' leave after each completed year's service.

8. An apprentice having educational qualification of Matriculation or its equivalent or higher qualifications may, provided he qualifies under paragraph 6, apply to serve a term of apprenticeship in departments other than the Electrical and Mechanical departments. It will be at the sole discretion of the Superintendent, Coal Department to admit an applicant to such apprenticeship.

**APPENDIX ' A ' .
AGREEMENT.**

This indenture made this.....day of.....**ONE THOUSAND NINE HUNDRED AND THIRTY.....**
BETWEEN.....son of.....of the first and Messrs.
The Tata Iron and Steel Company, Limited, **COLLIERIES**
of the second part.

Witness that the said.....now aged.....or
thereabouts with the approbation of the said.....his.....
agrees to serve the **TATA IRON AND STEEL COMPANY,
LIMITED.** Their Successors or assigns to learn their said arts
of business after the manner of an **APPRENTICE** to serve them
as hereinafter mentioned for the term of **FIVE YEARS** from
theday of.....193 during which time the said apprentice
shall and will truly and faithfully serve the said Company as an
.....apprentice and diligently attend to the said art or business
during the accustomed hours of the Collieries or such reasonable
hours as may for the time being be required of him and shall
keep the secrets of his said masters and of his employers and
customers and their lawful commands willingly obey and shall
not nor will absent himself from the service of his said masters
without their consent first obtained in writing or unless obliged
to do so by illness.

He shall not willingly do or suffer to be done by others, any
loss or damage to the goods, monies, or other things of his said
masters or lend them to any person without their consent, but
shall in all things conduct himself honestly and diligently and
soberly towards his said masters as a good and faithful apprentice
ought to do.

The Company will during the said term of **FIVE YEARS** to
the best of their power, skill and knowledge teach and instruct
or cause to be taught and instructed the said.....
in the art.ofin accordance with the terms laid
down on the reverse.

Certified to have.....
.....

Signature.

Certified to be Medically fit to carry out the duties stated
in the indenture.

Medical Officer.

Signed.....(Apprentice).
Signed.....(Witness).
Signed.....(Guardian).
Signed.....(Witness).

Manager.

APPENDIX ' B ' to Answer 17.

**DETAILS OF THE NUMBER OF PROMOTIONS DURING
THE LAST FIVE YEARS.**

JAMADOBA COLLIERY.

- 1 From Manager to Deputy Superintendent, Coal Department Rs. 1,100 per month to Rs. 1,200 per month.
- 1 From Assistant Electrical Engineer to Mechanical Engineer Rs. 300 per month to Rs. 650 per month.
- 1 From Fitter to Power House Assistant Rs. 54 per month to Rs. 75 per month.
- 1 From General Clerk to Assistant Ledger Keeper Rs. 33 per month to Rs. 40 per month.
- 1 From Head Latheman to Foreman Rs. 61-12-0 per month to Rs. 70 per month.
- 1 From Driller to Fitter Rs. 22-8-0 per month to Rs. 30 per month.
- 1 From Khalasi to Latheman Rs. 20 per month to Rs. 1-4-0 per day.
- 1 From Fitter to Electrician Rs. 63 per month to Rs. 78 per month.
- 4 From Apprentices to Fitters Rs. 25 per month as allowance to Rs. 38-8-0 per month.
- 1 From Coolie to Fitter 0-10-0 per day to Rs. 1-4-6 per day.
- 1 From Coolie to Assistant Tindal Re. 1 per day to Rs. 1-8-0 per day.
- 1 From Assistant Despatch Clerk to Despatch Clerk Rs. 49-8-0 per month to Rs. 71-12-0 per month.
- 1 From Weigh Clerk to Assis'ant Despatch Clerk Rs. 45 per month to Rs. 49-8-0 per month.
- 1 From General Clerk to Weigh Clerk Rs. 30 per month to Rs. 40 per month.
- 1 From Assistant Ledger Keeper to Typist Rs. 40-8-0 per month to Rs. 80 per month.
- 1 From Junior Clerk to Record Clerk Rs. 22 per month to Rs. 35 per month.

- 1 From Assistant Surveyor to Surveyor Rs. 60 per month to Rs. 75 per month.
- 1 From Loading Clerk to Assistant Coal Inspector Rs. 45 per month to Rs. 60 per month.
- 1 From Assistant Time-keeper to Loading Clerk Rs. 33 per month to Rs. 40 per month.
- 1 From Assistant Incharge to Assistant Manager Rs. 150 per month to Rs. 250 per month.
- 1 From Assistant Incharge to Assistant Coal Inspector Rs. 150 per month to Rs. 200 per month.
- 1 From Assistant Surveyor to Assistant Incharge Rs. 60 per month to Rs. 100 per month.
- 1 From Apprentice to Assistant Incharge Rs. 55 per month to Rs. 100 per month.
- 3 From Mining Sirdars to Deputy Overmen :—
 - 1 from Re. 0-14-6 per day to Rs. 33 per month.
 - 2 „ „ 1-0-0 per day to Rs. 35 per month.
- 1 From Munshi to Assistant time-keeper Re. 1-0-0 per day to Rs. 33 per month.
- 3 From Loco Coolies to Loco Drivers :—
 - 1 From Re. 0-12-9 per day to Rs. 1-1-9 per day.
 - 2 „ „ 0-14-6 per day to Rs. 1-3-9 per day.
- 1 From Machine Cooly to Machine Driver Rs. 1-0-9 per day to Rs. 2-0-6 per day.
- 3 From Pump Khalasies to Haulage Khalasies Re. 0-9-0 per day to Re. 0-10-6 per day.
- 1 From Stone Cutter to Mining Sirdar Re. 0-13-0 per day to Re. 1-0-0 per day.
- 1 From Miner to Mining Sirdar Re. 1-0-0 per day.
- 2 From Gate Boys to Stone Checkers Re. 0-6-9 per day to Re. 1-0-0 per day.
- 1 From Stone Cutter to Loading Clerk Re. 0-13-0 per day to Re. 1-0-0 per day.
- 1 From Trolleyman to Hookman Re. 0-10-0 per day to Re. 0-11-0 per day.

- 1 From Cooly to Stone Cutter Re. 0-8-9 per day to Re. 0-10-0 per day.
- 9 From Coolies to Propping Mistries Re. 0-8-9 per day to Re. 0-13-3 per day.
- 1 From Cooly to Track Jamadar Re. 1-0-0 per day to Re 1-8-0 per day.
- 2 From Coolies to Line Mistries Re. 0-9-0 per day to Re. 1-0-0 per day.
- 1 From Trolleyman to Banksman Re. 0-10-0 per day to Re. 0-11-0 per day.
- 1 From Time-Keeper to Head Clerk and Cashier Rs. 35 per month to Rs. 50 per month.
- 1 From Attendance Clerk to Time-Keeper Re. 0-11-9 per day to Rs. 30 per month.
- 1 Fitter to Head Fitter Rs. 40 per month to Rs. 50 per month.
- 2 Fitter Mining Sirdars to Overmen Re. 1 per day to Rs. 36 per month.
- 1 Fitter Assistant Incharge to Manager Rs. 250 per month to Rs. 400 per month.
- 1 Fitter Despatch Clerk to Head Clerk Rs. 71-12-0 per month to Rs. 81 per month.
- 1 Fitter Attendance Clerk to Service Record Clerk Re. 0-14-6 per day to Rs. 38-8-0 per month.
- 1 From Issue Clerk to General Clerk Rs. 55 per month to Rs. 60-8-0 per month.
- 1 From Track Assistant to Assistant Coal Inspector Rs. 157-8-0 per month to Rs. 200 per month.
- 1 From Machine driver to T. W. Fitter Rs. 2-0-9 per day to Rs. 67 per month.

APPENDIX 'B'

APPENDIX ' B ',

Details of increases in Salaries and Wages of the employees from 1933-34 to 1937-38 inclusive.

JAMADIBA COLLIERY,

MONTHLY-PAID EMPLOYEES.

Designation,	April to Dec. 1933.		1934.		1935.		1936.		1937.		Jan. to March 1938.	
	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs. s. p.		Rs. s. p.		Rs. s. p.		Rs. s. p.		Rs. s. p.		Rs. s. p.
Elec. Engineer...	1	900 0 0 to 1,000 0 0	...	.....	...	.....	...	.....	1	900 0 0 to 1,000 0 0	...	.....
Medical Officer...	1	415 0 0 to 445 0 0	...	.....
Ast. Doctor	1	63 0 0 to 70 0 0	...	.....	...	.....	1	70 0 0 to 77 0 0	...	... ..
Compounder	1	72 4 0 to 79 8 0
Hosp. Ward Boy	1	90 0 0 to 22 0 0	...	.....

Power House Asst.	...	.....	...	.....	...	.....	2	1- 222 12 0 to 250 0 0 1- 75 0 0 to 90 0 0	...	.....	...	.....
Store Keeper	...	.....	...	.....	...	.....	1	90 0 0 to 115 0 0	...	.....	1	115 0 0 to 126 8 0
Typist	...	.....	...	.....	...	.....	...	.....	2	1- 50 0 0 to 55 0 0 1- 65 0 0 to 72 0 0	1	72 0 0 to 80 0 0
Head Surveyor...	...	.....	1	89 0 0 to 100 0 0	...	.....	...	.....	1	100 0 0 to 120 0 0	1	120 0 0 to 132 0 0
Surveyor (Supdt.'s Office).	...	.....	...	.....	...	.....	...	.....	1	55 0 0 to 75 0 0	...	.....
Weigh Clerk	...	.....	...	.....	...	.....	...	.....	...	.....	1	40 0 0 to 44 0 0
General Clerk	...	.....	1	24 12 0 to 30 0 0	...	.....	...	.....	...	.....	...	.....
Head Clerk (Supdt.'s Office).	...	.....	...	.....	...	.....	...	.....	...	.....	1	105 0 0 to 115 8 0
Head Clerk (Manager's Office).	...	.....	...	.....	...	.....	...	.....	...	.....	1	90 0 0 to 110 0 0
Accounts Clerk	...	.....	...	.....	...	.....	1	57 12 0 to 65 0 0	1	65 0 0 to 71 0 0	...	.....
Despatch Clerk	...	.....	...	.....	...	.....	...	.....	1	71 12 0 to 79 12 0	...	.....

APPENDIX ' B ',—contd.

Designation.	April to December 1933.		1934.		1935.		1936.		1937.		January to March 1938.	
	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.
Assistant Despatch Clerk.	1	49 8 0 to 55 0 0	...	...
Office Clerk	1	86 0 0 to 89 8 0	...	...
Cost Clerk	1	87 12 0 to 43 0 0	1	43 0 0 to 47 0 0	...	...
Chapraai	5	1— 20 4 0 to 22 8 0 1— 17 8 0 to 19 8 0	...	...
Assistant Ledger-keeper.	1	20 0 0 to 22 0 0	...	...
Overseer	1	120 0 0 to 132 0 0
Assistant Overseer	1	80 0 0 to 88 0 0	...	...

Workshop Clerk	...	...	...	...	1	50 0 0	...	...	...	...	...	...	...
						to 55 0 0	...	...	...	...	...	...	...
Foreman	...	...	...	1	70 0 0	...	...	...	1	80 0 0	...	...	...
					to 80 0 0	...	...	...		to 86 0 0	...	...	...
										1- 30 0 0	1	40 0 0	...
										to 33 0 0		to 45 0 0	...
										1- 46 0 0			...
										to 50 8 0			...
Fitter	...	...	...	...	...	...	...	...	4	1- 78 0 0			...
										to 85 12 0			...
										1- 35 0 0			...
										to 38 8 0			...
Tindal	...	...	...	...	...	...	...	...	1	75 0 0	...	...	...
										to 100 0 0			...
Assistant Engineer.	...	...	...	...	...	...	1	250 0 0	...	...	2	1- 100 0 0	...
								to 300 0 0	...	...		to 135 0 0	...
												1- 250 0 0	...
												to 300 0 0	...
Driller	...	...	...	...	...	...	...	...	1	22 8 0	...	...	...
										to 25 0 0			...
Bell mistry	...	...	...	...	...	...	...	...	1	35 0 0	...	...	...
										to 38 8 0			...
Assistant Coal Inspector.	...	...	2	1- 157 8 0	...	...	...	...	...	...	...	...	...
				to 200 0 0	...	...	...	...	...	...	...	...	...
				1- 175 0 0	...	...	...	...	...	...	...	...	...
				to 200 0 0	...	...	...	...	...	...	...	...	...

APPENDIX 'B'—contd.

Designation.	April to December 1933.		1934.		1935.		1936.		1937.		January to March 1938.	
	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.
Loco and machine Supervisor.	1	79 0 0 to 87 0 0	...	...	...	...	1	87 0 0 to 95 8 0	...	...
Car Driver	1	35 0 0 to 38 8 0	...	...
General Clerk	1	35 0 0 to 38 8 0	...	...
T. W. Fitter	1	67 8 0 to 75 0 0	...	...
										1— 40 8 0 to 45 0 0	...	...
Loading Inspector.	1	35 0 0 to 40 8 0	1	35 0 0 to 40 8 0	...	...	3	1— 40 8 0 to 45 0 0		
										1— 40 8 0 to 45 0 0		
Assistant Manager.	1	300 0 0 to 320 0 0	...	...

Assistant In-charge.	...	...	...	...	...	...	...	...	2	1-100 0 0 to 135 0 0	...	...
Overman	...	...	...	...	1	73 12 0 to 80 0 0	...	...	1	80 0 0 to 88 4 0	...	...
Deputy Overman	...	...	...	...	...	...	...	...	1	35 0 0 to 38 8 0	...	...
Mining Sirdar ...	...	...	...	...	...	...	...	...	18	0 14 6 daily to 1 0 0 each.	28	30 0 0 to 33 0 0
Track Assistant	1	82 8 0 to 100 0 0	...	...	...	...	...	...	1	100 0 0 to 110 0 0	...	...
Safety Lamp Incharge.	...	...	...	...	...	...	...	...	1	30 0 0 to 33 0 0	...	...
Safety Issue Clerk.	...	...	...	...	...	...	...	...	1	27 0 0 to 30 0 0	...	...
Attendance Clerk	...	...	...	...	...	...	...	...	3	27 0 0 to 30 0 0	...	...
R. D. Hookman	...	...	...	...	...	...	...	...	1	31 8 0 to 35 0 0	...	...

APPENDIX " B ":

Details of increases in Salaries and wages of the employees from 1933-34 to 1937-38 inclusive.

JAMADOBA COLLIERY.

WEEKLY-PAID EMPLOYEES.

Designation.	April to December 1933.		1934.		1935.		1936.		1937.		January to March 1938.	
	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.
Stone Cutter	7	6-0 11 9 to 0 13 0 daily 1-0 10 0 to 0 11 0 "	...	...
Propping Mistry	13	12-0 12 0 to 0 13 3 " 1-0 14 6 to 1 0 0 "	...	...
Propping Coolie	17	9-0 8 3 to 0 9 0 " 8-0 8 0 to 0 8 9 "	...	...

Line Coolie	...	...	...	...	...	...	...	...	...	12	0 8 3	...	...
											to 0 9 0	..	...
Packing Coolie...	...	...	...	...	...	...	...	...	...	9	0 6 9	...	...
											to 0 7 6	..	...
Shotfiring Coolie	...	...	...	...	...	...	...	...	...	4	3-0 11 9	...	...
											to 0 13 0	..	...
											1-0 9 0	..	...
											to 0 10 0	..	...
Gate Coolie	...	...	...	...	...	...	...	...	...	17	8-0 7 6	...	...
											to 0 8 0	..	...
											J-0 6 3	..	...
											to 0 6 9	..	...
Under ground Sweeper.	...	...	...	...	...	...	...	...	...	1	0 5 3	...	...
											to 0 8 9	..	...
Pointsman	...	...	...	...	...	...	...	...	...	3	0 9 0	...	...
											to 0 10 0	..	...
Banksman	...	...	...	...	...	...	...	...	...	1	0 10 0	...	...
											to 0 11 0	..	...
Onsetter	...	...	...	...	...	...	...	...	...	3	0 10 0	...	...
											to 0 11 0	..	...
Chaprasai	...	...	...	...	...	...	...	...	...	5	1-0 10 9	...	...
											to 0 11 9	..	...
											3-0 9 0	..	...
											to 0 10 0	..	...
											1-0 10 6	..	...
											to 0 11 0	..	...
Sand Drying Coolie.	...	...	...	...	...	...	...	...	...	1	0 8 0	...	...
											to 0 8 9	..	...

APPENDIX " B ",—contd.

Designation.	April to December 1933.		1934.		1935.		1936.		1937.		January to March 1938.	
	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs. s. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.
Kamin	2	0 6 3 to C 7 0 daily.	...	...
Fireman	2	0 10 6 to 0 11 9 "	...	...
Carpenter	1	1 1 9 to 1 3 6
Rope Splicer, C. H. P. and Dumper Coolies.	4	0 9 0 to 0 10 0 "	...	...
Sub-station Atten- dant.	2	0 10 0 to 0 11 0 "	...	...
Machine Coolie...	1	1 0 9 to 1 2 6 "	...	...
Mining Sirdar	7	1 0 0 to 1 1 6 per day.
Car Checker	4	2-0 14 6 to 1 0 0 " 2-0 11 0 " to 1 0 0 "	...	...

Munshi	...	...	...	...	...	...	...	...	2	0 14 8	...	...
										to 1 0 0	..	...
Attendance Clerk	...	...	...	...	...	...	...	...	4	0 14 8	...	...
										to 1 0 0	..	...
Lamp Checker	...	...	...	...	...	...	...	...	1	0 14 8	...	...
										to 1 0 0	..	...
Loading Clerk	...	...	...	...	...	...	...	...	1	0 18 0	...	...
										to 1 0 0	..	...
Hookman	...	...	...	...	...	...	...	...	1	0 10 0	..	...
										to 0 11 0	..	...
Trolleyman	...	...	...	...	...	...	...	...	10	0 9 0	...	...
										to 0 10 0	..	...
Stone Dusting Coolie.	...	...	...	...	...	...	...	...	8	0 8 0	...	...
										to 0 8 9	..	...
Stone Cutter Sirdar.	...	...	...	...	...	...	...	...	1	1 4 0	...	...
										to 1 6 3	..	...
Stone Cutter	...	...	...	...	...	...	...	...	4	3-0 11 9	...	...
										to 0 13 0	..	...
										1-0 10 0	..	...
										to 0 11 0	..	...
L. C. Coolie	...	...	...	...	...	...	...	...	7	0 8 0	...	...
										to 0 8 9	..	...
Fitter	...	...	...	...	...	...	...	...	1	1 4 0	...	...
										to 1 6 9	..	...

APPENDIX "B".—contd.

Designation.	April to December 1933.		1934.		1935.		1936.		1937.		Jan. 30 to March 28.	
	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.	No. of men.	Details of increase.
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.	...	Rs. a. p.
Punjabi Cooly	19	0 14 6 to 1 0 0 daily	...	...
Night Peon	1	0 9 0 to 0 10 0 "	...	...
D. C. Cooly	9	8-0 9 0 to 0 10 0 " 1-0 8 9 to 0 10 0 " 5-0 8 0 to 0 6 9 "	...	...
Sweeper	1	0 6 9 to 0 7 6 "	...	...
Trimmer	1	0 7 3 to 0 8 0 "	...	...
Chainman	8	7-0 8 0 to 1 8 9 1-0 8 3 to 0 9 0 "	...	...

Shale Pickers ...	...	...	...	...	...	...	...	...	6	0 7 3 to 0 8 0	...	...
Signaller ...	...	...	...	...	...	...	...	...	1	0 9 0 to 0 10 0	...	...
Magazine Guard ...	...	...	...	...	...	...	...	...	1	0 10 6 to 0 11 6	...	...
Siding Peon ...	...	...	...	...	...	...	...	...	2	1-0 9 0 to 0 10 0 1-0 11 6 to 0 11 9	...	...
Office Peon ...	...	...	...	...	...	...	1	0-7-3 to 0-8-6	1	0 8 6 to 0 9 6	...	...
Night Guard ...	...	...	...	...	...	...	...	...	2	1-0 9 0 to 0 10 0 1-0 9 3 to 0 10 3	...	...
Central Store Cooly.	...	...	...	...	...	...	...	...	3	1-0 10 9 to 0 12 0 2-0 9 0 to 0 10 0	...	...
Fitter Cooly ...	...	...	...	...	...	...	...	...	2	0 8 0 to 0 10 9	...	...

APPENDIX 'B'

Details of the number of Promotions during the last Five Years.

PROMOTION.**MALKERA-CHOITODIH COLLIERIES.**

- 1 Manager, from Rs. 500 to Rs. 700 per month.
- 1 From Assistant Engineer to Engineer from Rs. 300 to Rs. 400 per month.
- 1 Assistant Engineer from Rs. 200 to Rs. 300 per month.
- 3 From Overmen to Assistant Managers from Rs. 76-8-0 to Rs. 100 per month.
- 1 From *Sirdar* to Overman from Re. 1 per day to Rs. 33 per month
- 1 From *Sirdar* to Overman from Rs. 0-11-9 per day to Rs. 35 per month.
- 1 From Probation to Assistant Engineer from Rs. 100 to Rs. 110 per month.
- 1 From Apprentice to Electric Fitter from Rs. 25 to 35 per month.
- 1 From Timekeeper to Typist from Rs. 44-10-6 to Rs. 50 per month.
- 1 From Sub-Store Keeper to Timekeeper from Rs. 22-8-0 to Rs. 30 per month.
- 2 From Electric Coolies to Electric Fitters from Re. 0-12-0 to Re. 1-0-0 per day.
- 3 From Pump Coolies to Pump *Khalasis* from Re. 0-8-0 to Re. 0-11-0 per day.
- 1 From Assistant Surveyor to Head Surveyor from Rs. 66 to Rs. 90 per month.
- 1 From Attendance Clerk to Safety Lamp Clerk from Rs. 24-6-3 to Rs. 30 per month.

APPENDIX 'B'.

Details of increases in Salaries and Wages of the employees from 1933-34 to 1937-38 inclusive.

MALKERA-CHOITODIH COLLIERIES.

MONTHLY-PAID EMPLOYEES.

Designation.	1933-34.		1934-35.		1935-36.		1936-37.		1937-38.	
	From	To	From	To	From	To	From	To	From	To
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Manager ...	855 0 0	902 8 0*	902 0 0*	950 0 0*	.....	.....	.....	.....	.....	.....
Engineer ...	450 0 0	475 0 0*	475 0 0	500 0 0*	.....	.....	.....	.....	.....	.....
Manager ...	.....	.....	.....	.....	.....	.....	.....	.....	500 0 0	700 0 0
									Increases on promotion and transfer.	
Engineer ...	.....	.....	.....	.....	.....	.....	300 0 0	400 0 0	.....	.....
							Increase on promotion and transfer.			
Asstt. Manager ..	.....	.....	.....	.....	.....	.....	200 0 0	300 0 0	.....	.....
							(Increase on promotion and transfer.)			
Overman ...	.....	.....	55 0 0	70 0 0	.....	.....	.....	.....	.....	.....
Loading Clerk ...	27 0 0	30 0 0	.....	.....	.....	.....	.....	.....	30 0 0	33 0 0

Designation.	1933-34.		1934-35.		1935-36.		1936-37		1937-38	
	From	To	From	To	From	To	From	To	From	To
Timekeeper ...	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
	84 10 6	44 10 6	.....	.....	.....	.....	44 10 6	50 0 0	50 0 0	54 0 0*
	(for extra work as typist).						(Promoted as typist.)			
General Asstt. ...	.....	.....	27 0 0	32 0 0	.....	.....	.....	.....	32 0 0	35 0 0*
Asstt. Manager...	285 0 0	300 0 0*	.....	.....	.....	.....	.....	.....	.....	.....
Do. ...	.....	.....	78 8 0	100 0 0	.....	.....	.....	.....	100 0 0	135 0 0
			(Promoted as an Asstt. Manager.)							
Do. ...	.....	.....	78 8 0	100 0 0	100 0 0	135 0 0	.....	.....	135 0 0	150 0 0
			(Promoted as an Asstt. Manager.)							
Overman ...	.....	.....	50 0 0	67 8 0	67 8 0	76 8 0	100 0 0	.....	.....	.....
Asstt. Electrician	.....	.....	81 0 0	90 0 0	.....	.....	.....	.....	90 0 0	99 0 0*
Elec. Fitter ...	.....	.....	27 0 0	30 0 0	.....	.....	.....	.....	.....	.....
Fireman Tindal	.....	.....	.....	.....	27 0 0	35 0 0	.....	.....	35 0 0	41 12 9
Fireman ...	.....	.....	.....	.....	24 8 0	27 0 0	.....	.....	27 0 0	29 8 0*
Elec. Apprentice	.....	.....	.....	.....	15 0 0	20 0 0	20 0 0	25 0 0	25 0 0	35 0 0 (Promoted as an Elec. Fitter.)

Do.	...	.....	.....	12 8 0 15 0 0	15 0 0 21 8 0
Asstt. Engineer	.....	.....	.....	100 0 0 110 0 0	110 0 0 121 0 0
Store- Keeper ...	.....	.....	.....	47 4 0 55 0 0	55 0 0 60 4 0*
Sub-Store-keeper	.....	.....	.....	22 8 0 30 0 0	30 0 0 32 8 0*
				(Promoted as a Time- Keeper.)	
Overman	...	.....	.....	.....	100 12 9 112 0 0*
Do.	...	.....	.....	.....	36 0 0 40 0 0*
Do.	...	.....	.....	.....	40 8 0 45 0 0*
Do.	...	.....	.....	.....	40 0 0 44 0 0
Sirdar	...	.....	0 11 9 p. d. 35 p. m.	.....	35 0 0 38 8 0
			(Promoted as an Overman.)		
Mining Appren- tice.	.....	.....	.....	.....	50 0 0 55 0 0
Sampler	...	.....	.....	.....	30 0 0 33 0 0
Sub-Storekeeper	.....	.....	.....	.....	22 8 0 25 0 0*
Safety Lamp Clerk	.....	.....	.....	.....	27 0 0 30 0 0*
Do.	...	.....	.....	.....	27 0 0 30 0 0*

125

* Increase shown against asterisks represents the restoration of 10 per cent cut of June 1932.

Designation.	1933-34		1934-35		1935-36		1936-37		1937-38	
	From	To	From	To	From	To	From	To	From	To
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Attendance Clerk		24 6 3	27 0 0*
Do.		24 6 3	27 0 0
Do.		24 6 3	27 0 0*
Attendance Clerk		24 6 3	30 0 0
Head Clerk		(Promoted as a Safety Lamp Clerk.)	
Office Clerk		99 0 0	110 0 0*
Despatch Clerk...		45 0 0	50 0 0
Asstt. Surveyor...		40 8 0	45 0 0*
Do.		59 8 0	90 0 0
Doctor		(Promoted as a Head Surveyor.)	
Dresser & Compounder.		0 12 2 p. d.	30 p. m.	.....		.....		30 0 0	33 0 0
Asstt. Manager...		148 8 0	165 0 0*
Cash Peon		30 0 0	32 8 0*
Dak Peon		100 0 0	110 0 0
		19 12 9	22 0 0*
		16 8 3	18 0 0

Office Peon ...	.....	.....	.....	.....	.....	16	3	3	18	0	0*
Do. ...	.....	.....	.....	.....	.....	16	3	3	18	0	0*
Night Watchman	.....	.....	.....	.....	.....	19	12	9	22	0	0*
Do. ...	.....	.....	.....	.....	.....	19	12	9	22	0	0*
Head Fitter ...	.....	.....	.....	.....	.....	81	0	0	90	0	0*
Mech. Fitter ...	.....	.....	.....	.....	.....	47	4	0	52	8	0*
Do. ...	.....	.....	.....	.....	.....	38	0	0	40	0	0*
Fireman ...	.....	.....	.....	.....	.....	22	0	9	24	8	0*
Elec. Fitter ...	.....	.....	.....	.....	.....	30	0	0	33	11	0*
Elec. Engine Dri- VER.	.....	.....	.....	.....	.....	29	11	3	33	0	0*
Do. ...	.....	.....	.....	.....	.....	19	11	3	33	0	0*
Do. ...	.....	.....	.....	.....	.....	29	11	3	33	0	0*

Increase shown against asterisks represents the restoration of 10 per cent cut of June 1932.

'APPENDIX 'B'.

Details of increases in Salaries and Wages of the employees from 1932-34 to 1937-38 inclusive.

MALKERA-CHOITODIH COLLIERIES.

WEEKLY-PAID EMPLOYEES.

Designation.	1932-34.			1934-35.			1935-36.			1936-37.			1937-38.		
	No.	From	To	No.	From	To	No.	From	To	No.	From	To	No.	From	To.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		Rs. s. p.		Rs. s. p.		Rs. s. p.		Rs. s. p.		Rs. s. p.		Rs. s. p.		Rs. s. p.	
Electric Fitter	1	0 9 0	...	.....	...	.....	...	.....	3	0 12 0		0 12 0			
Cooly.	p. d.	0 12 0	...	.....	...	.....	...	.....	to	0 13 0 ^a		0 13 0 ^a			
Electric Fitter	2	0 10 10	...	.....	1	0 12 0	1	0 12 0	2	1 0 0		1 0 0			
Cooly.	p. d.	0 12 0	...	.....	to	1 0 0	to	1 0 0	to	1 1 3		1 1 3			
								(Promoted to Electric Fitter.)							
Chainmen	...	.....	...	.....	...	.....	...	.....	3	0 7 3		0 7 3			
									to	0 8 0 ^a		0 8 0 ^a			
Magazine Chap-rasi.	...	.....	...	.....	...	.....	...	.....	2	0 8 10		0 8 10			
									to	0 9 9 ^a		0 9 9 ^a			
Mech. Fitter	...	.....	...	.....	...	.....	...	.....	4	1 5 8		1 5 8			
									to	1 8 0 ^a		1 8 0 ^a			

Assistant Fitter	...	.....	...	.....	...	.....	...	.....	1	to	0 11 9 0 13 0*
Machine Fitter Coolies.	...	.....	...	.....	...	.....	...	.....	5	to	0 7 3 0 8 0*
Punjabi Jama- dar.	...	.....	...	.....	...	.....	...	.....	1	to	1 12 10 2 0 0*
Punjabi Coolies	...	.....	...	.....	...	.....	...	.....	3	to	0 14 3 1 0 0*
Weigh Clerk ...	...	.....	...	.....	...	.....	...	.....	1	to	0 10 5 0 11 6*
Store Cooly ...	...	.....	...	.....	...	.....	...	.....	1	to	0 9 6 0 10 6*
Tindal Cooly ...	...	.....	...	.....	...	.....	...	.....	1	to	1 2 0 1 4 0*
Ditto	...	.....	...	.....	...	.....	...	.....	3	to	0 10 10 0 12 0*
Dhowrah Chap- rasi.	...	.....	...	.....	...	.....	...	.....	1	to	0 8 10 0 9 9
Hospital attend- ance.	...	.....	...	.....	...	.....	...	.....	1	to	0 7 3 0 8 0*
Sweepers	...	.....	...	.....	...	.....	...	.....	5	to	0 6 9 0 7 6*
Sweepers Kamina	...	.....	...	.....	...	.....	...	.....	6	to	0 5 5 0 6 0*
Masons	...	.....	...	.....	...	.....	...	.....	2	to	0 13 0 0 14 3

Increase shown against asterisks represents the restoration of 10 per cent cut of June 1932.

Designation.	1933-34.			1934-35.			1935-36.			1936-37.			1937-38.			
	No.	From	To	No.	From	To	No.	From	To	No.	From	To	No.	From	To	
1	2	3	4	5	6	7	8	9	10	11						
		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.				
Mason Coolies...	4							0 6 0
										to						0 7 6
Blacksmith	1							0 15 7
										to						1 1 3*
Hammerman	1							1 9 9
										to						0 10 9*
Bellow Cooly	1							0 5 6
										to						0 7 6
Turner	1							1 1 4
										to						1 3 3*
Carpenters	2							0 14 5
										to						1 0 0*
Bunker Chapra:i	1							0 11 1
										to						0 12 3*
Power House Coolies.	3							0 7 3
										to						0 8 0*
Spare Power House and cooly.	1							0 7 3
										to						0 8 0*

Spare Bellies Engine Khalasi and Main Pump Khalasi.	...	.....	...	.....	...	.....	...	.....	1	to	0 15 7 1 1 3*
Firemen	...	.....	...	.....	...	.....	...	.....	6	to	0 11 6 0 12 9*
Ash Cooly	...	.....	...	.....	...	.....	...	.....	1	to	0 7 3 0 8 0*
Pump Khalasis	...	.....	...	.....	...	.....	...	.....	12	to	0 9 11 0 11 0*
Ditto	...	.....	...	.....	...	.....	...	.....	3	to	0 15 7 1 1 3*
Ditto	...	.....	...	.....	...	.....	...	.....	1	to	0 11 9 0 13 0*
Ditto	...	.....	...	.....	...	.....	...	.....	7	to	0 8 10 0 9 9*
Fan Engine Khalasi.	...	.....	...	.....	...	.....	...	.....	3	to	0 9 11 0 11 0*
Ditto	4	to	0 8 10 0 9 9*
Pump Coolies...	2	to	0 7 3 0 8 0*
Mining Sirdar	10	to	0 11 9 1 0 0
Ditto	2	to	0 14 6 1 0 0*

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Increase shown against asterisks represents the restoration of 10 per cent cut of June 1932.

Designation.	1938-84.			1934-35.			1935-86.			1936-37.			1937-38.		
	No.	From	To	No.	From	To	No.	From	To	No.	From	To	No.	From	To
1	2	3	4	5	6	7	8	9	10	11					
			Rs. a. p.				Rs. a. p.				Rs. a. p.				Rs. a. p.
Loading Chaprasi	1	to	0 11 1				
											0 12 3*				
Do Clerk...	1	to	0 13 1				
											0 14 6*				
Driller	1	to	0 10 10				
											0 12 0*				
Coal Dust Cooly	1	to	0 7 0				
											0 8 0*				
Ditto	5	to	0 6 0				
											0 8 0*				
Coal Dust Sample Cooly.	1	to	0 7 0				
											0 8 0*				
Surface Kamin	36	to	0 5 0				
											0 5 6				
Attendance Clerks.	3	to	0 12 10				
											0 14 3*				
Night Store Chaprasi.	1	to	0 8 10				
											0 9 9*				

* Increase shown against asterisks represents the restoration of 10 per cent cut of June 1932.

APPENDIX—'C' to Answer 49.

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. COOLIES—SURFACE COOLIES (Drawing Annas 12 or less per diem.)

	January 1929.	January 1933.	January 1935.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	202	79	158	197	74	203
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	Rs. a. p. 0 7 0	Rs. a. p. 0 6 9	Rs. a. p. 0 7 6	Rs. a. p. 0 7 0	Rs. a. p. 0 6 9	Rs. a. p. 0 7 0
3. RATE OF WAGES PER MONTH.—	to 0 12 0	to 0 11 3	to 0 12 0	to 0 12 0	to 0 11 3	to 0 12 3
(a) Maximum ...	20 4 0	18 15 9	20 4 0	20 4 0	18 15 9	20 4 0
(b) Minimum ...	11 13 0	11 6 3	12 10 0	11 13 0	11 6 3	11 6 0
(c) Average (Mean of Maximum and Minimum).	16 0 6	15 3 0	16 7 0	16 0 6	15 3 0	15 13 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	3,243 1 0	1,134 4 0	2,587 0 0	3,243 10 3	1,136 9 9	3,124 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	303 6 0	...	...	389 12 0
(c) Total monthly earnings (a+b)...	3,243 1 0	1,134 4 0	2,890 6 0	3,243 10 3	1,136 9 9	3,513 12 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	16 1 0	14 6 0	16 6 0	16 7 0	15 6 0	15 6 0
(b) Total earnings including special and Profit Sharing Bonus.	16 1 0	14 6 0	18 9 0	16 7 0	15 6 0	17 5 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	89
(b) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	115.56
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	...	94
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	...	105.32

APPENDIX 'C'.

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. COOLIES—SURFACE COOLIES (Drawing above Annas 12 per diem.)

	January 1929,	January 1933.	January 1938.	July 1929,	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	30	16	38	38	21	39
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	Rs. a. p. 0 12 6 to 1 0 0	Rs. a. p. 0 12 6 to 0 14 6	Rs. a. p. 0 12 6 to 1 0 0	Rs. a. p. 0 12 6 to 1 0 0	Rs. a. p. 0 12 6 to 0 14 6	Rs. a. p. 0 12 6 to 1 0 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	27 0 0	24 7 6	27 0 0	27 0 0	24 7 6	27 0 0
(b) Minimum ...	21 1 6	21 1 6	21 0 0	21 1 6	21 1 6	21 0 0
(c) Average (Mean of Maximum and Minimum).	24 0 9	22 12 6	24 0 0	24 0 9	22 12 6	24 0 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	793 2 6	402 7 6	1,013 8 0	1,009 6 6	505 11 0	1,026 3 0
(b) Special or profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	104 6 0	...	...	107 2 0
(c) Total monthly earnings (a+b)	793 2 6	402 7 6	1,117 14 0	1,009 6 6	505 11 0	1,133 5 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	26 7 0	25 2 0	26 11 0	26 9 0	24 1 0	26 5 0
(b) Total earnings including special and Profit Sharing Bonus.	26 7 0	25 2 0	29 7 0	26 9 0	24 1 0	29 1 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—	
(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	... 95
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	... 114.35
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	... 91
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	... 109.41

**APPENDIX 'C'.
Wage Earnings for different periods for various Categories.
JAMADOBA COLLIERY.
CATEGORY. GATE COOLIES (ALL MEN).**

—	January 1929.	January 1933.	January 1936.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	30	13	27	35	...	27
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	...	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	...	...	...	...	...	...
3. RATE OF WAGES PER MONTH—						
(a) Maximum ...	13 8 0	12 3 9	13 8 0	13 8 0	...	13 8 0
(b) Minimum ...	...	...	...	...	...	...
(c) Average (Mean of Maximum and Minimum).	13 8 0	12 3 9	13 8 0	13 8 0	...	13 8 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	389 8 0	198 8 0	337 1 3	420 9 0	...	327 9 3
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year.)	...	...	28 1 6	...	...	27 3 0
(c) Total monthly earnings (a+b) ...	389 8 0	198 8 0	365 2 9	420 9 0	...	354 12 3
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH—						
(a) Pay proper ...	12 15 9	11 0 6	12 7 9	12 0 3	...	12 2 3
(b) Total earnings including Special and Profit Sharing Bonus.	12 15 9	11 0 6	13 8 4	12 0 3	...	13 2 4
6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS—						
(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ...						85
(b) Ratio of Column 5(b) for January 1936 to Column 5(b) to January 1929 ...						104.08
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...						...
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...						109.41

APPENDIX 'C'.

Wage Earnings for different periods for various Categories.

JAMAI DOBA COLLIERY.

CATEGORY. COOLIES—UNDERGROUND COOLIES.

(Drawing Annas 12 or less per diem.) (ALL MEN.)

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	81	139	136	95	85	173
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	Rs. a. p. 0 8 0 to 0 12 0	Rs. a. p. 0 7 8 to 0 11 9	Rs. a. p. 0 8 0 to 0 12 0	Rs. a. p. 0 8 0 to 0 12 0	Rs. a. p. 0 7 8 to 0 11 9	Rs. a. p. 0 8 0 to 0 12 0
3. RATE OF WAGES PER MONTH—						
(a) Maximum...	20 4 0	19 13 8	20 4 0	20 4 0	19 13 8	20 4 0
(b) Minimum...	18 8 0	12 3 9	18 8 0	18 8 0	12 3 0	18 8 0
(c) Average (Mean of Maximum and Minimum).	16 14 0	16 0 6	16 14 0	16 14 0	16 0 6	18 14 0
4. ACTUAL MONTHLY EARNINGS—						
(a) Pay proper	1,237 4 6	1,623 11 0	2,277 0 0	1,417 3 9	1,041 6 8	2,789 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	205 12 0	...	...	250 3 3
(c) Total monthly earnings (a+b)	1,237 4 6	1,623 11 0	2,482 12 0	1,417 3 9	1,041 6 8	3,019 3 3
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper	15 4 0	12 5 0	16 12 0	14 15 0	12 4 0	16 0 0
(b) Total earnings including Special and Profit Sharing Bonus.	15 4 0	12 5 0	18 4 0	14 15 0	12 4 0	17 7 3

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS—

(a) Ratio of Column 5 (b) for January 1933 to Column 5 (b) to January 1929	...	81
(b) Ratio of Column 5 (b) for January 1938 to Column 5 (b) to January 1929	...	119.67
(c) Ratio of Column 5 (b) for July 1933 to Column 5 (b) to July 1929	...	82
(d) Ratio of Column 5 (b) for July 1937 to Column 5 (b) to July 1929	...	14.29

APPENDIX 'C.'

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. COOLIES—UNDERGROUND COOLIES.

(Drawing above annas 12 per diem.) (ALL MEN).

	January 1929.	January 1933.	January 1939.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	69	49	65	83	8	73
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE PIECE OR TIME RATE.	0 13 0	0 12 9	0 13 0	0 13 0	0 14 6	0 13 0
TIME RATE.	to 1 2 6	to 1 0 9	to 1 2 6	to 1 3 6		to 1 2 6
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	31 4 0	28 7 0	31 4 0	31 4 0	24 8 0	31 4 0
(b) Minimum ...	21 15 0	21 8 0	21 15 0	21 15 0	...	21 15 0
(c) Average (Mean of Maximum and Minimum).	26 9 0	24 15 0	26 9 0	26 9 0	24 8 0	26 9 0
4. ACTUAL MONTHLY EARNINGS —						
(a) Pay proper ...	1,674 10 6	1,023 16 6	1,645 0 0	2,065 13 6	166 12 0	1,826 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year) ...	...	...	187 0 0	...	...	210 0 0
(c) Total monthly earnings (a + b) ...	1,674 10 6	1,023 11 6	1,832 0 0	2,065 13 6	166 12 0	2,036 0 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	24 4 3	20 14 3	25 5 0	24 14 4	20 13 6	25 0 0
(b) Total earnings including Special and Profit Sharing Bonus ...	24 4 3	20 14 3	23 3 0	24 14 4	20 13 6	27 14 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIOD.—

(a) Ratio of Column 5(b) for Jan. 1933 to Column 5(b) to Jan. 1929 ...	86.59
(b) Ratio of Column 5(b) for Jan. 1933 to Column 5(b) to Jan. 1929 ...	116.24
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...	84.42
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...	112.06

APPENDIX 'C'.

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. PUMPING KHALASIES. (ALL MEN.)

	January 1929.	January 1933.	January 1938.	July 1929	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ..	33	23	30	39	...	27
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE ...	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
3. RATE OF WAGES PER MONTH. ...	...	...	...	...	...	...
(a) Maximum ...	21 1 6	18 2 3	18 2 3	20 4 0	...	18 2 3
(b) Minimum ...	16 14 0	15 3 0	15 3 0	16 14 0	...	15 3 0
(c) Average (Mean of Maximum and Minimum) ...	18 15 9	16 10 6	16 10 6	18 9 0	...	16 10 6
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	567 4 0	361 2 0	508 4 0	674 14 0	...	433 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year) ...	...	...	63 4 0	...	...	57 14 0
(c) Total monthly earnings (a + b) ...	567 4 0	361 2 0	569 8 0	674 14 0	...	520 14 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	17 3 0	15 11 3	16 1 0	17 5 0	...	17 2 0
(b) Total earnings including Special and Profit Sharing Bonus ...	17 3 0	15 11 3	19 0 0	17 5 0	...	19 4 6

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.

- (a) Ratio of Column 5(b) for Jan. 1933 to Column 5(b) to Jan. 1929 ... 91
- (b) Ratio of Column 5(b) for Jan. 1938 to Column 5(b) to Jan. 1929 ... 110.52
- (c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929
- (d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ... 111.38

APPENDIX ' C '.
Wage Earnings for different periods for various Categories.
JAMADOBA COLLIERY.
CATEGORY. KHALASIS (ALL MEN).

	January 1929.	January 1933.	January 1935.	July 1929.	July 1933.	July 1937.
1.	2.	3.	4.	5.	6.	7.
1. NUMBER OF WORKERS ...	68	79	78	85	68	92
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE. PIECE OR TIME RATE. TIME RATE.	...	...	...	...	...	...
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	27 0 0	27 0 0	33 12 0	27 0 0	21 12 0	30 0 0
(b) Minimum ...	16 14 0	12 4 0	16 14 0	16 14 0	15 3 0	13 8 0
(c) Average (Mean of Maximum and Minimum).	21 15 0	19 10 0	25 5 0	21 15 0	18 7 6	21 12 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	1,345 12 0	1,448 13 0	1,650 0 0	1,651 15 0	905 8 0	1,866 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	206 4 0	...	...	233 4 0
(c) Total monthly earnings (a+b) ...	1,345 12 0	1,448 13 0	1,856 4 0	1,651 15 0	905 8 0	2,099 4 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	19 12 9	18 5 6	21 2 0	19 6 9	16 2 9	21 5 0
(b) Total earnings including Special and Profit Sharing Bonus.	19 12 9	18 5 6	23 13 0	19 6 9	16 2 9	22 13 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5 (b) for January 1933 to Column 5 (b) to January 1929	...	93
(b) Ratio of Column 5 (b) for January 1933 to Column 5 (b) to January 1929	...	120.10
(c) Ratio of Column 5 (b) for July 1933 to Column 5 (b) to July 1929	...	88
(d) Ratio of Column 5 (b) for July 1937 to Column 5 (b) to July 1929	...	117.43

APPENDIX 'C'
Wage Earnings for different periods for various Categories.
JAMADOBA COLLIERY.
CATEGORY. UNDERGROUND SARDARS AND MUNSHIS. (ALL MEN).

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	37	33	82	59	21	78
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	Rs. a. p. 0 12 0 to 0 12 6	Rs. a. p. 0 10 9 to 1 5 9	Rs. a. p. 0 11 9 to 1 8 3	Rs. a. p. 0 12 0 to 1 2 6	Rs. a. p. 0 14 3 to 1 0 9	Rs. a. p. ...
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	84 11 0	40 12 6	41 11 0	34 11 0	31 8 0	41 11 0
(b) Minimum ...	22 8 0	20 2 6	22 0 0	22 8 0	27 0 0	22 0 0
(c) Average (Mean of Maximum and Minimum).	28 9 6	30 7 6	31 14 0	28 9 6	29 4 0	31 14 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	965 8 6	808 7 9	2,312 0 0	1,629 7 6	497 1 9	2,242 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	282 8 0	...	...	268 12 0
(c) Total monthly earnings (a+b) ...	965 8 6	808 7 9	2,594 8 0	1,629 7 6	497 1 9	2,510 12 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	26 1 6	24 8 0	28 8 0	27 2 8	23 10 9	28 12 0
(b) Total earnings including Special and Profit Sharing Bonus.	26 1 6	24 8 0	31 10 0	27 2 8	23 10 9	32 3 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5 (b) for January 1933 to Column 5 (b) to January 1929	...	96
(b) Ratio of Column 5 (b) for January 1933 to Column 5 (b) to January 1929	...	121.05
(c) Ratio of Column 5 (b) for July 1933 to Column 5 (b) to July 1929	...	87
(d) Ratio of Column 5 (b) for July 1937 to Column 5 (b) to July 1929	...	118.66

APPENDIX ' C .
Wage Earnings for different periods for various Categories.
JAMADOBA COLLIERY.
CATEGORY. PROPPING MISTRY. (ALL MEN).

---	January 1929.	January 1933.	January 1938.	July 1929.	July 1938.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	16	20	32	18	...	33
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	Rs. a. p. 1 0 0	Rs. a. p. 0 14 6	Rs. a. p. 0 13 3 to 1 0 0	Rs. a. p. 1 0 0	Rs. a. p. ...	Rs. a. p. 0 13 3 to 1 0 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	27 0 0	24 8 0	27 0 0	27 0 0	..	27 0 0
(b) Minimum ...	...	...	22 6 0	...	...	22 6 0
(c) Average (Mean of Maximum and Minimum.)	27 0 0	24 8 0	24 11 0	27 0 0	...	24 11 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	432 0 0	397 14 0	305 0 0	486 0 0	...	785 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	95 10 0	...	...	98 10 0
(c) Total monthly earnings (a+b) ...	432 0 0	397 14 0	900 10 0	486 0 0	...	883 10 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	27 0 0	19 14 0	25 3 0	27 0 0	...	23 12 6
(b) Total earnings including Special and Profit Sharing Bonus.	27 0 0	19 14 0	28 2 0	27 0 0	...	26 12 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	74
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	...	104-17
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	...	...
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	...	99

APPENDIX 'C'
Wage Earnings for different periods for various Categories.
JAMADOBA COLLIERY.
CATEGORY. TROLLEY MEN. (ALL MEN.)

--	January 1929.	January 1933.	January 1938.	July 1939.	July 1938.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	18	41	68	20	...	58
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	0 10 0	0 9 0	0 10 0	0 10 0	...	0 10 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	16 14 0	15 8 0	16 14 0	16 14 0	...	16 14 0
(b) Minimum...	...	...	...	...	...	...
(c) Average (Mean of Maximum and Minimum).	16 14 0	15 8 0	16 14 0	16 14 0	...	16 14 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	211 4 0	428 1 0	1,088 0 0	837 8 0	...	850 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	129 8 0	...	...	106 4 0
(c) Total monthly earnings (a+b) ...	211 4 0	428 1 0	1,165 8 0	837 8 0	...	956 4 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	16 4 0	10 7 0	16 7 0	16 14 0	...	16 1 0
(b) Total earnings including Special and Profit Sharing Bonus.	16 4 0	10 7 0	18 8 0	16 14 0	...	18 1 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5 (b) for January, 1933 to Column 5 (b) to January 1929	...	64
(b) Ratio of Column 5 (b) for January 1938 to Column 5 (b) to January 1929	...	113-85
(c) Ratio of Column 5 (b) for July 1933 to Column 5 (b) to July 1929	...	...
(d) Ratio of Column 5 (b) for July 1937 to Column 5 (b) to July 1929	...	107-04

APPENDIX 'C'

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. DRIVERS (LOCO, TURBO MACHINE, ETC.) ALL MEN.

	January 1929.	January 1933	January 1937.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	54	38	47	58	10	59
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	81 0 0	70 0 0	60 12 0	60 12 0	70 0 0	60 12 0
(b) Minimum ...	27 14 0	33 5 0	37 2 0	37 2 0	53 8 0	35 0 0
(c) Average (Mean of Maximum and Minimum).	54 7 0	51 11 6	48 15 0	43 15 0	51 11 6	47 14 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	2,124 13 0	1,288 10 0	1,874 0 0	2,394 0 0	373 10 0	2,193 0 0
(b) Special or profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	244 4 0	...	...	306 10 0
(c) Total monthly earnings (a + b) ...	2,124 13 0	1,288 10 0	2,118 4 0	2,394 0 0	373 10 0	2,499 10 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	39 6 0	33 15 0	39 14 0	42 12 0	37 6 0	37 3 0
(b) Total earnings including Special and Profit Sharing Bonus.	39 6 0	33 15 0	45 1 0	42 12 0	37 6 0	42 6 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio Column 5(b) for January 1933 to Column 5(b) to January 1929	85.86
(b) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	114.44
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	96.87
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	99.12

APPENDIX 'C.'

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. FIREMEN. (ALL MEN).

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	13	16	18	16	4	26
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE	Rs. a. p. 0 11 6 to 0 12 6	Rs. a. p. 0 10 0 to 0 12 9	Rs. a. p. 0 10 0 to 0 14 3	Rs. a. p. 0 11 6 to 0 12 6	Rs. a. p. 0 10 0 to 0 12 9	Rs. a. p.
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	21 1 6	21 8 3	24 0 9	21 1 6	21 8 3	...
(b) Minimum ...	19 6 6	16 14 0	16 14 0	19 6 6	16 14 0	...
(c) Average (Mean of Maximum and Minimum).	20 4 0	19 3 0	20 7 4	20 4 0	19 3 0	...
4. ACTUAL MONTHLY EARNINGS —						
(a) Pay proper ...	278 3 0	315 4 0	393 0 0	362 3 0	37 0 0	499 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	52 2 0	...	...	75 5 0
(c) Total monthly earnings (a+b) ..	278 3 0	315 4 0	445 2 0	362 3 0	37 0 0	574 5 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	21 6 4	19 11 3	21 13 0	22 10 3	21 12 0	19 3 0
(b) Total earnings including Special and Profit Sharing Bonus.	21 6 4	19 11 3	24 12 0	22 10 3	21 12 0	22 1 0

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6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ...	92
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 ...	115.78
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...	96
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...	97.51

APPENDIX 'C'.
Wage Earnings for different periods for various Categories.
JAMADOBA COLLIERY.
CATEGORY. LINE MISTRIES (ALL MEN).

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	10	21	18	15	...	19
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE, TIME RATE.	1 0 0	0 14 6	1 0 0	1 0 0	...	1 0 0
	to 1 4 0	to 1 2 0	to 1 4 0	to 1 4 0		to 1 4 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	33 12 0	27 0 0	33 12 0	33 12 0	...	33 12 0
(b) Minimum ...	27 0 0	24 7 6	27 0 0	27 0 0	...	27 0 0
(c) Average (Mean of Maximum and Minimum).	30 6 0	25 11 9	30 6 0	30 6 0	...	30 6 0
4. ACTUAL MONTHLY EARNINGS—						
(a) Pay proper ...	293 0 0	478 7 9	567 0 0	452 14 0	...	571 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	70 14 0	...	...	71 6 0
(c) Total monthly earnings (a + b) ...	293 0 0	478 7 9	637 14 0	452 14 0	...	642 6 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Proper ...	29 4 10	22 13 0	31 8 0	30 3 0	...	30 1 0
(b) Total earnings including Special and Profit Sharing Bonus.	29 4 10	22 13 0	35 7 0	30 3 0	...	33 13 0

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6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	78
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	...	120.89
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	...	...
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	...	112.01

APPENDIX 'C',
Wage Earnings for different periods for various Categories.
JAMADOBA COLLIERY.
CATEGORY. FITTERS (ALL MEN).

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	34	39	48	32	40	47
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	...	...	...	...	...	...
3. RATE OF WAGES PER MONTH—						
(a) Maximum ...	98 0 0	88 4 0	98 0 0	98 0 0	88 4 0	98 0 0
(b) Minimum ...	27 0 0	31 8 0	33 0 0	27 0 0	31 8 0	33 0 0
(c) Average (Mean of Maximum and Minimum).	62 8 0	59 14 0	65 8 0	62 8 0	59 14 0	65 8 0
4. ACTUAL MONTHLY EARNINGS—						
(a) Pay proper ...	1,527 10 9	1,774 8 0	2,444 0 0	1,426 9 3	1,876 2 9	2,379 4 8
(b) Special or Profit Sharing Bonus (1-12th of the Bonus paid during the year).	...	...	305 8 0	...	...	297 6 6
(c) Total monthly earning (a+b)	1,527 10 9	1,774 8 0	2,749 8 0	1,426 9 3	1,876 2 9	2,676 11 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH—						
(a) Pay proper ...	44 14 9	45 8 0	50 14 11	44 9 3	46 14 6	50 10 0
(b) Total earnings including Special and Profit Sharing Bonus.	44 14 9	45 8 0	57 4 5	44 9 3	46 14 6	56 15 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	101.4
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	...	127.51
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	...	105.18
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	...	127.72

APPENDIX 'C'.

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. CARPENTERS (ALL MEN.)

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	5	5	4	5	5	5
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	44 4 9	45 0 0	50 0 0	44 4 9	45 0 0	50 0 0
(b) Minimum ...	33 5 3	33 4 0	28 4 0	33 5 3	33 4 0	37 0 0
(c) Average (Mean of Maximum and Minimum.)	38 13 0	39 2 0	39 2 0	38 13 0	39 2 0	43 8 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	192 7 0	175 1 6	156 8 3	184 9 6	186 12 0	181 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	7 8 0	...	...	7 8 0
(c) Total monthly earnings (a+b) ...	192 7 0	175 1 6	164 0 3	184 9 6	186 12 0	188 8 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.						
(a) Pay proper ...	38 8 0	35 0 3	39 2 0	36 14 9	37 5 7	36 3 0
(b) Total earnings including Special and Profit Sharing Bonus.	38 8 0	35 0 3	41 0 0	36 14 9	37 5 7	37 11 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	91
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	...	105.26
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	...	101.36
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	...	102.03

APPENDIX 'C'.

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. WORKSHOP LABOURERS, (Miscellaneous Categories,

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	61	106	102	68	34	90
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	...	...	...	...	...	...
3. RATE OF WAGES PER MONTH.—						
(a) Minimum ...	90 0 0	85 8 0	95 0 0	90 0 0	85 8 0	95 0 0
(b) Minimum ...	15 9 6	15 9 6	18 0 0	16 4 0	11 4 0	18 0 0
(c) Average (Mean of Maximum and Manimum.)	52 12 0	50 8 0	56 8 0	53 2 0	48 6 0	56 8 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	1,693 5 9	2,585 9 3	3,164 14 0	1,905 5 3	990 0 3	2,973 12 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	325 10 0	...	...	287 5 0
(c) Total monthly earnings (a + b) ...	1,693 5 9	2,585 9 3	3,490 8 0	1,905 5 3	990 0 3	3,261 1 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	27 12 2	24 6 3	31 0 0	28 0 3	29 2 0	33 0 0
(b) Total earnings including Special and Profit Sharing Bonus.	27 12 2	24 6 3	34 4 0	28 0 3	29 2 0	36 4 0
6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—						
(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ...				88		
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 ...				123.42		
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...				104.04		
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...				129.46		

APPENDIX 'C'.

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. CLERKS (ALL MEN).

	January 1929.	January 1933.	January 1936.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	30	35	50	33	34	49
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	...	...	...	...	...	...
3. RATE OF WAGES PER MONTH—						
(a) Maximum ...	100 0 0	99 0 0	100 0 0	100 0 0	99 0 0	100 0 0
(b) Minimum ...	25 0 0	24 12 0	30 0 0	25 0 0	24 12 0	30 0 0
(c) Average (Mean of Maximum and Minimum).	62 8 0	61 14 0	65 0 0	62 8 0	61 14 0	65 0 0
4. ACTUAL MONTHLY EARNINGS—						
(a) Pay proper ...	1,539 0 0	1,368 14 3	2,743 0 0	1,719 0 0	1,744 0 3	2,678 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	313 12 0	...	...	307 8 0
(c) Total monthly earnings (a+b) ...	1,539 0 0	1,368 14 3	3,056 12 0	1,719 0 0	1,744 0 3	2,985 8 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH—						
(a) Pay proper ...	51 4 9	39 1 9	54 14 0	52 1 6	51 4 10	54 10 0
(b) Total earnings including Special and Profit Sharing Bonus ...	51 4 9	39 1 9	61 2 0	52 1 6	51 4 10	60 15 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ...	76
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 ...	119.27
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...	98
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...	116.97

APPENDIX 'C'.

Wage Earnings for different periods for various Categories.

JAMADOBA COLLIERY.

CATEGORY. CHAPRASIS (ALL MEN).

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	51	63	76	54	59	76
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE. TIME RATE.	...	...	...	...	...	...
3. RATE OF WAGES PER MONTH—						
(a) Maximum ...	30 8 0	29 12 0	33 0 0	30 8 0	28 4 0	30 0 0
(b) Minimum ...	16 4 0	16 4 0	15 4 0	15 0 0	15 0 0	16 4 0
(c) Average (Mean of Maximum and Minimum).	23 6 0	23 0 0	24 2 0	22 12 0	21 10 0	23 2 0
4. ACTUAL MONTHLY EARNINGS—						
(a) Pay proper ...	1,070 8 3	1,383 9 0	1,807 0 0	1,138 14 0	1,245 8 3	1,755 0 0
(b) Special or Profit Sharing Bonus (1-12th of the Bonus paid during the year).	...	...	205 14 0	...	...	205 14 0
(c) Total monthly earnings(a+b) ...	1,070 8 3	1,383 9 0	2,012 14 0	1,138 14 0	1,245 8 3	1,960 14 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH—						
(a) Pay proper ...	20 15 10	21 15 5	23 12 0	21 1 5	21 1 9	23 1 0
(b) Total earnings including Special and Profit Sharing Bonus.	20 15 10	21 15 5	25 8 0	21 1 5	21 1 9	25 13 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS—	
(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ...	104.77
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 ...	126.19
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...	100
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...	122.55

APPENDIX 'C',
Wage Earnings for different periods for various Categories.
JAMADOBA COLLIERY.
CATEGORY. WOMEN LABOURERS.

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	21	29	30	22	23	30
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE.	0 5 6	0 5 6	0 6 0	0 5 6	0 5 6	0 6 0
TIME RATE.	to 0 6 0	to 0 6 3	to 0 7 0	to 0 6 0	to 0 6 3	to 0 7 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	10 2 0	10 8 9	11 13 0	10 2 0	10 8 9	11 13 0
(b) Minimum ...	9 4 6	9 4 6	10 2 0	9 4 6	9 4 6	10 2 0
(c) Average (Mean of Maximum and Minimum).	9 11 3	9 14 7	10 15 6	9 11 3	9 14 7	10 15 6
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	208 2 6	271 3 9	314 13 0	230 3 3	215 5 3	309 11 0
(b) Special or Profit Sharing Bonus (Paid during the year)	...	...	26 2 0	...	...	25 11 0
(c) Total monthly earnings (a+b) ...	208 2 6	271 3 9	340 15 0	230 3 3	215 5 3	335 6 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	9 15 0	9 6 0	10 8 0	10 7 0	9 6 0	10 5 0
(b) Total earnings including Special and Profit Sharing Bonus ...	9 15 0	9 6 0	11 6 0	10 7 0	9 6 0	11 3 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	... 94.34
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	... 114.47
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	... 89.82
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	... 107.19

7. REMARKS.—

The figures relating to July 1937 and January 1938 do not include particulars relating to a certain number of women labourers displaced from underground work who are engaged for part time work only pending absorption in regular vacancies.

APPENDIX 'C'
Wage Earnings for different periods for various Categories,
JAMADIBA COLLIERY.

CATEGORY. SUBORDINATE SUPERVISING ESTABLISHMENT (ALL MEN).

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	17	33	39	26	32	35
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2. WAGES RATE, PIECE OR TIME RATE, TIME RATE.	...	...	...	...	...	...
3. RATE OF WAGES PER MONTH.—						
(a) Maximum	200 0 0	225 0 0	150 0 0	200 0 0	217 12 0	150 0 0
(b) Minimum	30 0 0	27 0 0	30 0 0	30 0 0	27 0 0	30 0 0
(c) Average (Mean of Maximum and Minimum).	115 0 0	126 0 0	90 0 0	115 0 0	122 6 0	90 0 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper	1,681 7 0	2,224 2 0	2,765 2 6	1,584 3 6	2,042 8 9	2,599 11 3
(b) Special or Profit Sharing Bonus (1-12th of the Bonus paid during the year).	...	...	315 10 0	...	...	233 4 0
(c) Total monthly earnings (a+b)	1,681 7 0	2,224 2 0	3,080 12 6	1,584 3 6	2,042 8 9	2,832 15 3
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH—						
(a) Pay proper	62 4 5	67 6 4	70 10 4	60 14 10	63 13 3	74 4 5
(b) Total earnings including Special and Profit Sharing Bonus.	62 4 5	67 6 4	79 0 0	60 14 10	63 13 3	82 6 0
6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—						
(a) Ratio of Column 5(b) for January 1933 to column 5(b) to January 1929	...	...	...	108.22	...	...
(b) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	...	...	126.91	...	...
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	...	...	...	104.83	...	...
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	...	...	...	135.13	...	...

APPENDIX 'D' to Answer 49.

Increase per cent per Worker of the Wages of different Categories
of January 1938 over January 1929.

JAMADOBA COLLIERY.

Category of Workers.	No. of workers in January 1938.	Increase per cent per worker on wages proper.	Increase per cent per worker on total earnings, i.e., pay proper <i>plus</i> bonus.
1. Coolies—Surface Coolies drawing As. 12 or less per diem.	158	1.95	15.56
2. Coolies—Surface Coolies drawing above As. 12 per diem.	38	0.95	11.35
3. Coolies—Gate Coolies	27	—0.4	4.13
4. Coolies—Underground Coolies drawing As. 12 or less per diem.	136	9.84	13.67
5. Coolies—Underground Coolies drawing above As. 12 per diem.	65	4.31	16.16
6. Khalasies—Pumping Khalasies..	30	—1.82	10.55
7. Khalasies—Other Khalasies ..	78	6.71	20.28
8. Underground Sardars and Munshies.	82	7.89	21.05
9. Propping Mistries	32	—6.71	4.17
10. Trollymen	63	1.15	13.85
11. Drivers	47	1.27	14.44
12. Firemen	18	1.95	15.67
13. Line Mistries	18	7.50	20.94
14. Fitters	48	13.35	27.40
15. Carpenters	4	1.62	6.49
16. Workshop Labourers (Misc. Categories).	102	11.71	23.42
17. Clerks	50	6.94	19.12
18. Chaprasias	76	13.10	26.19
19. Women Labourers	30	5.66	14.47

The First 13 Categories are all men employees.

APPENDIX ' E ' to Answer 49.

Wage earnings for different periods for various Categories of Workers.

JAMADOBA COLLIERY.

Category of Workers.	Pay proper, January 1929.		Pay proper, January 1938.		Pay proper including Bonus, January 1938.
	No. of employees.	Total wages paid.	No. of employees.	Total wages paid.	
		Rs. a. p.		Rs. a. p.	Rs. a. p.
1. Surface Coolies drawing As. 12 or less per diem.	202	3,243 1 0	158	2,587 0 0	2,890 6 0
2. Surface Coolies drawing above As. 12 per diem.	30	793 2 3	38	1,013 8 0	1,117 14 0
3. Gate Coolies	30	389 8 0	27	337 1 3	365 2 9
4. Underground Coolies drawing As. 12 or less per diem.	81	1,237 4 6	136	2,277 0 0	2,482 12 0
5. Underground Coolies drawing above As. 12 per diem.	69	1,674 10 6	65	1,645 0 0	1,833 0 0
6. Pumping Khalasies	33	467 4 0	30	506 4 0	569 8 0
7. Other Khalasies	68	1,945 12 0	78	1,650 0 0	1,856 4 0
8. Underground Sardars and Munshies.	37	965 8 6	83	2,313 0 0	2,594 8 0
9. Propping Mistries	16	432 0 0	32	805 0 0	900 10 0
10. Trollymen	13	211 4 0	63	1,036 0 0	1,165 8 0
11. Drivers (Loco, etc.)	54	2,124 13 0	47	1,874 0 0	2,118 4 0
12. Firemen	13	278 3 0	18	393 0 0	445 2 0
13. Line Mistries	10	293 0 0	18	567 0 0	637 14 0
14. Fitters	34	1,527 10 9	48	2,444 0 0	2,749 8 0
15. Carpenters	5	192 7 0	4	156 8 3	164 0 3
16. Workshop Labourers (Miscellaneous Categories).	61	1,693 5 9	102	3,164 14 0	3,490 8 0
17. Clerks	30	1,539 0 0	50	2,743 0 0	3,056 12 0
18. Chaprasies	51	1,070 8 3	76	1,807 0 0	2,012 14 0
19. Women Labourers	21	208 2 6	30	314 13 0	340 15 0
Total	858	19,786 9 3	1,102	27,633 0 6	30,797 6 0
Average per head ... ..	...	23'06	...	25'07	27'94
Percentage increase of January 1938 over January 1929.	...	...	...	108'72	121'12

APPENDIX ' F ' to Answer 49.

Rates paid to Miners and Loaders for raising Coal and Loading Mine Cars and Tubs.

JAMADOBA COLLIERY.

—	January 1929.	January 1933.	January 1936.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		Rs. a. p.
1. Rates ...	1 12 0, 1 10 0, 1 8 0, 1 4 0, and 1 0 0 per car, 0 8 6, 0 8 0, 0 7 0 per tub.	1 13 9, 1 9 0, 1 7 6, and 0 10 9 per car, 0 8 0 per tub.	2 1 0, 2 0 9, 1 14 9, 1 12 6, 1 11 6, 1 10 3, 1 7 0, 0 13 6, and 0 12 0 per car.	1 12 0, 1 10 0, 1 8 0, 1 4 0, 1 0 0 per car, 0 8 6, 0 8 0, 0 7 0, and 0 4 6 per tub.	Under ...	2 1 0, 1 14 9, 1 12 6, 1 11 6, 1 8 3, 1 7 0, 0 13 6 and 0 12 0 per car.
2. Tonnage raised Tons ...	38,870	27,618	26,237	37,302	Raising ...	30,027.
3. Amount paid to Miners and loaders after deducting value of explosives used. (These figures do not include the payments to the Mining Sirdars).	24,195 0 0	16,370 0 0	17,210 0 0	20,458 0 0	Contractor ...	19,341 0 0
4. Average rate of coal raised per ton.	0 9 11	0 9 6	0 10 6	0 8 9	...	0 10 3

Answers to the Supplementary Questionnaire.

Question 1.

Answer.—Very few miners work more than 4 days per week and the average is about $3\frac{1}{2}$ days per week.

Question 2.

Answer.—Cultivation, harvesting, festivals, alcoholism, also low standard of living as the miner is improvident and will not work as long as he can find means of existence.

Question 3.

Answer.—By walking. Half hour to one hour.

Question 4.

Answer.—No conveyances have been arranged as our miners who do not reside on the colliery come from villages adjacent to the coalfield.

Question 5.

Answer.—No small holdings have been assigned to colliery workers on condition that they work in the mines. The Company does not possess the surface rights over a large area and can only acquire surface rights for mining purposes. There are, however, a few plots of ground available at Jamadoba within the surface area acquired by the Company and these have been allotted to certain workers on the basis of an annual rent.

Question 6.

Answer.—The system of raising coal is partly by Raising Contractor and partly by direct management.

Contractors' rates and miners' tub rates vary according to the local conditions of the respective mines. Also all contractors do not have the same liabilities and rates are based not only on the local conditions but also on the liabilities which Contractors have to meet. For example, no. 3 Incline and no. 6 Incline, Jamadoba, are in the same locality and seam, and under normal circumstances the rate would be the same for the two Contractors. No. 6 Incline, however, is attached to the main working area where "permitted" explosives must be used in compliance with the Mining Regulations. No. 3 Incline is, however, detached

from the main workings and conditions being safer, "country" gunpowder can be, and is used. The difference in the cost of explosives is considerable but as the rate for no. 6 Incline does not include traming and loading and no. 3 Incline includes this expenditure, the rates are higher for no. 3 Incline. At Malkera and Choitodih which are in the same locality rates are different on account of the extra liabilities of the Malkera Contractor. At this mine power is produced for the two collieries and the Malkera Contractor is responsible for part operation charges and the cost of the fuel consumed in the boilers, whereas the Choitodih Contractor has no such liabilities.

The general rates paid to the Contractors on the Steel Company's Collieries and the tub rates paid by the Raising Contractors to the miners are as follows :—

Colliery.	Contractors' Rate per ton.	Size of Tub.	Miners' Rate.	
			Maximum.	Minimum.
	Rs. a. p.	O.ft.	Rs. a. p.	Rs. a. p.
Jamadoba 6 Incl. ..	1 1 0	30	0 8 3	0 7 0
Jamadoba 3 Incl. ..	1 3 3	30	0 7 9	0 7 0
Malkera	1 5 6	30	0 7 0	0 5 0
Choitodih	1 3 3	30	0 7 0	0 5 0

All other places are working departmentally.

Miners' tub rates paid by Contractors and by the Company.

The tub capacities at the various collieries differ and are shown in the tabular statement. The variation in the size of tub is due to the local conditions which depend on the thickness and inclination of the coal seams. The equivalent of one ton of coal is calculated as 45 cubic feet. This may vary with the specific gravity of the coal and the equivalent weight of 30 cubic feet may be as high as 14 cwts. and as low as 12 cwts. The average, however, is taken as 13 cwts. per 30 cubic feet.

Reducing these, however, to the same basis, the tub rates paid to miners at the respective collieries are as follows :—

Colliery.	Capacity of tub.	Calculated weight of contents of tub.	Rate per tub.		Rate reduced to basis of 30 c.ft.	
			Maximum.	Minimum.	Maximum.	Minimum.
1	2	3	4	5	6	7
	Cft.	Tons. cwt.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Jorapukur ..	112½	2 9	2 1 0	0 12 0*	0 8 9½	0 3 2½*
Jamadoba 6 Incl.	30	0 13	0 8 8	0 7 0	0 8 8	0 7 0
Jamadoba 3 Incl.	30	0 13	0 7 9	0 7 0	0 7 9	0 7 0
Digwadih ...	30	0 13	0 6 0	0 6 0	0 6 0	0 6 0
Digwadih ...	24	0 11	0 5 6	0 5 6	0 6 10½	0 6 10½
Sijua ...	27	} 0 13	0 6 0	0 6 0	0 6 0	0 6 0
	30					
Malkera ...	30	0 13	0 7 0	0 5 0	0 7 0	0 5 0
Choitodih ...	30	0 13	0 7 0	0 5 0	0 7 0	0 5 0

*Minimum is paid for loading fallen coal from the trucks in transport.

The variation in the tub rates indicated in the table are due to the varying local conditions such as the difference in local facilities, hardness of the coal, etc.

Question 7.

Answer.—We find no particular evils. A reply to the latter part of the question does not arise.

Question 8.

Answer.—The functions of miners' *sirdars* are to recruit miners and loaders, maintain an adequate labour force from day-to-day, to keep them under discipline at their work and when not at work, to attend to their interests and lay any complaints or grievances before the management in connection with their working conditions and their general welfare and also to look after their financial affairs. Where mining operations necessitate blasting, the miners' *sirdar* is responsible for drawing supplies of explosives, etc., for the use of the miners and distributing same to the individual miners. This latter function of the

miners' *sirdars* is only at present applicable to Jamadoba as no blasting operations are carried out by the miners at any of our other mines. This is because of the different methods which have been adopted due to the varying local conditions.

Question 9.

Answer.—Where the miners enter the mine by an adit, there are no detentions on entry or on exit. Where the entry and exit are by shafts necessitating hoisting machinery, the change really occupies about one hour as the labour is carried in cages which hold from 4 to 12 men. If all the labour should come at one time there are unavoidable detentions. The miners, however, are accustomed to the system and generally arrive at the pit top or the shaft bottom in such a manner that the operators are able to transport them without any detentions in a few minutes. The Mining Regulations provide for travelling roads in the underground, working being kept separate from haulage roads and there are no delays or dangers due to traffic interruptions. The time taken in travelling to and fro between the pit bottom and the working places is from a minimum of a few minutes to a maximum of half an hour.

Question 10.

Answer.—There are in practice no detentions and this is fully explained in reply to question 11. In extreme cases as explained in reply to question 9 half an hour may be taken up to reach the working places from the pit bottom and *vice versa*. To meet this difficulty an extra two annas a tub was granted to the miners in no. 10 panel of Jamadoba Colliery since December 1936.

Question 11.

Answer.—The Mining Regulations stipulate that the maximum duration of a relay must not exceed 9 hours from the time a person enters the mine until he leaves it, or in other words 9 hours from surface to surface. All the labour, however, cannot enter the mine at once or leave at once and the changing of a shift may take one hour. This on the average allows 8 hours of actual working time. A miner, however, who enters the mine amongst the first of a relay and who leaves amongst the last of a relay may actually spend nine hours in the mine. One who enters the mine with the last of the relay and leaves with the first of the relay can only spend eight hours in the mine. There are no statutory periods of rest underground as the miner works on piece rates and has his own rest periods. These he arranges according to his ability to stand the strain or according to the amount

which he may wish to earn. The production of one miner compared with another under similar circumstances may vary by 100 % or even more. There are no authentic records but we know that miners do not remain in the mine for the full period of the relay and the time spent underground may vary from four to eight hours, as they are free to come and go as they wish provided they are in the relay. The time spent in actual coal cutting may vary from three to five hours.

Question 12.

Answer.—There has been no change in the tub capacities since 1929. In December 1936 annas 2 per tub extra were given on each mine-car at Jorapukur (Jamadoba) for long walks to the working places in certain areas. On the 1st April 1937 there was a general restoration of the 10 per cent cut which was made in the rates during the depression in June 1932. In addition, extra rates are paid for difficult conditions such as the presence of water, long lead for loading, steepness of the seam, hardness of the coal, temperature of the workings, etc., etc. These varying conditions account for the variation in the rates as tabulated below :—

Colliery.	Capacity of tub.	Calculated weight of contents of Tub.	Rate per Tub.		Rate reduced to basis of 30 c-ft.	
			Maximum.	Minimum.	Maximum.	Minimum.
1	2	3	4	5	6	7
	Cft.	Tons. Cwts.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Jorapukur ...	11½	2 9	2 1 0	0 12 0*	0 8 9½	0 3 2½
Jamadoba 6 Incl.	30	0 13	0 8 3	0 7 0	0 8 3	0 7 0
Jamadoba 3 Incl.	30	0 13	0 7 9	0 7 0	0 7 9	0 7 0
Digwadih ...	30	0 13	0 6 0	0 6 0	0 6 0	0 6 0
Digwadih ...	24	0 11	0 5 6	0 5 6	0 6 10½	0 6 10½
Sijua ...	27	} 0 13	0 6 0	0 6 0	0 6 0	0 6 0
Sijua ...	30					
Malkera ...	30	0 13	0 7 0	0 5 0	0 7 0	0 5 0
Choitcdih ...	30	0 13	0 7 0	0 5 0	0 7 0	0 5 0

*Minimum is paid for loading fallen coal from the trucks in transport.

Question 13.

Answer.—The Company has made adequate organisation for good roads and main tram-lines, haulage facilities, a good supply of mine cars or tubs, which can be taken as near the working places as possible over tram-lines which are constantly advanced with the mining operations. In addition, the supervising staff is responsible for ensuring that there are no undue delays in traffic arrangements through slackness on the part of the traffic staff. Repairs and renewals of tubs and track are also constantly going on in order to maintain the equipment in efficient condition. The Mining Regulations for the provision of separate travelling roads are also complied with and this prevents interruptions to traffic formerly caused by persons travelling on the haulage roads.

Question 14.

Answer.—No. By the number of tubs.

Question 15.

Answer.—There is no overloading and deductions for underloading are made only in abnormal cases. Underloading is estimated by visual observation.

Question 16.

Answer.—At the time of the exclusion of women underground workers on 1st April 1937, the total women labour force had already been reduced over a period of ten years on a scale laid down by the Mining Regulations. The women reduced according to this scale had already been absorbed in other occupations or had left the collieries presumably for occupation elsewhere. The women finally excluded from Jamadoba and Malkera Collieries found employment on the surface, making and repairing roads and drains, petty earthwork, cleaning lamps, working with the masons, shale picking and coal loading and also in cleaning up the collieries' lands to improve the general sanitary conditions. Sijua Colliery was not operating at the time the women workers were withdrawn and the question did not arise. No women had been employed at Digwadih

Colliery. A tabular statement herewith shows the position.

Colliery.	Women excluded.	Employed on surface and elsewhere.	Rates paid.	Remarks.
Jamadoba	.. 200	200	Ra. 0—6—0 to 0—7—0	
Digwadih	.. Nil	Nil.	..	
Sijua	.. Nil	Nil.	..	..
Malkera	} ..	54	54	0—5—6
Choitodih				

The rate of 7 annas paid to some of the women workers at Jamadoba was because of the larger number of women employed departmentally and the 7 annas rate was paid to those in charge of a party of workers.

The 6 annas rate paid to the other excluded women was higher than the rate paid to the other women workers on the surface, which is $5\frac{1}{2}$ annas as stated in our reply to Question 49 of the general questionnaire.

Question 17.

Answer.—(a) The 10 per cent reduction of wages imposed in June 1932 was restored from the date of exclusion of the women namely 1st April 1937. The excluded women were given surface employment on rates of wages higher than the minimum rates for women employed on the surface. Subject to our remarks in our reply to Question 49 of the general questionnaire we think that on the whole the decrease in the family income must have been small.

(b) From observation we think that the children are better cared for.

- (c) The economic status of women can hardly have deteriorated and may actually have improved, as we observe that they are now working on an independent basis and, in many cases, insist on full control over the money which they earn.

Question 18.

Answer.—There was a general reduction in wages of 10 per cent in June 1932. This was restored on the 1st of April 1937 when the women were withdrawn from the underground workings.

A comparison of the average earnings of the coal cutter before and after the exclusion of the women is most difficult in the absence of proper records. This is explained under our reply to question 49 of the general questionnaire, paragraphs 12 to 15 inclusive.

Question 19.

Answer.—Wages are paid wholly in cash. A statement is submitted showing the days on which the accounts for the week are closed and the days on which payments are made to the various categories of labour.

MINERS AND DAILY RATED AND WEEKLY PAID LABOUR.

Colliery.	Category.	Day on which week ends.	Day of payment.
JAMADOBA	Miners ..	Wednesday	Sunday.
	Hazree labour	Do.	Saturday afternoon and Sunday morning.
DIGWADIH	Miners ..	Friday ..	Saturday afternoon and Sunday morning.
	Hazree labour	Wednesday	Saturday afternoon and Sunday morning.
MALKERA CHOITODIH	Miners ..	Saturday	Saturday afternoon and Sunday morning.
	Hazree labour	Thursday	Saturday afternoon and Sunday morning.
SIJUA	.. Miners ..	Friday	Saturday afternoon and Sunday morning.
	Hazree labour	Wednesday	Saturday afternoon and Sunday morning.

The monthly staff salaries are not paid on a rest day.

**Replies to the questionnaire by Lodhna Colliery Company,
Limited, Lodna Colliery, Jharia (Manbhum).**

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	..	..	..	..	10
Supervising staff	..	..	..	..	40
Clerks	..	..	..	..	50
Work people—					
Men	..	..	..	..	4,480
Women	..	..	..	..	624
Children..	..	..	..	..	None.
2. (a) Permanently-settled			..	..	3.4 per cent.
(b) Migratory	..	..	..	..	96.6 ..
3. Nil.					
4. Central Provinces, Hazaribagh district, Bihar.					
6. Figures not available.					
7. Contractors.					
8. Contractors.					

These individuals are in personal touch with the labour and the system has been found to be most successful both from the labour and Company's point of view.

9. (i) Yes.

(ii) Yes.

(iii) No.

10. No, the employment is governed by the particular circumstances of the vacant post and decided by the management.

11. No.

12. I do not consider that a labour exchange on an all-India basis is a practical proposition for the coal trade.

13. Earthwork.

Varies from 2 per cent to 3 per cent.

Decreasing.

14. No.

CONDITION OF EMPLOYMENT.

15. No.

16. Yes, mining apprentices.

Workshop apprentices.

Given free quarters and paid a small salary over the period required for qualification in their particular branch of work.

17. Yes.

Promotion under normal circumstances is granted to the next senior individual concerned.

19. Yes.

Annual leave granted to certain classes of labour varying from 15 days to 1 month with pay.

20. Yes.

Granted to certain classes of labour on medical certificate. Periods vary from 15 days to 1 month normally and occasionally exceed the latter period under special circumstances. Leave granted with full pay.

21. No, women are only employed on casual labour.

22. Pen-sions are paid to long service employees, subject to the discretion of the Managing Agents.

23. Number of holidays including Sundays enjoyed during the year—60 days.

24. These rules are laid down in Mining Statutory Rules and Regulations and in the bye-laws of the mine.

25. Posted at the office of the respective mines and where the individual concerned is unable to read they are read out to him.

26. Withdrawal of privileges, suspension or dismissal according to the seriousness of the offence.

27. Cases of indiscipline are investigated and dealt with by the Manager personally. The individual concerned has therefore every opportunity of stating his own case before a decision is made.

28. See reply to 26.

29. No particular system. Each case is judged separately by the management.

30. No figures available.

31. In the case of general mining labour, no action is taken.

32. If a person is habitually late in attendance he suffers a temporary withdrawal of privileges.

Wages for partial attendance are calculated on a proportionate basis.

33. Fines are not imposed as a general rule.

HOURS OF WORK.

34. As laid down by the Indian Mines Act, 1923. I am not in favour of shorter hours of work.

35. See list attached.

Clerical establishment—

7 A.M. to 11-30 A.M. and 2 P.M. to 5 P.M.

No work on Sundays.

36. Does not apply.

37. Yes, for surface workers.

38. Overtime only worked in cases of emergency. Calculated on basis of hours worked.

39. Mechanical staff.

Payment based on ordinary rates.

40. No.

41. No figures available.

CONDITIONS IN FACTORIES.

42. Yes.

43. As laid down by the Factories Act.

Yes.

44. No.

45—48. Do not apply.

WAGES.

49. See separate forms.

50. No. Some rates have been increased since 1929 with the effect that earnings have increased and regular attendance has decreased.

51. Rates of wages are based on several factors, the chief being nature of work and the conditions under which the work has to be done.

52. No.

53. (a) 91 per cent.

(b) Nil.

(c) Nil.

(d) 9 per cent.

With migratory labour such as is employed in the coalfield, it is only possible to pay a small proportion of the labour on a monthly basis. The general body of miners prefer a basis period not exceeding one week. If a monthly period of payment could be established it would probably increase the efficiency and stability of the labour force.

54. General underground and surface labour weekly. Mechanical staff, engine khalasis, chaprasis, boiler firemen, clerical staff and supervising staff monthly.

Average number on weekly payment	..	..	4,736
" " monthly	..	..	468

In the case of weekly payments, three days elapse between end of wage period and the date of payment.

In the case of monthly payments ten days elapse, etc.

System of wage payment see 53.

55. Miners—Increase of one anna per tub.

Trolley-men—Increase of $\frac{1}{2}$ anna per tub.

Earth cutters—Increased two annas per 100 c.ft.

Masons and Masons coolies—Increase of two annas per day.

Daily wage workers—No increase.

Monthly paid individuals—General increase of Rs. 3 to Rs. 10 per month.

56. Nil.

57. No.

58. It is not considered that automatic adjustment of wages to the cost of living is either desirable or practicable.

59. I am opposed to legislation to establish a minimum wage for the same reason that the Whitley Commission and the Government of India opposed this in the past. There is no objection to the principle but as far as coal mining is concerned it will only be possible to agree to the fixation of a minimum rate per tub, varying according to whether coal is machine-cut or hand-cut, as miners are paid by piece work.

60 to 65. See reply to 59.

RATIONALISATION.

66. No.

67 to 69. Do not arise.

WELFARE WORK. (I—EDUCATION).

70. (a) No children employed.

(b) Yes.

(c) Yes.

Two Hindi L. E. Schools daily attendance—one 35 another 28.

One Bengali L. E. School daily attendance 45.

One Bengali L. E. School under construction.

One Urdu L. E. School daily attendance 20.

One evening School for adults daily attendance 30.

The School buildings are constructed and kept in repair at the Company's cost. The Company also pay 75 per cent of the teachers salaries.

The pupils pay a small monthly fee per head varying according to the status of the parents. This fee never exceeds eight annas per month. Free books are not provided.

71. Bengali club with reading room and library—daily attendance—20.

72. (a) Nil.

(b) Two qualified doctors and three compounders.

Two well equipped dispensaries.

(c) Four midwives are employed to attend maternity cases under the supervision of the doctor.

Most of the workmen are employed by contractors and it is customary for them to pay *khoraki* before and after child birth.

73. No charges.

All medical attention rendered by the colliery medical staff is free.

74. No.

75. Influenza, malaria.

76. Yes.

77. No.

78. (a) Yes.

(b) Yes.

(c) Yes.

79. An ample supply of drinking water from the Topchanchi Reservoir under the Jharia Water Board is provided throughout the year at convenient places adjacent to the workers' quarters and at the mine. Cold water is available throughout the year.

80. Monthly paid labour are allowed a minimum of 15 days sick leave on full pay per year. Longer periods are given in deserving cases.

81. Yes, for monthly paid labour only—I am in favour of insurance against sickness on a contributory basis, if the State and the workers as well as employers all contribute.

82. Legislation providing for compulsory maternity benefits should not be opposed and I consider that Acts on the lines of the Bombay and the Central Provinces Maternity Benefits Acts should be supported.

83. (a) All housing (1,550).

(b) Nil.

(c) Nil.

(d) Nil.

Houses are constructed in accordance with the Jharia Mines Board of Health Rules.

84. Yes, for all workers.

85. No rents are charged.

86. None.

87. Does not apply.

88. (a) Opportunities are given for outdoor sports, such as football, cricket, etc.

(b) A club is provided with reading room, card room and theatre.

(c) Radio receiving set is provided.

(d) No facilities.

89. Yes, several shelters are provided.

90. No.

INDEBTEDNESS.

91. Not known but is thought to be considerable.

92. I understood that co-operative stores run by employers have proved a failure. There appears to be no reason why such stores should not be run by the workers themselves or by the Trade Unions.

93. I am in agreement with the views expressed by the Whitley Commission that unduly long wage periods tend to increase the indebtedness of the workers. In certain skilled jobs carrying higher rate of pay, monthly wage payments have been customary for many years and I do not think any attempt should be made to reduce the period of payments in such cases unless the workers concerned show a definite desire for the change in practice.

94. Yes.

Monthly paid labour are granted one to two months salary in advance when required and recovered in ten monthly instalments.

No interest is charged.

95. No.

96. See reply to 97.

97. The best way to protect workers against money-lenders is to make the worker less credit worthy and generally to make it as difficult as possible for him to borrow. The recent law prohibiting the attachment of salaries below a certain limit should steadily lead to improvement and it is doubtful whether further amendment of the law will in the long run do good.

98. I am in favour of the establishment of a co-operative societies in areas with a large permanently settled industrial population but am doubtful if the system can be successfully applied to a colliery.

WORKMEN'S COMPENSATION.

99. (i) Fatal	...	...	...	17
(ii) Serious	...	...	...	42

100. Compensation was awarded in all cases.

Referred to Commissioner 38.

102. No.

TRADE UNION.

103. No.

104 to 109. Do not apply.

110 to 115. See reply to 116.

116. I consider that the attitude of employers towards the Trade Union movement should be one of co-operation with properly registered Trade Unions if such Unions conduct their affairs on sound Trade Union lines and if they are truly representative of the workers and their interests. I am not, however, in favour of any Trade Union which is in the hands of men who have no knowledge of the Industry. In the coalfields, where a large part of the labour is migratory in character, it is doubtful if Trade Unionism can function in the best interests of the workers and it may be used by unscrupulous persons, having no connection with mining, for their personal benefit.

117. No.

INDUSTRIAL PEACE.

118. Nil.

119-124. Do not apply.

125. Direct access to the management.

126. Yes, Managers and supervising staff. Jobbers are not used for this purpose.

127. No.

128. Arbitration is only effective where both parties are prepared to agree to abide by the award of the arbitrator. It is always impossible to enforce the arbitrator's award against an unwilling party, and I am, therefore, not in favour of provision being made for compulsory arbitration.

129 and 130. It is considered that the provisions of the Trade Disputes Act as recently amended are fully adequate to deal with industrial disputes provided they are properly applied. It is probable, however, that the provision in the amended Act giving Government power to appoint Conciliation Officers is liable to be misunderstood. Such officers would normally be appointed to deal with some particular dispute and the time for their appointment is during the early stages when their main function would be to endeavour to bring the two parties together with a view to promoting an amicable settlement.

I do not consider that the appointment of whole-time Conciliation officers is at all necessary or desirable and they suggest that the recent appointment of Conciliation officers on certain railways is a false analogy. I understand that these officers might more accurately be described as labour officers, their main functions being to keep the management in touch with the labour and to study the requirements and needs of labour. There is no objection to an Act being passed on the lines of the Bombay Trade Disputes Conciliation Act, 1934.

131. In order to safeguard the mines from natural dangers, labour engaged in work which directly or indirectly affects the safety of any property should not be permitted to participate in a strike.

In the event of a dispute arising, notice not less than one month should be given by the respective parties of their intentions in the matter.

134. Wages always bear a close relationship to selling prices and the views of the Indian Mining Association with reference to the latter and the policy of the Railway Board as recorded in their memorandum is the best reply to this question.

135. So far as this company's experience goes, the machinery provided by the Provincial Government for the administration of the various Acts and for dealing with various matters affecting industry the employer and the worker, is working satisfactorily and we make no suggestions for alteration at present. We recognise, however, that some recent legislation has hardly been long enough in existence to enable either ourselves or other employers to judge whether the existing machinery is incapable of improvement and we, therefore, suggest that we may be in a better position to judge at some future date. We would call attention, too, to our remarks in reply to questions 129 and 130.

WAGES FORM

WAGES

Category of work.	January 1929. July 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly
			Maximum.	Minimum.	Average.			Maximum.
1	2	3	4	5	6	7	8	9
	MEN.							
Work-People ...	...	...	...	...	...	...	...	...
Ditto ...	...	...	...	...	...	...	...	...
	WOMEN.							
Ditto ...	...	...	...	...	...	...	...	...
Ditto ...	...	...	...	...	...	...	...	...
	MEN.							
Ditto ...	...	...	...	...	...	...	...	...
Ditto ...	...	...	...	...	...	...	...	...
	WOMEN.							
Ditto ...	...	...	...	...	...	...	...	...
Ditto ...	...	...	...	...	...	...	...	...

RECORDS DES

NOTE.—(1) All January entries should be shown together; all July entries should be similarly
 (2) If there were, in any of those months, special circumstances such as mechanical
 should be explicitly stated in the column no. 19.

FORM.

1938.		January 1938.					Ratio of column 11 to column 8.	Ratio of column 16 to column 8.	Remarks.
1937.		No. of workers.	Wage-rate P. r T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
JANUARY 1938.									
				Rs. a. p.	Rs. a. p.	Rs. a. p.			
		1,327	T	60 0 0	10 0 0	17 4 0	...	...
		2,668	P	30 0 0	11 8 0	16 0 0	...	...
		151	T	9 5 0	6 8 0	6 13 0	...	...
		376	P	10 0 0	8 8 0	9 0 0	...	...
JULY 1937.									
		1,100	T	60 0 0	10 0 0	16 13 0	...	...
		2,624	P	31 0 0	12 0 0	17 2 0	...	...
		94	T	9 0 0	6 13 0	7 0 0	...	...
		363	P	12 0 0	7 0 0	10 2 0	...	...

treated. breakdowns, or stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration

NOTICE OF COMMENCE

Name of mine—Lodna

Name of owner of mine

It is hereby notified that persons employed in this mine shall begin

	1st Relay,				2nd	
	Period of work,		Rest interval,		Period of work,	
	Begins.	Ends.	Begins.	Ends.	Begins.	Ends.
1	2	3	4	5	6	7
Surface other than as follows—						
Summer	6-0 A. M.	6-0 P. M.	11-30 A. M.	2-30 P. M.	...	...
Winter	6-0 A. M.	5-0 P. M.	12 noon	2-0 P. M.	...	...
Loading coolies and Sha's Pickers—						
Summer	7-0 A. M.	5-0 P. M.	12 noon	2-0 P. M.	...	...
Winter	8-0 A. M.	5-0 P. M.	12 noon	1-0 P. M.	...	...
Surface Boiler Firemen ...	6-0 A. M.	2-0 P. M.	...	...	2-0 P. M.	10-0 P. M.
Surface endless haulage Trolley-men.	6-0 A. M.	2-0 P. M.	...	...	2-0 P. M.	10-0 P. M.
Surface Engine Khalasi trolley-men and Hook-men.	8-0 A. M.	5-0 P. M.	11-0 A. M.	12 noon	8-0 P. M.	8-0 A. M.
7 Pit-Engine Khalasi trolley-men and Hook-men.	7-0 A. M.	3-0 P. M.	...	...	2-0 P. M.	11-0 P. M.
10 Incline Lodna Engine Khalasi, trolley-men and Hook-men.	7-0 A. M.	3-0 P. M.	...	...	2-0 P. M.	11-0 P. M.
6 Incline Lodna Engine Khalasi, trolley-men and Hook-men.	7-0 A. M.	3-0 P. M.	...	...	2-0 P. M.	11-0 P. M.
Firemen at 1 Pit	6-0 A. M.	5-0 P. M.	12 noon	2-0 P. M.	6-0 P. M.	5-0 A. M.
Underground labour	8-0 A. M.	5-0 P. M.	...	...	8-0 P. M.	5-0 A. M.
7 Pit ditto	7-0 A. M.	3-0 P. M.	...	...	2-0 P. M.	11-0 P. M.
10 Incline Lodna ditto ...	7-0 A. M.	3-0 P. M.	...	...	2-0 P. M.	11-0 P. M.
6 Ditto ditto	7-0 A. M.	3-0 P. M.	...	...	2-0 P. M.	11-0 P. M.
Workshop—						
Summer	6-30 A. M.	5-30 P. M.	11-30 A. M.	2-30 P. M.	...	...
Winter	7-0 A. M.	5-0 P. M.	12 noon	2-0 P. M.	...	...
Power-House	8-0 A. M.	2-0 P. M.	...	...	2-0 P. M.	10-0 P. M.

MENT AND END OF WORK.

Colliery.

—Lodna Colliery Company (1920), Limited.

and end their period of work between the hours set out below :—

1st Relay.		3rd Relay.				Remarks.
Rest interval.		Period of work.		Rest interval.		
Begins.	Ends.	Begins.	Ends.	—	—	
8	9	10	11	12	13	
...	} Summer time commences from March 1st to August 31st.
...	
...	} Day of rest is Sundays.
...	
...	...	10-0 P. M.	6-0 A. M.	} Day of rest Sundays by being replaced by sparemen.
...	...	10-0 P. M.	6-0 A. M.	...	...
11-0 P. M.	12 Midnight	12 Midnight	} 1st Relay has a day of rest on Monday. 2nd Relay has a day of rest on Sunday.
...	...	11-0 P. M.	7-0 A. M.	...	...
...	...	11-0 P. M.	7-0 A. M.	} Day of rest on Sundays. They are replaced by spare men.
...	...	11-0 P. M.	7-0 A. M.	...	...
12 Midnight	2-0 A. M.	} In the monsoon the pump Khalasls work on 3rd Relays—6 A. M. to 2 P. M., 2 P. M. to 10 P. M., 10 P. M. to 6 A. M.
...	...	11-0 P. M.	7-0 A. M.	...	...
...	...	11-0 P. M.	7-0 A. M.	} Day of rest Friday.
...	...	11-0 P. M.	7-0 A. M.	...	...
...	...	10-0 P. M.	6-0 A. M.	} 3rd Relay has a day of rest on Monday. 2nd Relay has a day of rest on Wednesday. 1st Relay has a day of rest on Tuesday.
...	

Replies to the supplementary questionnaire on coal.

1. Four to five days.

2. The ability of the miner to earn enough in five days to keep himself and family for seven days is the chief reason for absenteeism. Intoxicating liquor is also responsible for a certain percentage of absentees.

3. Practically all the workers live on the Colliery property.

4. Does not arise.

5. None.

6. Coal is raised through the medium of raising contractors.

The rates paid per tub of 14-15 cwts. capacity are as follows :—

	Rs.	a.	p.	Rs.	a.	p.	
Ordinary miners ..	0	6	0	to	0	7	0 per tub.
C. P. miners ..	0	4	0	to	0	6	0 ..
C. P. loaders ..	0	2	9	to	0	4	0 ..
Machine loaders ..	0	3	0	to	0	4	3 ..

These rates are minimum rates and are increased for difficult work.

7. The system of raising coal through a raising contractor has both advantages and disadvantages so far as the labour are concerned. The contractors are able to and do advance considerable sums to the miners to tide them over difficult times. Many of these sums become bad debts and are irrecoverable.

No manager of any mine worked on the *Sircari* system will take the responsibility of advancing money to miners and the latter are therefore dependent on their weekly wages only. On the other hand, contractors are sometimes known to retain money which is due to the workers. This is especially so when extra rates are paid for difficult work. The remedy is in the hands of the miners who can appeal to the management. In cases where extra rates are paid it would perhaps be better if the money was paid direct to the miner.

8. Miners' *Sirdars* act as a go-between the management and the miners. I am in favour of retaining them as they help to keep the labour in village and family groups which adds to the amenities of their work. Being persons of a higher standard of

intelligence than the ordinary miner, they are also able to present any grievances to the management more ably than if the latter had to deal with each individual miner. Occasionally miners' *Sirdars* may abuse their position but as most of them are the choice of the miners themselves and often close relatives, I do not think these abuses are very prevalent.

9. 5 to 20 minutes.

10. Wages are calculated by the tub. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist. It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. In a relay of 9 hours, bank to bank, the actual daily time occupied by good miners in coal-cutting and loading averages 4 to 5 hours per relay.

Many workers of non-diligent character occupy much less time in coal-cutting and loading.

12. Capacity of tub 14-15 cwt. For rates see answer to question no. 6.

There has been no change in the size of tub since 1929.

13. A sufficient and regular supply of tubs is ensured to the miners in the first place by the provision of adequate haulage arrangements and the maintenance of the properly laid track. In order to maintain a regular and speedy "turn-round" of tubs traffic *Sirdars* are employed to deal with any congestion or stoppages which might occur.

14. There are no weighing machines used at the pit mouths.

The miners are paid on a tub and not on a tonnage basis.

15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. In regard to underloading, no tub is removed from the working place until such time as it is properly loaded, so there is never any occasion for deductions on this account.

16. In 1929 the average number of women employed underground at Lodna and Bhaga Collieries was 698. By October 1937 these women were excluded from underground. In October 1938 we employed 361 women on the surface who were previously employed underground. Of these 281 are employed on the depots and screening plant and 80 on earth-cutting for stowing purposes.

Rates of pay are as follows :—

	Rs.	a.	p.	
Coal loaders on the depot ..	0	4	0	per day.
Shale pickers on the screening plant ..	0	4	0	„
Stowing <i>kamins</i> on contract, average daily	0	4	0	„

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) An improvement has taken place in the case of the children since the exclusion of women from the mines.

(c) The economic status of women may not have improved in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. The following table indicates the earnings of four men in respect of a period before and a period after their wives were excluded from the mines on October 1st, 1937.

Miner "A" and his wife—September 1937, Rs. 12-3-0	} Wife
Ditto —September 1938, Rs. 13-14-9 regularly employed on the screening plant.	

Miner "B" and his wife—September 1937, Rs. 11-6-0	} Wife
Ditto —September 1938, Rs. 12-9-0 regularly employed on the screening plant.	

The above miners are "ordinary" miners C. P. miners "C" and "D"

and 3 female loaders—September 1937, Rs. 105-15-0

Ditto —September 1938, Rs. 109-12-0

Females in casual employment on the surface.

19. Wages are paid wholly in cash on a week day.

**Replies to the Questionnaire of the East Indian Coal Company,
Limited, Bararee Colliery.**

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	..	..	..	..	43
Clerks	..	..	..	..	29
Work people	{	Men	..	..	2,093
		Women	..	..	259
		Children	..	..	Nil
			Men.		Women.
2(a)			715		102
(b)			1,450		157

3. 109 workers.

4. Hazaribagh, Monghyr, Gaya, Benares, Raipur, Bilaspur Raebareli, Partabgarh and Manbhum.

5-6. No record.

7. By jobbers and directly by the management.

(a) Jobbers or *Sirdars* go to the villages and bring back labour.

(b) They keep the labour force together in gangs and supply numbers according to the requirements of the management.

(c) Commission is paid on this Colliery one anna per tub of coal raised.

8. I prefer our existing system, i.e., *Sirdars* bringing in labour from the various villages as it seems to me to be the most direct.

9. No.

10. No list.

11-12. No.

13. Chiefly earthcutting. Approximate proportion of casual workers to the total number of workers is two per cent and this varies very little.

14. Yes. One per cent.

CONDITIONS OF EMPLOYMENT.

15. No.

16. Yes, mechanical and electrical apprentices—1st six months—no pay, 2nd six months—Rs. 5 per month, 2nd year—Rs. 7 per month, 3rd year—Rs. 10 per month.

17. No.

18. In coal mining there are many diverse types of employment, roughly these are miners, machinery operating and repair staff, surface railway wagon loading workers, casual such as brick-making, building, earthcutting and such like.

Security of service for miners is entirely in their own hands, these workers are largely recruited locally or nearby, and spend their time partly on the Collieries and partly in their village homes as season, festivals or whim dictate. There is ample work at the Collieries and there is competition for the services of these men. Other miners known as the Central Provinces miners—largely hailing from the Central Provinces—stay for longer periods on the Collieries without return to their villages. These men always have work available on the Collieries.

Regarding the machinery and operating staff. Regular employment of these men is generally assured. Fluctuation in the demands for coal when of larger degree, may affect some of this class of labour, but such cause is a broad economic one and is detrimentally operative when coal output, and, therefore, the general work on the Colliery, is restricted.

Wagon loading labour is often affected by shortage of wagon supplies and for shortage of coal orders. In short, if despatches to market are poor, this type of labour is idle. This matter is economic and largely out of the control of the Collieries.

19. The prevailing system of granting leave is that the employees put in their applications for leave as and when required and these applications are generally granted. Salaried employees are granted leave with pay for 12 to 15 days in general and up to 21 days in special cases in one year. Wage-earners prefer taking long leave, say six weeks to eight weeks at a time by providing substitutes who are in most cases, their relatives and dependants and such leave is sanctioned by the management. There are no prescribed rules. Except piece-workers and daily wage-men all festivals, etc., are holidays with pay.

20-21. Please refer to answer of question 72.

22. No.

23. 58 days.

24. Yes there are bye-laws under the Mines Act and Rules and standing orders issued by the management.

25. Read over and explained to the workers concerned.

26. The workers are fined.

27. The worker is usually caught red-handed by an official and may appeal to the Manager for enquiry.

28. Fines for disobedience, sleeping on duty, robbing sides and pillars, etc.

29. Vide 28.

30. 283 persons were fined.

31. The person is warned and his pay is cut.

32. Very little trouble in this respect. If a person is late he is warned and this is usually sufficient.

33. Fines are credited to the Labour Benefit Fund.

HOURS OF WORK.

34. The hours of work in mines are laid down in the Indian Mines Act, 1923. The hours prescribed are reasonable and I am not in favour of any alteration.

35. Miners and *sircari* labour two shifts—9 A.M. to 6 P.M. and 9 P.M. to 6 A.M.

Haulage, pump *khalasis* and winding *khalasis* three shifts—6 A.M. to 2 P.M., 2 P.M. to 10 P.M. and 10 P.M. to 6 A.M.

Workshop—6-30 A.M. to 5 P.M. with rest hours from 11-30 A.M. to 1-30 P.M.

Clerical staff—6-30 A.M. to 5 P.M. with rest from 11 A.M. to 2 P.M.

36. Not continuous. Please refer to the Indian Mines Act for work hours in mines.

37-38. No.

40. No.

41. 1933—273 days, 1934—276 days, 1935—281 days, 1936—292 days, 1937—300 days.

No record of any stoppage kept.

CONDITION IN FACTORIES.

42—48. Refer to factories.

WAGES.

49. Forms filled in and attached herewith.

50. No material change.

51. No overtime.

52. No.

53. Weekly payment to miners, surface and underground labour—proportion 92 per cent.

Monthly to workshop, office and outdoor staff—proportion 8 per cent. I do not think it feasible to convert weekly rated workers to monthly rated ones.

54. Weekly and monthly payments—2,230 workers paid weekly and 194 workers paid monthly. The number of the days elapsing between the end of the wage period and the date of payment is as follows :—

Weekly—miners, surface and underground trolleyman	None.
Other labour	3 days.
Monthly—Workshop and outdoor staff	15 „
Office staff	None.

55. Miners tub rates decreased by 9 pies in 1933 and increased 1 anna 6 pies in 1937 and 6 pies in 1938.

56. Benefit fund deduction of 3 pies per head weekly. The value of tools and explosives are deducted from the miners to prevent misuse or selling outside the Colliery.

57. No.

58. An automatic adjustment of wages to the cost of living is neither desirable nor practicable. There is no necessary connection between the cost of living and the capacity of the industry to pay wages—indeed the cost of living might be high at a time when the industry was incurring heavy losses.

59. I am opposed to legislation to establish a minimum wage for the same reason that the Whitley Commission and the Government of India opposed this in the past. There is no objection to the principle, but as far as coal mining is concerned, I am prepared to agree only to the fixation of a minimum rate

per tub, varying according to whether coal is machine-cut or hand-cut, as miners are paid by piece-work.

WELFARE WORK.

70. A school is provided for the children of the employees the number attending being 120.

71. No.

72(a). Nil at our Collieries.

(b) We provide a medical staff of qualified doctors, dispenser, well-stocked dispensary and well-equipped hospital with operating theatre and wards (male and female). The medical services and medicines are provided free of any charge to all workers. The medical services of this company's collieries are supervised by an M. B.

(c) The Jharia Mines Board of Health exercise a measure of control but in no way provides any medical facilities.

Regarding the treatment of maternity cases, we have a Labour Benefit Fund on the East Indian Coal Company's Collieries from which, from a fund financed by contribution of one pice per head per week by the labour the following benefits are available :—

Sick pay.—On doctor's certificate Re. 1-8-0 per week.

Maternity.—Certificated midwifery nurses provided.

Expectant mother provided with two tins of Horlick's milk two weeks before expected birth, Rs. 4 paid at birth and a lying-in-pay of Rs. 2 per week for three weeks. Clothing given to mother and child.

Marriage.—Rs. 5 paid to each contracting party who is a member or is the child of a member.

Death.—Funeral allowance of Rs. 4 for an adult and Rs. 1-8-0 for a child.

A copy of the rules is enclosed. To this fund the company contribute up to Rs. 100 per month, with a minimum of Rs. 50 per month at Colliery Superintendent's discretion and provide all the machinery for its smooth working.

The provision made for dealing with maternity cases are adequate.

73. There are no charges of any kind whatsoever for treatment and medicines supplied in the hospital or dispensary provided by the company. All is entirely free.

74. No.

75. I would refer the Labour Committee to the statistics of the Jharia Mines Board of Health. There are no occupational diseases.

76. At one time cholera was the dreaded epidemic disease. Pure water supplied by the Jharia Water Board together with the good work done by the Jharia Mines Board of Health has reduced the incidence of this disease to very low dimension. The growing threat to the health of labour now is the recurrent appearance each monsoon of Malaria. The incidence of this disease is rapidly increasing and my information is that whereas in 1932 the case for the Jharia Field was numbered about 9,000 the number five years later in 1937, amounted to about Rs. 33,500. It is likely that many of the cases called malaria were perhaps not malaria but there appears to be no doubt that the majority of cases were and are.

The Jharia Mines Board of Health is fully alive to the seriousness of this growing incidence of malaria and combative measures are in operation. On the this company's collieries we use large quantities of Quinine, Chinchona, also Atebrin and Plasmoguinine for malaria treatment and also as prophylactics. The usual measures of prevention of the breeding of mosquitoes are very actively done and all measures possible are pursued to reduce the incidence of malaria. The threat of malaria to the coal industry in the Jharia coalfield is decidedly very considerable and special measures of a wide spread character are needed. I enclose a chart showing number of cases in the Jharia field for the past six years which speaks for itself. (*Not printed.*)

77. I have no special knowledge of the prevalence of deficiency diseases in this District. I am inclined to the view that such diseases are not prevalent to any considerable extent.

78. (c) The company provide large tanks with fresh flowing water at central parts on the Colliery for bathing.

79. Drinking water is supplied as required through pipe taps at various points throughout the colliery. This water is supplied to the colliery by the Jharia Water Board on cess payment.

80. Please refer to answer to Question 72.

81. Any scheme of insurance against sickness on a contributory basis should be based on contributions by (a) the State, (b) the worker and (c) the employer.

82. I have no objection, but such would need to be carefully drafted as, unfortunately, we feel that money as a maternity payment often finds its way to the grog shop. It was for this reason that this colliery Benefit Fund substituted a milk food for money payments for prenatal period.

83. (a) All workers' houses are provided by the Colliery Company. The houses are all licensed to conform to the requirements of the Jharia Mines Board of Health. I refer you to the Rules of this authority.

84. There is adequate housing accommodation for the total number of workers employed on the Colliery. The Company provide all housing for its labour.

85. The labour enjoy the use of houses provided, entirely rent free.

86. The worker does not require to build a house. The Company provides all.

87. In view of the above answer this does not arise.

88. Facilities for football are provided. Excepting employees of the machinery department, our labour generally is not interested in recreation. They may watch a football match as a *tamasha* but they have no active interest such as would make them wish to participate. Miners particularly are uninterested in active sport.

89. Some shelters are available for some surface workers but this is not a general rule.

90. There are no creches for children but under the auspices of the workers Benefit Fund the Midwifery Nurse holds clinics where infants are bathed and cared for and mothers instructed

INDEBTEDNESS.

91. By long established custom the Colliery workers get their supplies from the local shop-keepers on credit. For miners it is usual for the miner's *sardar* or the Contractor, as the case may be, to stand security. Credit is given for the week or for the month as to whether the worker is paid weekly or monthly. There are practically no cash transactions at the bazars catering direct for our Colliery labour, and my information is that the worker pays no more or but very little for credit purchases as he would otherwise do, if he paid cash. Credit is the established procedure. Possibly if cash were the established procedure, price's might be somewhat less.

92. I am inclined to think that the establishment of Co-operative Stores would not be a success and would expect such to fail. I, however, have had no experience but suggest that perhaps Government will have had experience of this idea, which experience may be called upon by the Labour Committee.

93. No.

94. Monthly paid workers seldom receive an advance and when they do it is recovered generally at the end of the month. Miners on their request receive small advances which are recovered weekly.

95. Yes. This is the system in practice at these Collieries.

96. Mining labour does not appear to be affected by the recent amendment of law, granting immunity of low wages from attachment. It was only on very rare occasion that the salary of any mining worker had been attached and the advantage of the recent amendment, therefore, is not of great value to mine-workers. There, however, is the matter of attachment of contractors' bills. Sometimes the bills of small contractors chiefly building, brick-making and such like contractors are attached. This attachment may cause hardship as the money payable to the contractor is, after all, largely wages that he has to pay out to his workers and such attachment is a direct attachment of wages of other than the actual debtor. When represented to the Courts, however, we have always found the Courts sympathetic. Immunity in the industrial areas from attachment for such bills would be advantageous to the interests of the labour.

WORKMEN'S COMPENSATION.

		{ Fatal	...	13
99. 214 accidents	...	{ Serious	...	57
		{ Non-serious.	...	144

100. 178 cases compensation awarded, 3 disputed cases referred to the Commissioner.

101. Our liabilities under the Workmen's Compensation Act are all covered by insurance and we have found no difficulties in the worker and administration of the Workmen's Compensation Act.

TRADE UNION.

103—105. A movement is on foot at the moment to establish a Trade Union on this Company's Collieries. Application has been made under the Trade Union Act for registration. No recognition has been afforded by the Colliery Company.

116. There is much that is desirable in the Trade Union movement, on the other hand, if controlled by unsatisfactory man, it holds considerable possibilities for harm. We, therefore, would welcome the Trade Union system provided that the Union is under satisfactory leadership, is truly representative of the workers and is conducted on sound Trade Union Lines.

The Trade Union Act would appear to require overhauling.

WAGES

Category of work.	July 1929.					July			
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly	
			Maximum.	Minimum.	Average.			Maximum.	
1	2	3	4	5	6	7	8	9	
			Rs. s. p.	Rs. s. p.	Rs. s. p.			Rs. s. p.	
Coal cutters ... ..	...	...	Not available	...	...	501	P	...	13 9 0
	MEN.								
Loaders ... ..	...	...	Ditto	...	...	195	P	...	7 13 0
Skilled labour under-ground.	161	T	60 12 0	13 4 0	26 2 0	113	T	...	33 8 0
	WOMEN.								
Unskilled labour under-ground.	201	T	23 10 0	10 10 0	15 4 0	201	T and P	...	15 12 0
	BOYS.								
Clerical staff	25	T	85 0 0	20 0 0	35 4 0	25	T	...	85 0 0
Surface skilled labour ...	117	T	100 0 0	15 12 0	25 8 0	110	T	...	69 0 0
	GIRLS.								
Surface unskilled labour ...	290	T	23 10 0	10 2 0	33 9 0	460	T and P	...	19 0 0
Surface Female.	50	T	7 12 0	6 12 0	6 15 0	203	Ditto	...	6 7 0

NOTES.—(1) All January entries should be shown together; all July entries should be similarly

(2) If there were, in any of those months, special circumstances such as mechanical duration should be explicitly stated in the column no. 19.

FORM.

1933.		July 1937.					Ratio of column 11 to column 8.	Ratio of column 16 to column 8.	Remarks.
Earnings.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. s. p.	Rs. s. p.			Rs. s. p.	Rs. s. p.	Rs. s. p.			
8 7 0	10 1 0	330	P	10 8 0	13 4 0	15 0 0	...	...
4 10 0	6 3 0	340	P	13 14 0	9 7 0	10 12 0	...	...
13 3 0	14 0 0	130	T	33 8 0	13 4 0	14 0 0	'69:1	'69:1	
9 1 0	11 13 0	356	T and P	20 4 0	8 10 0	12 15 0	'77:1	'84:1	
15 0 0	32 4 0	29	T	85 0 0	15 0 0	33 4 0	'91:1	'91:1	
12 14 0	20 12 0	86	T	60 0 0	12 14 0	17 7 0	'81:1	'68:1	
8 0 0	11 3 0	472	T and P	19 6 0	8 1 0	11 4 0	'82:1	'83:1	
6 12 0	7 1 0	250	Ditto	7 12 0	6 12 0	6 12 0	1'01:1	'97:1	

treated.

breakdowns, or stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, these and their

Replies to the supplementary questionnaire on Coal.

1. Five and half days.

2. The absenteeism among miners is chiefly due to cultivation, most miners absenting themselves for two months in the year on this account. Visiting the grog shop at week ends also accounts for many absentees on Mondays.

3—4. Does not arise as labour reside on the Colliery.

5. No workers have been assigned small holdings on this colliery.

6. Directly by management. Since 1931.

8. *Sirdars* recruit labour from the villages and supply numbers according to the requirements of the management. The *sirdar* has become largely the intermediary between the management and the miners recruited by him. With wider spread of education *sirdars* may be dispensed with. Compulsory primary education be helpful.

9. Depends on the number of miners to be lowered. At our mines time taken is 10 to 30 minutes. When numbers are bigger more time is necessarily required.

10. No. The time required for any worker from the leaving of the pit bank to arrival at his working place at our mines need not be more than 15 minutes.

11. C. P. Miners in depillaring areas 3 to 4 hours. Pick miners in galleries 5 to 6 hours.

12. Capacity of tubs used 36 c.ft.

Rates per tub :—

C. P. Coal Re. 0-6-6 to Re. 0-7-6 per tub and Re. 0-1-0 commission and explosives free if six tubs of coal are given per seer of gunpowder.

Pick out coal Re. 0-7-6 to Re. 0-8-0 per tub and Re. 0-1-0 commission. No change in size of tub since 1929. Rates for tubs in 1929 not available as the Colliery was working under contractors in that year.

13. We have a supervising staff but apart from this tub checkers are employed whose duty is to control traffic and see that miners get a sufficient and regular supply of tubs.

14. No weighing machines at pit mouth. The quantity of coal raised by each miner is calculated according to number and capacity of the tubs.

15. Miners do not overload. "Miners are paid by piece-work, i. e., for filling the tubs with coal———by volume and not by weight".

16. Sixty-eight women were excluded from underground workings in October 1937 and all were engaged on the surface as :—

Stoney Coal carriers and shale pickers at Re. 0-4-0 per day.

Loading coal into wagons on depot at 0-1-7½ per ton.

On surface subsidence at 0-4-0 per day.

17. It is impossible to answer this question in as much as full knowledge is not, and cannot be, available. I, however, make the following general remarks :—

(a) From the 1st July, 1929, up to 1st October 1937

————— a period of 7½ years———, female labour was eliminated from the underground workings of coal mines at the rate of 3 per cent of the labour force yearly———as from 29 per cent to 8 per cent. There was, therefore, a slow economic adjustment in the matter of labour Family Budget and life. During this period of adjustment women largely returned to their villages, found work at other callings or in coal quarries, or found surface work at the collieries of their employment. Employment in surface work at the collieries where they were originally employed underground can only be of a small proportion of the original female underground labour force. Miners' earnings are better but an explicit answer to (a) is obviously impossible.

(b) As far as we can tell there should be betterment in the care of children where the women is not employed. One would expect such to be.

(c) Regarding the economic status of women it seems to me that this must be affected, in that a line of employment is definitely barred to women and no equivalent assured and permanent alternative provided.

18. When women were in the mine the miner usually worked with his wife and as this was a joint concern it is difficult to assess his wages.

After exclusion of women the average wage of a coal cutter is Re. 0-12-6 per day.

19. Wages are paid wholly in cash. Sunday is a rest day and miner's wages are paid on that day from 7 A.M. to 10 A.M.

**Replies to the questionnaire, East Indian Coal Company,
Limited, Bulliaree Kendwadih, Kusunda, P. O.**

(Manbhum).

NATURE AND RECRUITMENT OF LABOUR.

1. Total officers	..	..	..	..	17
Clerks	..	..	..	..	29
Workpeople :—					
Men	..	..	..	..	1,422
Women	..	..	..	..	95
Children	..	..	..	..	nil
2. Permanently settled	..	..	..	..	498
Migratory	..	..	..	..	1,023

3. Five per cent.

4. Allahabad, Bilaspur, Chapra, Arrah, Gaya, Dumka, Patna, Bhagalpur, Munbhum, Monghyr and Hazaribagh.

5—6. No records.

7. A. Partly by recruitments, partly by management.

Recruiters bring the workers from their houses paying incidental expenses from a commission of pies 6 per tub loaded.

8. By jobbers or contractors.

9. (1) No.

(2) No.

(3) New entrants are known, but no specific list is kept.

10. No list.

11. None.

12. No.

13. Casual labour is very rarely employed.

14. See (13).

CONDITION OF EMPLOYMENT.

15. No.

16. *Power Station Electrical Apprentices.*—Six months without pay, then, 1st year Rs. 8 per month, 2nd year Rs. 12 per month, 3rd year Rs. 15 per month and 4th year Rs. 20 per month.

Other Electrical and Mechanical Apprentices.—Six months without pay, then, 1st year Rs. 5, 2nd year Rs. 7, and 3rd year Rs. 10 per month.

17. Promotion is based on merit and service.

18. All workers get security of service if they work regularly and well.

19. Leave is granted within reason, the majority of salaried workers receiving pay with it.

20 }
21 } See answer to (72).

22. No.

23. Sixty-three days per annum.

24. Yes; Bye-laws under the Mine Act and also Colliery Standing Orders.

25. Through officials.

26. Small fines where necessitated.

27. He is giving a fair hearing in the presence of witnesses.

28. Fines are inflicted usually for offences liable to endanger life or property.

29. No. Fines are casual and only used when discipline has to be enforced.

30. 35½ Punishments, practically all being small fines.

31—32. Usually overlooked.

33. Fines are all added to the worker's Sickness Benefit Fund.

HOURS OF WORK.

34. The hours of work as laid down in the Indian Mines Act.

They are reasonable and we are not in favour of any alteration.

35. Work is performed chiefly on two or three shifts

Two shifts—8-30 to 5-30 (day and night).

Three shifts—6 A. M. to 2 P. M., 2 P. M. to 10 P. M. and 10 P. M. to 6 A. M.

Surface work is generally done from 7 A. M. to 5 P. M. with one, two or three hours rest interval at midday.

36. Sundays are rest days with Monday a day of partial work.

37. No.

38. No regular system.

39. None.

40. No.

			Days worked.	
41.	1933	239	} There was no major stoppage due to breakdowns.
	1934	... ..	264
	1935	.. ..	254
	1936	.. ..	219
	1937	: ..	295	

WAGES.

49. See form attached.

50. No Major change.

52. No.

53. (a) 23 per cent (underground and surface *sirkari coolies* and some *khalasis*.)

(b) 67 per cent Miners, *Sardars*, Trammers and Surface loaders.

(c) Nil.

(d) 10 per cent most, *Khalasis*, Clerks, *Mistris* and Overmen, etc.

54. See 53.

Payment of all weekly-paid workers at the end of the payment week. Payment of daily-paid workers, three days later and payment of monthly-paid workers at the end of the month or 15 days later.

55. Records since 1931 shew that there was a decrease of from Re. 0-1-0 to Re. 0-2-0 in tubble rates in early 1933 and there was an increase of from Re. 0-1-0 to Re. 0-2-0 per tub in 1937.

Time rates varied slightly with the above changes.

56. One pice is voluntarily paid by each worker weekly towards the Workers' Benefit Fund.

WELFARE WORK.

72. (a) Nil. At our Collieries.

(b) We provide a medical staff of a qualified doctor, dispenser, well stocked dispensary and well equipped hospital with operating theatre and wards (male and female). The medical services and medicines are provided free of any charge to all workers.

The medical services of this Company's Collieries are supervised by an M. B.

(c) The Jharia Mines Board of Health exercises a measure of control but in no way provides any Medical facilities.

Regarding the treatment of maternity cases, we have a labour Benefit Fund on the East Indian Coal Company's Collieries which from a fund financed by contribution of one pice per head per week by the labour, the following benefits are available :—

Sick pay on doctor's certificate Rs. 1-8-0 per week.

Maternity.—Certified midwifery nurses provided. Expectant mother provided with two tins of Horlicks Malted Milk at two weeks before expected birth. Rs. 4 paid at birth and a lying-in-pay of Rs. 2 per week for three weeks.

Clothing is given to mother and child.

Marriage.—Rs. 5 paid to each contracting party who is a member or the child of a member.

Death.—Funeral allowance of Rs. 4 for an adult and Rs. 1-8-0 for a child.

To this fund the Company contributes up to Rs. 100 per month, (at Colliery Superintendent's discretion minimum Rs. 50) and provides all the machinery for its smooth working.

The provision made for dealing with maternity cases are adequate.

73. There are no charges of any kind whatsoever for treatment and medicines supplied in the hospital or dispensary provided by the Company. All is entirely free.

WORKMEN'S COMPENSATION.

99. Sixty-one accidents occurred in the last three years.

Viz—Fatal	..	..	..	5
Serious	...	..	..	15
Non-serious	..	..	..	41

100. Compensation has been paid in all cases.

101. There is a delay in the legal process for the payment of fatal accident claims.

For answer to question nos. 57—59 inclusive, 74—87 inclusive, 89—96 inclusive, 103—116, please refer to the answer of Mr. D. Howieson of Bararee Colliery of Messrs. The East Indian Coal Company, Limited.

WAGES FORM.

Category of work.	Number of workers.	Wage-rate P. or T.	January 1933 to July 1933 monthly earnings.			Number of workers.	Wage-rate P. or T.	January 1938 to July 1938 monthly earnings.			Ratio columns 16 to 11.
			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.	
			9	10	11			12	13	14		15	16	17
			Rs. s. p.	Rs. s. p.	Rs. s. p.			Rs. s. p.	Rs. s. p.	Rs. s. p.	
Miners	P.	13 0 0	9 12 0	12 0 0	...	P.	21 0 0	18 0 0	17 0 0	1'42 to 1'00
Loaders	14 0 0	8 0 0	11 0 0	...	...	16 0 0	9 0 0	13 0 0	1'19 to 1'00
Khalasis	T.	19 11 0	15 12 0	16 0 0	-	T.	20 0 0	18 6 0	16 0 0	0 90 to 1'00
Underground Coolies	T.	16 4 0	9 12 0	13 0 0	...	T.	18 0 0	9 12 0	14 0 0	1'08 to 1'00
Trammers	P.	12 0 0	11 0 0	11 8 0	...	P.	15 0 0	11 0 0	13 0 0	1'18 to 1'00
Surface Loading Coolies	P.	11 0 0	8 0 0	10 0 0	...	P.	11 0 0	8 0 0	10 0 0	1'00 to 1'00

Replies to the Supplementary Questionnaire on Coal.

1. Five days.

2. The absenteeism amongst miners is chiefly due to cultivation, most miners absenting themselves for two months in the year on this account. Visiting the grog shop at week ends also accounts for many absentees on Mondays.

3—4. Do not arise as labour reside on the colliery.

5. No workers have been assigned small holdings on this colliery.

6. Directly by the management since 1931.

8. *Sardars* recruit labour from the villages and supply numbers according to the requirements of the management. The *sardar* has become largely the intermediary between the management and the miners recruited by him. With wider spread of education *sardars* may be dispensed with. Compulsory primary education would be helpful.

9. Depends on the number of miners to be lowered. At our mines time taken is 10 to 30 minutes. When numbers are bigger more time is necessarily required.

10. No. The time required for any worker from the leaving of the pit bank to arrival at his working place at our mines need not be more than 15 minutes.

11. C. P. Miners 3 to 4 hours.

Pick Miners 5 to 6 hours.

12. Capacity of tubs:—

(a) 36 cubic feet at Re. 0-7-0 to Rs. 0-8-0 per tub.

(b) 30 " at Re. 0-7-6 to " " " "

(c) 25 " at Re. 0-6-0 to " " " "

} Special cir.
cumstances

There has been no change in the size of tubs since 1929, comparable rates not being available as raising were by contractors in that year.

13. Supervising staff sees to the provision of an adequate supply of tubs.

14. No weighing machine at pit mouth. The quantity of coal raised by each miner is calculated according to number and capacity of the tubs.

15. Miners do not overload. "Miners are paid by piecework, i.e., for filling the tub with coal by volume and not by weight."

16. Thirty women were excluded in October 1937. These were all re-employed in surface cleaning, earth cutting shale, picking and soft coke making at rates of Re. 0-4-6 or Re. 0-5-0 per day.

17. It is impossible to answer this question in as much as full knowledge is not, and cannot be available. I, however, make the following general remarks :—

- (a) From the 1st July 1929 up to 1st October 1937 ——— a period of seven-half years, ——— female labour was eliminated from the underground workings of coal mines at the rate of 3 per cent of the labour force yearly ——— as from 29 per cent to 8 per cent. There was, therefore, a slow economic adjustment in the matter of labour family budget and life. During this period of adjustment women largely returned to their villages, found work at other callings or in coal quarries, or found surface work at the collieries of their employment. Employment in surface work at the collieries where they were originally employed underground can only be of a small proportion of the original female underground labour force. Miners' earnings are better but an explicit answer to (a) is obviously impossible.
- (b) As far as we can tell there should be a betterment in the care of children where the women are not employed. One would expect such to be.
- (c) Regarding the economic status of women it seems to me that this must be effected, in that a line of employment is definitely barred to women and no equivalent assured and permanent alternative provided.

18. When women were in the mine the miner usually worked with his wife and as this was a joint concern it is difficult to assess his wages.

After exclusion of women the average wage of a coal outter is Re. 0-10-6 per day.

19. Wages are paid wholly in cash. They are paid on a rest day.

Replies to the Questionnaire of the Bihar Labour Enquiry Committee, Kargali Colliery, Bokaro P. O., Hazaribagh District.

1. Colliery Administration ...	}	Officers ...	3
		Clerks ...	92
		Supervising Staff ...	
		Medical Staff ...	
Work people	{	Men ...	900
		Women ...	50
		Children ...	...

CONTRACTORS.

Officers ...	2		
Clerks, etc. ...	117		
Supervising Staff ...			
Work people	{	Men ...	2,843
		Women ...	1,950
		Children ...	...

2. Practically all the employees of the administration (*Sarkari* labour) is permanently settled on the colliery or in the neighbourhood.

As regards the contractors' labour, it is estimated that 50 per cent of the workers spend half the year working in the colliery and the other half of the year engaged in agricultural pursuits in their native districts. These workers are relieved by men from their own villages who likewise work on the colliery and at agriculture during the alternate six months of the year. Another 25 per cent of the labour force is recruited from the local agricultural labourers who work in the colliery when there is no cultivation or harvesting. They attend irregularly throughout the year. The remaining balance (25 per cent) of the labour force may be regarded as "floating".

3. See answer to previous question.

4. Quarry workers come from local villages, Ranchi, Chaibassa and Bilaspur districts. Underground workers come from Bilaspur, Jharia and local villages.

5. Amongst miners and overburden workers the average length of service is probably about a year. There is comparatively little turnover amongst other classes of labour. No remedy can be suggested which will not interfere with the agricultural life of the workers.

6. Figures are difficult to give as miners, overburden workers and labourers usually leave without giving any specified reason. During 1936 and 1937 there was a great scarcity of labour and much difficulty was experienced in getting workmen. Most of the workpeople left on their own account.

7. Contractors recruit all their own labour, whereas departmental labour is engaged by the management.

8. Recruitment of large numbers of labour cannot, so long as mining is a secondary occupation of such labour, be satisfactorily undertaken by the administration. Hence so far as the vast majority of the workers is concerned the present system is considered the most preferable.

9. So far as departmental staff is concerned, a list of those who have been previously employed and discharged is kept.

10. The merits and suitability of the candidates are considered as well as their seniority on the lists.

11. Nothing has been brought to our notice.

12. No. Labour exchanges are not practical with present conditions of labour in the coalfields.

13. Casual labour is rarely employed.

14. No.

B.—CONDITIONS OF EMPLOYMENT.

15. Yes. For certain classes of workers there are the State Railway Rules.

16. There is no provision in the collieries for the regular training of apprentices.

17. Yes, for certain departmental worker graded scales of pay exist.

18. No general rule will be applicable to all industries as there is so much diversity of conditions and works amongst the different industries.

19. Employees of the administration are granted leave in accordance with the Indian State Railway Rules in force,

Leave rules are as follows :—

Length of service.	..	Leave admissible.
Less than 3 years	..	Nil
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.	(1)	15 days' leave on average pay in any one calendar year.
	(2)	Leave on medical certificate on half average pay not exceeding 15 days in any calendar year of 60 days in all.
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 including such leave taken before completion of 20 years' service.

20. Yes. These are embodied in the rules quoted in reply to question 19.

21. No special leave with pay is granted during maternity.

22. Yes. Gratuities and provident fund contributions are paid to all regular monthly-paid staff except menials.

23. Old age pensions are not paid.

Saturday is Bazar day at the Colliery and is a holiday and in addition the following holidays are observed :—

Holi festival	..	..	..	2 days
Durga Puja	..	..	..	4 ..
Kali Puja	..	..	..	2 ..

In addition to the above, certain classes of labour recognize special Pujas observed in their own districts and a partial stoppage of work is caused on these occasions.

24. Rules laid down by the Government of India regulating discipline and rights of appeal of non-gazetted Railway servants are followed.

25. Orders and rules framed by the management are posted up in conspicuous places. The supervising staff is responsible for advising and explaining the rules to the illiterate workmen,

26. Cases of indicipline or slackness in work are reported to the Manager, who generally institutes a personal enquiry. Written statements are generally taken and the defendand gives facility to call witnesses on his behalf and to give evidence.

For higher classes of workers a charge sheet is submitted and a week or so given for the accused to reply thereto.

27. Every oppportunity is given to the worker to meet any charge brought against him before he is punished.

28. The various kinds of punishment which are generally meted out in accordance with the nature and seriousness of the offence are as follows :—

- (1) Suspension.
- (2) Fine.
- (3) Pay reduced.
- (4) Increment stopped.
- (5) Reprimand and fact entered in service records.
- (6) Discharged.
- (7) Dismissal.

29. Yes. Generally speaking, offences likely to cause or have caused loss of life or limbs or serious damage to plant, machinery or property are dealt with by removal from service or other severe punishment.

30. Number of cases dealt with in the year ending 31st March 1939 :—

(1) Suspended	...	...	...	Nil.
(2) Fined	...	...	...	7
(3) Pay reduced	...	...	...	Nil.
(4) Increment stopped	...	...	...	Nil.
(5) Reprimanded and fact entered in service sheet.				2.
(6) Discharged	...	...	...	Nil.
(7) Dismissed	...	...	...	Nil.

31. Unauthorised absence may be converted into leave with or without pay according to the circumstances. In some cases such absence may be treated as a breach in service or by dismissal, but the latter punishment is unusual and would only be awarded in exceptional cases,

32. Generally, half an hour's grace is given. Otherwise the worker is marked half a day absent.

33. Fines are credited to " Working Expenses ". We have no " Fine Fund ". The amount realized in fines is small being only Rs. 1-11-0 for the year 1938-39.

C.—HOURS OF WORK.

34. The hours of work conform to those laid down in the Indian Coal Mines Act. I am afraid that any more restriction on the working hours of the miner will lead to dissatisfaction and will also disorganize the work, entail more expense to the administration on supervision.

35. Three shifts are generally worked underground. On the surface for general workers work is carried on in one shift only with a rest interval during the mid-day. The hours of work and rest intervals are in accordance with the Indian Coal Mines Act.

36. Arrangements are required under the Coal Mines Act and have been in operation since 1926. Overlapping of shifts is not permitted except during the time of travelling to and from work.

37. The hours of general workers are changed for the summer and winter seasons. There is no change in the different seasons in the hours of those engaged in shift duty.

38. No overtime is worked except in cases of emergency and the worker is paid for same in full according to the period worked. —

39. No workers are regularly called to work overtime and in cases of emergency such as breakdown of important machinery engineering staff may have to work overtime. They are paid in accordance with their scale of pay for the extra period worked.

40. Yes. Leave may be given.

41. There have been no general stoppage of work on the colliery although there may have been partial stoppages of an hour or two.

Number of days mine worked were :—

1934.	1935.	1936.	1937 ¹	1938.
274	286	299	304	307

D.—CONDITONS IN FACTORIES.

42. Yes.

43. All measures laid down by the Indian Coal Mines Act are carefully adopted and carried out and these are supplemented by standing written orders whenever necessary.

44.—48. Not applicable to Coal Mines.

E.—WAGES.

49. Full details of rates of wages, etc., of Departmental labour were supplied to Dr. Seth, the Labour Investigator to the Labour Enquiry Committee.

50. No.

53. Clerical, Medical and Supervising Staff, certain classes of skilled labour or trained labour, *chaukidars* and *chaprasis* are paid monthly. All others are paid weekly on daily rates of pay. Conversion of these people to monthly-paid basis would not improve efficiency and would probably cause hardship.

54. The Wages Act is followed in the payment of all administration employees. Contractor's labour is paid on the day following the wage earning period.

56. Deductions from wages apart from fines are made, (a) for recovery of stores supplied by the administration for personal use, (b) for recovery of advances from Provident Fund or other subscription at agreed rates, (c) Provident Fund and (d) any overpayment of wages.

57. No.

58. It is not practicable here at present.

59. No. I have no objection, however, to a minimum rate per tub being fixed according to capacity of tubs, the nature of work and the situation of the Mining Districts.

WELFARE WORK.

70. (a) No children are employed.

(b) One school is maintained by the Administration, two by the Contractors, one by Kutchi Shopkeepers and one by Muslim work people.

(c) No adult schools. Average attendance at each school is about 50 pupils.

There are no fees, pupils pay for their own books at the Administration School. No scholarships are awarded.

71. No.

72. Adequate skilled medical attention and medicines are provided free to all employees by the administration. A fully qualified Nurse is being engaged for maternity and child welfare. It is hoped that instructional propaganda will be commenced by the Health Officer to the newly constituted Mines Board, which will help to dispel ignorance of the rudiments of Hygiene and Health.

73. There is no charge to any employees.

74. No. Systematic Vaccination is carried out annually and other like preventive measures is taken whenever necessary.

75. Malaria. Occupational diseases such as are known to Miners, in European countries are practically unknown.

76. }
77. } No.

78. Latrines are gradually being made all over the colliery with the aid of "Iwan Giant Borer", which has been tested out and proved satisfactory. Privacy is provided by the erection of proper enclosures and the sexes are kept apart by providing separate latrines for each sex. Bathing places have also been provided on the colliery and it is hoped to make further improvements on those already built.

79. Filtered and chlorinated drinking water is available close to most quarters. Taps for drinking water are also supplied in the quarries and at the incline and pits.

80. There is no sick benefit fund, but workers get leave with pay when sick, if entitled to it.

81. Owing to the migratory nature of the mine workers such a scheme would be most difficult to operate.

82. The same remarks apply as in Answer to Question 81.

83. (a) Apart from officials and staff quarters, there are some 3,092 rooms for the workers.

(b) Nil.

(c) & (d). Not known, but a number of the workers live in villages adjoining the colliery. Most of the workers' houses consist of rooms 12' x 10' x about 10' high with a verandah 10' x 5' and a walled courtyard. The average family consists of three persons.

84. We have adequate housing for our present labour force but wish to replace many of the older types of houses as they become dilapidated and untenable by newer and more modern types of houses. Practically 75 per cent of the workers live on the colliery and are provided with quarters.

85. No rent is charged for quarters for the workers.

86. Not necessary.

87. Not necessary for our workers.

88. (a) Football and tennis grounds for workers and staff are provided.

(b) None.

(c) Facilities such as materials, etc., are given to assist in the production of dramas organized by the staff and workers.

(d) None provided by the colliery, but refreshments are sold by public vendors.

89. No.

90. Children are not allowed at places of work. Since the stoppage of women from the mine underground working, the necessity for creches no longer arises as formerly.

91. Not known.

92. Until the workers are more settled such co-operative stores would be difficult to manage and in consequence price of commodities would increase.

93. Yes.

94. Yes. Advances are paid to members of the Provident Fund organized by the State Railway and such advances are recovered by instalments from the salaries of the employees by amounts fixed by the sanctioning authority. These advances are paid only on medical grounds.

95. They should be recovered as quickly as possible.

96. We have no knowledge of any salaries or wages having been attached at this colliery.

97. The entry of the Kabuli money-lenders should be prohibited by law.

98. Yes, where the labour is permanently-settled and regularly employed.

99. The number of accidents during the last three years was as follows :—

	1935-36.	1936-37.	1937-38.
Fatal	3	Nil	7
Serious (mining) ..	13	15	25
Slight	619	582	934
		= 2,135	

100. With the exception of one case in which there was no legal heirs of the deceased compensation was paid in respect of all the cases of fatal and serious accidents during the above period and only one case was referred to the Commissioner.

101 and 102. No.

TRADE UNION.

103. A union styling itself the "Bihar Miners' Union" has recently attempted to establish a branch here.

104. The union was registered on 4th January 1939.

105. It is newly formed and so far has not been recognized.

106. None recognized so far.

107. None existed prior to 1939.

108 and 109. Not known.

110. One properly organized union formed by the workers themselves should be sufficient.

111. Not known, but it is understood that very few of the workers have joined the union.

112. So far as can be ascertained the union is entirely run by outsiders, who have no practical knowledge of mining.

113. So far the activities of the union have been to endeavour to enrol members. No constructive work has yet been done.

114. No.

115. No, but all grievances brought before the management are carefully enquired into and remedied wherever justifiable and possible.

116. Trade Unions amongst the mine-workers are not properly organized. Properly constituted trade unions thoroughly representing, and working for the welfare of the work-people would possibly be helpful in dealing with labour at the collieries.

117. None.

INDUSTRIAL PEACE.

118. None.

123 and 124. Nil.

125. Any worker has the right to approach the management to represent any grievances and these are promptly investigated by the officer.

126. All officers are daily in touch with the work and work-people.

127. No. So far this has not been found necessary.

128. Generally yes, but such would depend on the nature of dispute.

130. So far we have not found such officers necessary.

131. Conciliatory Boards may be set by the Government in the event of a deadlock arising out of discussions.

132. This cannot be supplied from the colliery office.

134. Yes. So far as any legislation to coal mines is applicable.

Statement showing the approximate total expenditure on medical service and other welfare work at Kargali Colliery.

	1937.	1938.
	Rs.	Rs.
(1) Total expenditure on medical service.	27,000	27,000
(2) Total expenditure on other welfare work.	700	700

Replies to the Supplementary Questionnaire on Labour in Coal Mines.

1. Four to five days.

2. Absenteeism may be accounted for by (a) sickness, (b) effect of drink, (c) births, deaths or marriages amongst their families or co-workers, (d) pujas and (e) agricultural pursuits.

3. Labour from a distance is brought by lorry to the mine. Others walk to work. Time depends on the distance. The settled labour is housed within a few minutes walk of their work.

4. Yes, it is now-a-days become imperative so far as distant villages are concerned.

5. Lands are let out at nominal rents to the coal raising contractor who allots them to his miners. It is not known if any abuse exists.

6. Through a raising contractor.

Rates paid to contractor are :—

				Rs.	a.	p.	
Steam coal	..	..	..	0	11	6	per ton.
Screened slack	..	..	..	0	10	0	„
Dust	..	..	..	0	8	0	„
Smithy	..	..	..	0	7	0	„

Rates paid by contractor to miners are :—

In open quarry workings	..	..	0	6	0	„
In underground workings	..	..	0	6	0	„

7. No evils should exist so long as a contractor of good standing is engaged and conditions of his contract made, so that reasonable wages are paid to the workers.

8. The principal functions of miners' *sardars* are to act as labour recruiters, and act as intermediaries between the contractor and the men. It will not be possible to do away with *sardars* until the minor is better educated and has settled down permanently to mining as a livelihood.

9. Miners can reach the pit bottom within a very short interval of drawing their lamps from the cabin nearby.

10 No. Same rates apply to all.

11. Depends on conditions of work but varies from 5½ to 7½ hours at the face including rests. Probably about four hours actual work.

12. 30 cubic feet. Six annas per tub. There has been no change in the size of tub since 1929. The rate per tub has been increased from five annas to six annas.

13. A large stock of tubs is maintained and haulage tracks are extended wherever possible close to the working places. The circulation of empty tubs and loads is properly supervised.

14. No. The miners are paid per tub. Those in the quarry are paid by weight ascertained by the Weighbridge machine at the colliery siding over which all wagons pass. The wagon carrying capacity provides an additional check for the men loading coal in the quarries.

15. No remuneration is given for overloading but miners filling half of tub are paid, naturally, half the rate per tub. Overloading is discouraged because it causes roadways to be in an undesirable condition.

16. Hundred women were finally excluded from underground workings in the mine. Most of these women came from local villages to which they returned to carry on their domestic and agricultural duties. Some of the women are now employed (a) in loading coal on the surface for the Power House supply, (b) loading ashes for underground tramline packing, (c) carrying overburden from ballast trucks at siding, (d) picking shale at screening plant and (e) working with masons, etc., on buildings.

Rates vary from 5 annas 6 pies to 4 annas 6 pies per day.

17. (a) The wages of the family have been reduced.

(b) Children are now receiving closer attention.

(c) General opinion seems to be that the economic status of women has been reduced.

18. It is estimated that earnings of a married man whose wife formerly worked underground with him have been reduced by 30 to 35 per cent.

19. All in cash. Departmental labour is paid on a working day and contractor's labour on one of the idle days but not on the day of rest.

Replies to the General Questionnaire of the Bihar Labour Enquiry Committee.

BENGAL NAGPUR RAILWAY COAL LIMITED.

Argada Colliery.

1. Total number of workers	...	...	2,266
Officers	...	...	2
Clerks	...	...	16
Work-People	{	Men ...	1,763
		Women ...	485
		Children ...	...

2. (a) Nil. (b) Migratory.

3. About 40 per cent.

4. Mainly from Bilaspur in the Central Provinces, Singhbhum district and Hazaribagh district.

5. Company's workers are more or less permanent.

6. (a) Nil. (b) One. (c) One. (d) Nil. (e) Three.

7. By contractor.

9. Yes. (1) Yes. (2) We keep the application on record.
(3) Yes.

10. As far as possible.

11. No.

12. Yes, I think the idea of establishing labour Exchanges is quite good and the control should be exercised by a Board consisting of members drawn equally from the state and the employers.

13. Both for skilled and unskilled works, such as cleaning Shafts Filters, Drains, Siding and for moving heavy pieces of machinery, etc., and in place of employees in various capacities when they go on leave without pay. About 2 per cent of casual workers are employed at any one time. The proportion remains almost the same.

14. Yes, the proportion is almost negligible.

16. No.

17. Yes, usually we promote people. The following are the number promoted during the last five years:—

(1) Record Clerk to Assistant Accountant.

- (2) Timekeeper to Record Clerk.
- (3) Engine Driver to Switchboard Attendant.
- (4) Colliery Surveyor and draftsman to temporary overman.
- (5) Switchboard Attendant to temporary machine supervisor.
- (6) Engine Driver to Temporary Switchboard Attendant.
- (7) Cleaner to Pump Driver.
- (8) Cooly to Pump Attendant.
- (9) Punjabi Khalasi to Boiler Tindal.
- (10) Pump Driver to Compressor Driver.
- (11) Spare Pump and Compressor Driver to Compressor Driver.
- (12) Prob. Wireman and Jointer to Power House Engine Driver.
- (13) Power House Cooly to Power House Boiler Fireman.
- (14) to (17) Drill Cooly to Temporary Driller.
- (18) Oil Cooly to Signalman.

19. I consider it desirable that there must be fixed Rules regarding probationary period and after confirmation there should be system of warning the defaulters and issuing of Charge Sheets etc., giving the defaulters full opportunity to explain their cases, etc., and specific Rules regulating the discharge and dismissal of workers.

19. Yes, as per Leave Rules in force on this railway (except contractor's employees and labours who get one month privilege leave with full pay and one month sick leave on half pay and 10 days casual leave in a year). Copy of Rules may be obtained from the Mining Engineer, Bengal Nagpur Railway, Bhaga, P. O. Bhaga, district Manbhum.

20. Yes, as per Rules in force on this Railway.

21. Yes, the Company's employees get one month's leave with full benefit and the contractor's employees three months' leave on half average benefit,

22. Yes, we have a scheme for paying Gratuity and Provident Fund as per Rules in force on this Railway, copy of rules may be obtained from the Mining Engineer, Bengal Nagpur Railway, Bhaga, P. O. Bhaga, district Manbhumi.

23. Between 55 to 60 days.

25. By notification and to the Inferior workers through the subordinate supervising staff, and in some cases we give them copy of rules, in their own vernacular.

26. As per existing rules in force on the railway.

27. All possible facilities and full opportunities are given to a worker to explain every charge put to him in writing before punished, as per rules in force on this railway, on the subject.

28. *Fine* for lighter offences such as not properly carrying out instructions given, impertinence, etc., as per Payment of Wages Act, 1936.

Discharge (i) for inefficiency,

(ii) for an offence of a serious character, but not so serious as to warrant dismissal or repeated offences of a lighter character,

(iii) for absence from duty for more than ten days continuously without leave or report.

Dismissal (i) In consequence of conviction by a Criminal Court,

(ii) for serious misconduct,

(iii) for neglect of duty resulting in, or likely to result in, loss to the railway or danger to the lives of persons using the railway.

29. Yes (for Company's employees).

30. Fines 12.

Reduction in pay ... 1.

31. Fine or no pay for the short period, but if the candidate is absent for more than 10 days, he may be discharged. Length of past service is taken into consideration while deciding such cases.

32. There is no Rule except in the cases of clerks who are fined one pie in the rupee on their month's wages for each day late in excess of three. Warnings are given once or twice on

the merit of the case before actions are taken in the way of fine, etc.

33. There is a fine fund with the Chief Auditor, Bengal Nagpur Railway, Calcutta, who utilises it for the welfare of workers.

34. There are different hours of works observed for the different classes of works (as details given in reply to question no. 35).

I am of the opinion that there should be 6 hours shifts for underground and 7 hours for quarries for the night work because howsoever alert the workers may try to be in the night there is a tendency on their part to sleep. Shifts consisting of shorter hours will no doubt obviate this to a very great extent, thereby lessening possibilities of serious occurrences such as explosions, etc. Shorter hours for the night work will not undermine the health of labourers to the same extent as longer hours do.

35. Two and 3 shifts for the different kind of works. A list showing kinds and hours of works, rest and interval for each shift is enclosed herewith.

Subordinate staff do 8 hours shift, clerks work 7 hours from 6-30 A.M. to 11-30 A.M. and from 3-30 P.M. to 5-30 P.M. during summer and from 7 A.M. to 12 noon and from 3 P.M. to 5 P.M. during winter season.

36. Our mine does not work continuously, it is stopped on Sundays and Mondays. The Power House is continually running and we grant one rest day after every six days' work though the extra staff provided for the purpose.

37. Yes, we change the shifts according to seasons—summer and winter.

38. No.

39—40. Do not arise.

41. In 1933	...	252 days,
In 1934	...	252 days,
In 1935	...	262 days,
In 1936	...	258 days,
and in 1937	...	255 days.

Stoppage of work on account of breakdown was for 3 days in the year 1934 only. Compensation was paid to the contractor for his labourers.

49. Enclosed herewith.

50. No.

51. Rate of wages for various kinds of ordinary works are fixed by the railway authorities. But as far as I can judge from those who are already employed that the consideration with the authorities must be those of skill and efficiency of the work while fixing the rate of wages. The following are a few examples :—

Workshop coolies, rate of wages is Rs. 15 per month while that of Hammermen, whose work is harder than that of workshop coolies is Rs. 18 per month. The rate of wages of Assistant Moulder whose work requires more skill than that of Hammermen is Rs. 30 per month.

52. To only the casual labours from the contractor, we pay 50 per cent more for the night work.

53. Officers	...	...	Cent per cent monthly.
Clerks	...	...	Cent per cent monthly.
Subordinate Supervising Staff			Cent per cent monthly.
Skilled labour	...	...	91 per cent monthly.
Skilled labour	...	...	9 per cent weekly.
Unskilled labour		...	2 per cent monthly.
Unskilled labour		...	98 per cent weekly.

54. Weekly and monthly.

Number of weekly paid workers ... 2,083.

Number of monthly paid workers ... 183.

Weekly payments are made on every Saturday, one week after the wage period and the monthly payments are made on or before the 10th of the following month. Before the expiry of the 10th (Tenth) day. Contractor's monthly paid staff are paid on the 1st week of the following month and labourers and miners are paid on every Saturday and Sunday for the week preceding, Monday being their rest day.

55. In majority of cases in both time and piece bases, the rates have decreased.

57. No.

58. In my opinion it is not practicable although it may be desirable because it seems extremely difficult to know the cost of

living indices of various classes of labourers. Every labourer would like, if he is sure that he will be paid better wages, to increase his standard of living, which doubtless is a desirable thing, but, whether the industry will be able to meet the increased demand, which in some cases might reach to exorbitant limits is a doubtful point. Any machinery set up for determining cost of living indices for the purpose of automatically adjusting the wages will be interfering in the domestic affairs of the labourers which may not be desirable.

59. Yes, I am in favour of the establishment of minimum wages because by that the labourers will get at least just enough to keep them going and thereby they will turn out efficient and good work which is not possible if a person is not sufficiently fed. The minimum wage will ultimately help the employers also, because knowing that they have got to pay at least the minimum wage they will not indulge in cut throat competition selling their coal at uneconomic prices leaving them hardly any margin to introduce safer mining methods.

60. The minimum wage should be fixed on consideration of the nature of works.

61. A Board consisting of representatives of Government, Employers and Labourers should be set up for fixing and revising the minimum wages.

62. Yes, because the prices of commodities might not be the same at all the centres and moreover there might be difficult and comparatively easier working conditions at different centres.

63. The Board appointed as referred to in my reply to the question no. 61 will be competent authority to see that minimum wage does not become the maximum by thoroughly investigating the necessity of labourers at different centres. The prices of commodities and the nature of works at those centres and periodically checking the same.

70. (a) No children are employed.

(b) There is a primary school for the children of the employees on the settlement, maintained from donations and school fees.

(c) No.

About 65 students are attending the school.

71. Yes, there is a fully equipped Indian Institute with a furnished reading room and library. The daily attendance is about 30 to 40.

72. (a) No. (b) There is a fully equipped hospital under an experienced Assistant Surgeon, supervised by the Medical Officer, Bengal Nagpur Railway. There is no special arrangement for the treatment of maternity cases but difficult labours are always attended by the Assistant Surgeon. (c) No.

73. All charges are being borne by the employer.

75. There is no specific and occupational disease.

76. There is no epidemic or industrial disease prevalent in our locality. There are Isolation huts and one Sanitary Inspector who is always in attention to these.

77. Not to considerable extent.

78. Latrines but not the urinals and also taps for bathing have been provided at the works site and the same are cleaned and disinfected daily. Yes, privacy is provided but not in all cases.

79. There is sufficient filtered drinking water supplied everywhere by means of taps. Cold water is available in the hot season.

80. Yes. In cases of minor sickness the patients (Contractor's labour only) are being supplied with *khoraki* (half the wages). In serious cases of sickness all labourers are being treated in the hospital as indoor patients when food and medicines are given free of charges.

81. Yes.

82. Yes, the female labours should get at least three months complete rest with full benefit, two months before parturition and one month after delivery.

83. (a) 831, (b) to (d). Nil.

DESCRIPTIONS.

Senior Manager's Bungalow.—Consisting of :—

3 Bed rooms, average room space	..	270 s.ft.
1 Drawing room, " " "	..	324 "
1 Dining room, " " "	..	324 "
1 Dressing room, " " "	..	144 "
4 Bath rooms, " " "	..	324 "
1 Pantry, " " "	..	96 "
1 Kitchen, " " "	..	121 7/8 "
1 Scullery, " " "	..	80 "
1 Godown, " " "	..	64 "

with garage, stable and servant's quarters.

Assistant Officers Bungalows 2.—Each consisting of:—

2 Bed rooms, average room space	..	290 s.ft
1 Sitting room, " " "	..	270 "
1 Dining room, " " "	..	254 "
1 Dressing room, " " "	..	75 "
1 Pantry, " " "	..	97 "
1 Lamp room, " " "	..	42 "
3 Bath rooms, " " " each	..	71 "
1 Godown, " " "	..	60 "

with garage, stable and servant's quarters.

STAFF QUARTERS.

Type no. 9367-D-2 units.—Each unit consisting of three living rooms, one store room, one cook room [with front and back verandahs, courtyard, bath room, latrine, etc.

Average room space of living room .. 136 s.ft.

Type no. 9367-C-8 units.—Each unit consisting of two living rooms, one store room, one cook room with front and back verandahs, courtyard, bath room, latrine, etc.

Average room space of living room .. 153 s.ft.

Type no. 9367-B-6 units.—Each unit consisting of two living rooms, one cook room, front and back verandahs, courtyard, bath room, latrine, etc.

Average room space of living room .. 135 s.ft.

Type no. 9428-9-18 units.—Each unit consisting of two living rooms with one verandah, bath room, latrine and courtyard.

Average room space 95 s.ft.

Skilled labourers quarters, 12 units.—Each unit consisting of two living rooms, one verandah and courtyard.

Average room space 100 s.ft.

Miners Dhowrahs, no. 616.—Each Dhowrah consisting of one room with verandah.

Room space 100 s.ft.

Temporary huts for miners, no. 160.

Average room space 70 s.ft.

Each type of house is meant and nearly in all cases is occupied by one family.

84. Yes, for all workers except those who are coming from the nearabout villages.

85. According to floor area or one-tenth of the salary, whichever is less as per rules in force. No increase of rent since 1929.

86. None.

88. (a) Tennis and football. (b) Cards, chess, ludo, snake ladders, carrom boards and ping-pong. (c) *Jatra*, theatre and radio, etc. (d) No.

89. Yes, shelters are provided for the use of the workers but there is no separate arrangement.

90. No.

92. Yes, I suggest establishment of a co-operative stores by the employer (here we have got a bazar controlled by the Company).

93. I do not think so.

94. The contractor make advances to his labourers without charging any interest.

95. No. The contractor recovers the recruiting advances by instalments suitable to the workers, and I like this system.

97. Since I do not know the existing law, I am not in a position to suggest any amendments affording to the workers better protections against money-lenders. But I will like the Government to be very strict in this respect.

98. Yes, I would suggest establishment of a co-operative society where there is a large permanently settled industrial population for the purpose of advancing loans on reasonable terms, and running shops to keep down prices of commodities to reasonable rates.

99. Five accidents took place during the last three years.

100. In one case. Only one case was referred to the Commissioner and only in that the compensation was paid.

101. No difficulty has been experienced by me up till now in the working and administration of the Workmen's Compensation Act.

103. No trade union amongst the workers.

104 to 113. Do not arise.

116. I do not like the trade union movement, because the union sometimes takes ordinary matters which could be easily dealt with by the Administration without any disturbance, to lengths where the industrial peace is disturbed much to the embarrassment of the Administration and in most cases entailing unnecessary loss. If there be a trade union, workers will be inclined to present to them in some cases mere imaginary-grievances and make mountains of Mole-hills.

117. No.

118 to 124. There has never been a strike on the colliery. Only once there was a dispute between the contractor and his labourers over reduction of tub rates. The same was settled amicably on the contractor having restored back the rates. Since the work remained stopped for a day or so only, there was practically no loss suffered by any party.

125. The workers represent their grievances to the officer on the spot who investigates into the matter.

126. The Manager of the colliery keeps in touch with the workers. Jobbers are not used for the purpose.

127. No, there is no permanent joint machinery for the settlement of differences or disputes. The Manager is the sole authority to deal with the ordinary cases and almost all the cases have been satisfactorily dealt with. There was no difficulty in settling up the disputes. Serious cases are referred to Mining Engineer, Bhaga.

134. To me it seems that the level of wages can be raised if the industry is in a position to pay higher wages. To this end, either there must be a strong pledge amongst the employers that they should not sell their coal at uneconomic prices, or if they cannot adhere to any such pledge the prices must be fixed by the Government and periodically revised. In the past the employers have singularly failed to stick to pledges formed in the meetings with the result that the coal is sold in some cases at unreasonably low prices and, therefore, the wage level is low.

WAGES

Category of work.	January 1929.					January July 1929.			
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.	
			Maximum.	Minimum.	Average.				
1	2	3	4	5	6	7	8	9	
			Rs. s. p.	Rs. s. p.	Rs. s. p.			Rs. s. p.	
Officers	Men	$\frac{2}{2}$	T	1,125 0 0	800 0 0	963 0 0	2	T	1,300 0 0
				1,380 0 0	809 0 0	1,075 0 0	2		1,333 2 0
	Women all	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Clerks	Men	$\frac{11}{11}$	T	150 0 0	33 0 0	70 15 0	11	T	135 0 0
				150 0 0	38 0 0	72 6 0	10		142 8 0
	Women all	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Subordinates (supervising)	Men	$\frac{13}{13}$	T	300 0 0	40 0 0	117 11 0	13	T	290 0 0
				300 0 0	44 0 0	114 15 0	13		333 8 8
	Women all	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Skilled labour	Boys	all	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	Men	$\frac{50}{63}$	T	77 8 0	20 0 0	34 0 0	63	T	81 0 0
				76 0 0	20 0 0	33 1 0	61		65 8 0
Unskilled labour	Women all	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	Girls	all	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	Men	$\frac{64}{94}$	T	27 2 0	14 0 0	16 14 0	104	T	26 5 0
Unskilled labour				23 10 0	14 0 0	16 14 0	101		28 13 0
	Women	$\frac{7}{7}$	T	13 8 0	13 0 0	13 7 0	9	T	14 9 0
				14 0 0	13 0 0	13 8 0	9		14 12 0
	Men	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...

Notes.—(1) All January entries should be shown together; all July entries should be similarly.
(2) If there were, in any of these months, special circumstances such as mechanical breakdown, or should be explicitly stated in the column no. 10.
(3) "Please state if there has been any change in the nature of function or process."

FORM.

1938. 1939.		January 1938. July 1937.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
Earnings.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. s. p.	Rs. s. p.			Rs. s. p.	Rs. s. p.	Rs. s. p.			
1,147 8 0	1,203 12 0	2	T	1,550 0 0	1,375 0 0	1,462 8 0	1'25	1'52	Contractors' figures are included in January 1939 and July 1937 only. Previous figures of contractors' workers can not be given due to charge of contractor.
926 4 0	1,129 11 0	2	T	1,550 0 0	1,375 0 0	1,462 8 0	1'05	1'36	
Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	...	...
45 0 0	73 10 0	16	T	150 0 0	28 0 0	70 4 0	1'05	0'99	
50 6 0	81 6 0	16	T	150 0 0	28 0 0	70 4 0	1'12	0'97	
Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	
52 8 0	125 3 0	16	T	400 0 0	60 0 0	148 12 0	1'06	1'28	
69 1 0	125 3 0	16	T	400 0 0	69 0 0	148 12 0	1'09	1'29	
Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	
Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	
23 5 0	30 4 0	415	T	80 0 0	15 0 0	24 13 0	1'12	0'73	
23 0 0	39 12 0	318	T	80 0 0	15 0 0	24 8 0	1'20	0'74	
Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	
Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	
19 10 0	17 8 0	746	T	23 12 0	12 0 0	16 0 0	1'03	0'95	
12 5 0	17 0 0	800	T	23 10 0	12 0 0	16 4 0	1'07	1'03	
11 5 0	18 7 0	13	T	15 0 0	5 0 0	11 8 0	1'00	0'85	
11 1 0	18 11 0	18	T	15 0 0	5 0 0	11 8 0	1'01	0 85	
...	...	391	P	18 0 0	8 0 0	11 0 0	...	...
...	...	482	P	18 0 0	8 0 0	10 8 0	...	...
...	...	391	P	11 0 0	9 0 0	10 4 0	...	...
...	...	255	P	11 0 0	9 0 0	9 12 0	...	...

treated,
stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration

Following are the working hours and hours of rest in force at B. N. Railway, Argada Colliery:—

NOS. 1 AND 2 QUARRIES.

SURFACE.

Class of Labour.	No. of Relay.	Working hours.	Hours of rest.
Coal, Stone and Earth workers, Trollymen, Picking Coolies, Clipmen, all Tippler Hands, Tippler Attendants, Siding Coolies, Shunting Coolies, Cleaning Kamins, Spragmen, Haulage Drivers and all Sundry, labour, etc.	1	6 a.m. to 12 Midday (6 hours) and 2-30 p.m. to 6 p.m. (3½ hours), (total 9½ hours).	12 Midday to 2-30 p.m. (2½ hours).
Ditto	2	6-30 p.m. to 11 p.m. (4½ hours) and 12 Midnight to 5-30 a.m. (5½ hours), (total 10 hours).	11 p.m. to 12 Midnight (1 hour).
(From Tuesday to Saturday with Monday as day of rest.)			
Eizibob staff, Drillers and Drill Coolies.	1	7 a.m. to 12 Midday (5 hours) and 2-30 p.m. to 6-30 p.m. (4 hours), (total 9 hours).	12 Midday to 2-30 p.m. (2½ hours).
Ditto	2	7 p.m. to 11 p.m. (4 hours) and 1 a.m. to 6 a.m. (5 hours), (total 9 hours).	11 p.m. to 12 a.m. (2 hours).
(From Monday to Saturday with Sunday as day of rest.)			
Shortfiers, Shortfiring Coolies and Gunpowder carriers.	1	8 a.m. to 1 p.m. (5 hours) and 3 p.m. to 7 p.m. (4 hours).	1 p.m. to 3 p.m. (2 hours).
Ditto	2	7 p.m. to 12 Midnight (5 hours) and 3 a.m. to 7 a.m. (4 hours), (total 9 hours).	12 Midnight to 3 a.m. (3 hours).
(From Monday to Saturday with Sunday as day of rest.)			
Line Mistry, Rope Splicer, Line Coolies, Oil Coolies, Cartridge makers and other Sundry Labour.	1	6 a.m. to 11-30 a.m. (5½ hours) and 2-30 p.m. to 6 p.m. (3½ hours), total 9 hours).	11-30 a.m. to 2-30 p.m. (3 hours).
(From Monday to Saturday with Sunday as day of rest.)			
Compressor Drivers at Quarry	1	6 a.m. to 12 Noon (6 hours) and 4 p.m. to 6 p.m. (2 hours), (total 8 hours).	12 Noon to 4 p.m. (4 hours).
	2	12 Noon to 4 p.m. (4 hours) and 7 p.m. to 12 Midnight (4 hours), (total 8 hours).	4 p.m. to 8 p.m. (4 hours).
	3	6 p.m. to 8 p.m. (2 hours) and 12 Midnight to 6 a.m. (6 hours), (total 8 hours).	8 p.m. to 12 Midnight (4 hours).

Class of Labour.	No. of Relay.	Working hours.	Hours of rest.
Workshop, Punjabi Khalasis and all Sundry Coolies and Kamins.	...	6 a.m. to 11-30 a.m. (5½ hours); and 3 p.m. to 8 p.m. (3 hours), (total 8½ hours).	11-30 a.m. to 3 p.m. (3½ hours).
(From Monday to Saturday with Sunday as day of rest)			
Boiler and Power House Staff	1	Midnight to 8 a.m. (8 hours).	
	2	8 a.m. to 4 p.m. (8 hours).	
	3	4 p.m. to 12 Midnight (8 hours).	
Underground.			
Main Drivers, and Loader, Trolley-men, Clipmen and other Sundry labour.	1	8 a.m. to 5 p.m. (9 hours).	Nil.
	2	8 p.m. to 5 a.m. (9 hours)	Nil.
(From Tuesday to Saturday with Monday as day of rest)			
Pump Drivers at quarry Shaft	1	6 a.m. to 2 p.m. (8 hours)	Nil.
	2	2 p.m. to 10 p.m. (8 hours).	Nil.
Pump attendants at River Shaft	1	5 a.m. to 1 p.m. (8 hours)	Nil.
	2	1 p.m. to 9 p.m. (8 hours).	Nil.
Subordinate Supervising Staff do 3 hours and clerks 7 hours work.			

Replies to the Supplementary questionnaire on Labour in Coal mines.

1. Miner works five days in a week.
 2. Absenteeism among the miners is due to sickness, festivals, leave for visiting their native villages and cultivation.
 3. Those who live in their villages, go to and from the mine on foot. The time spent on the journey varies from half an hour to one hour according to distance.
 4. There is no such provision here.
 5. No such system here.
 6. Through a raising contractor.
- At the rate of Re. 0-7-9 per ton paid to contractor on despatch.
- At the rate of Re. 0-2-0 per tub paid by contractor to the coal cutter.
- 8 They take charge of the tools and plant issued to miners by the contractor. They see to the distribution of the tubs to

the miners, bring them to their work regularly and settle petty disputes among them. Yes, I am in favour of retaining them.

9. Since we have got quarry workings, this question does not arise here.

10. The reply is the same as to the question no. 9.

11. There is no system of pick mining here. Blasted coal is broken to sizes and separated from shale bands. Time taken generally three to four hours.

12. The capacity of tubs used here is 30 cft. and the rate paid per tub is Re. 0-2-0. There is no change in the size of tubs but there has been change in rate per tub since 1929.

13. Sufficient number of tubs are provided and the endless systems of haulage which are in operation on the colliery keep the tubs in continuous rotation except during the time of loading.

14. No. The miner is paid on the number of tubs he fills.

15. Overloading is not allowed, nor are any deductions made if the tubs are underloaded to a very slight extent. But if loaded $\frac{3}{4}$ or $\frac{1}{2}$, then deductions are made accordingly.

16—18. Since we have got quarry workings, women were not excluded and therefore these questions do not arise in our cases.

19. Paid wholly in cash. No.

Replies to the General questionnaire of the Bihar Labour Enquiry Committee by B. B. and C. I. and M. and S. M. Railways, Jarangdih Colliery.

1. Colliery Administration :—

Officers	...	1	
Clerks	}	26	
Supervising			
Medical			
Work-people	}	Men	... 211
		Women	... 16
		Children	... ..
Contractors :—			
Officers	...	...
Clerks, etc.	}	22	
Supervising			
Work-people	}	Men	... 594
		Women	... 66
		Children	... ..
Total during April 1938	...	...	936
Average daily attendance for 1937	approximate.		800

2 and 3. All employed direct by the Administration are permanently settled. About 20 per cent of the contractor's labour is permanently settled. The balance is nearly all drawn from the surrounding villages and work regularly as the requirements of agriculture permit.

4. Locally, Ranchi and Hazaribagh districts.

5. Amongst miners and loaders the average length of service is 6 months in each year. Amongst others there is comparatively little turn over.

No remedy can be suggested which does not interfere with the agricultural life of the workers.

6. Figures are difficult to give as miners, loaders and other labourers usually leave without giving a reason. During 1936-37 there was a great scarcity of labour and much difficulty in getting workers. I estimate that 90 per cent of those who left did so on their own account.

7. Contractors recruit their own labour.

The administration recruit their own labour.

- 11 and 12. No.
13. None in the sense that they are engaged or casual employment.
14. No.
15. Yes, for certain classes B. B. and C. I. Railway rules.
16. No provision for regular recruitment of apprentices.
17. Yes, for certain grades.
18. This is a general question. What suits one industry may be very unsuitable for another.
19. Yes, B. B. and C. I. Railway rules for employees of Administration.
20. As for 19.
21. No. No special leave with pay is granted.
22. Yes, to certain categories only.
23. Sundays, Holi, Durga and Kali Pujas.
- The labour celebrate special Pujas observed in their home districts and a partial stoppage of work is caused.
24. Rules are laid down by the B. B. and C. I. Railway.
25. Orders and rules framed by the Management are posted up at conspicuous places. The supervising staff are responsible for advising the labour.
26. For labourers and manual workers generally an officer enquires into the offence. Written statements of evidence are usually taken. The charged person hears the evidence. He can give evidence on his own behalf and can call witnesses. For the higher class of workers a written charge-sheet is submitted and eight days are given in which to reply.
29. Yes.
31. Either converted into leave with pay or leave without pay according to circumstances. This can be punished by dismissal but I cannot recollect a single case of this punishment being awarded.
32. A half hour's grace is given. Otherwise the worker is marked quarter day absent. In cases where a relief worked in his place no action is taken unless the offence becomes habitual.

33. Credited to working expenses.

34. No. In mining this would lead to a certain amount of disorganisation. No one would benefit as the employees change shifts weekly.

A copy of Schedule 'O' showing hours of work is attached

35. Three shifts for coal cutting underground and for allied work. The hours of work and intervals are in accordance with the Indian Coal Mines Act.

36. This is required by the Indian Coal Mines Act and arrangements have been in operation since 1926. Overlapping of shifts is not permitted except during the time of travelling to and from work.

37. Surface workers generally work different hours in summer and in winter. The workers prefer different hours during those periods and work does not suffer by the change.

38. No overtime is worked except in cases of emergency.

39. None regularly called.

40. Yes.

41. No stoppage of work of the whole of the colliery although partial stoppages of an hour or two may have occurred.

42. Yes.

43. As required by the Government of India Mines Department. Yes.

49. Please see attached form.

50. No.

51. The fixing of rate is based on the merits and capabilities of a workman. Overtime is based on the hours of working and is calculated on the same as ordinary work.

52. No.

53. Clerical, medical, supervising staff, certain classes of skilled labour, or trained labour, *chowkidars* and *chaprasis*.

All others are paid weekly on a daily rate of pay basis.

The conversion would probably have no effect on the stability of efficiency.

A small number is paid monthly but the great bulk is paid weekly on a piece rate basis.

54. All employees are paid within the period required by the Payment of Wages Act.

I understand that contractor's weekly paid labour is paid up on the day following the end of the wages period.

55. The rates of work vary according to the tenders received from the parties every now and then. There has been a decrease in the rates of work since 1929.

56. Cost of articles supplied from stores for personal use, recoveries of advances from provident fund at agreed rates, provident fund or other such subscriptions, and overpayments of wages.

The cause and justification is self-explanatory.

57. No.

58. It is not practicable.

59. This appears to be unnecessary. The competition for labour is often keen. If wages were to fall too low the labour would revert to agricultural work. The conditions of agriculture coupled with the demand for labour, therefore, govern wages to a large extent.

70. (a) No children employed. (b) and (c). No.

14 pies per ton of coal despatched and one anna in the rupee on profits is paid to the Hazaribagh Mines Board which has been recently formed and provision of educational facilities will be provided by them in due course.

71. No.

72. The colliery provides well equipped hospital, medical staff and medicines free of cost to all employees.

73. Free to all employees.

74. No. But workers are vaccinated systematically and other preventive measures are taken if an epidemic breaks out in the neighbourhood.

75. Malaria.

76. No further special measures are required. All damp and shady places in which mosquitoes may breed are regularly

sprayed with oil liquid fuel scrophol 5 : 1 to combat the spread of malaria.

All persons resident of the colliery or employed on the colliery area are regularly vaccinated against small-pox and as required against other prevailing epidemics.

77. No.

78. (a) (1) Such latrines accommodation as has been provided for menial workers has been ignored by them.

(2) With the less educated, latrines are a source of nuisance rather than otherwise.

(3) Latrines are provided for the more educated workers.

(b) and (c) Yes.

79. A supply of filtered and chlorinated water is available.

81. Owing to the migratory nature of the bulk of the labour, the scheme would be difficult to apply.

82. The same remark applies as in 81.

83. (a) Houses are provided to the workers by the employer.

(b) None. (c) and (d) not known, but many workers live in villages surrounding the colliery.

84. Yes.

85. No rent charged.

86. Not required.

87. Not for colliery workers.

88. (a) Football grounds are provided. Cricket and hockey may be played if desired.

(b) Indoor games—none.

(c) Materials are loaned for dramas, etc.

(d) None provided by the colliery, but hotels and private vendors are permitted.

89. No.

90. Children are not allowed at places of work.

92. The floating nature of the bulk of the population would make the operation costs higher than is usual for a Co-operative stores.

93. Yes.

94. Yes. The contractor allows advances of wages to certain of his employees.

No advances of wages are made to employees by the Administration.

96. Money lenders are not permitted on the colliery. No salaries or wages have ever been attached to my knowledge.

99.		1936.	1937.	1938.
	Serious	... 5	9	3
	Fatal	... 4	...	...

In all cases compensation was paid in accordance with the Workmen's Compensation Act.

Only two cases were referred to the Commissioner.

101. No.

118. None by any labour excepting Madrasi.

119. Lasted a day or two only.

120. These men were sinkers on a high rate of pay. When the sinking was finished they accepted work as coal miners. They were not sufficiently skilled to compete with the local miners and as they still wanted to earn their former high wages they demanded very high piece rates.

121. The leaders agreed that their demands were not reasonable. Some men were trained and employed on work for which local labour shows no aptitude. Others were repatriated, while many found suitable employment at other places.

123. The strikers did not last sufficiently long for the question to arise.

124. Almost negligible.

125. All have a right to approach any officer employed by the Administration.

126. All officers supervise and inspect work daily. Any man can state a grievance.

127. No. This has not been found to be necessary.

128. This would depend on the nature of the dispute.

132. Profit and loss accounts are submitted annually to the Cess Deputy Collector of the district wherefrom the particulars can be available.

WAGES FORM.

WAGES

Category of work,	January 1929. July 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
COAL CUTTERS—		Rs.					Rs.	
Men ... ..	...	...	...	...	...	...	...	...
Women ... ..	...	...	...	...	...	...	...	...
TRAMMERS—								
Men ... ..	...	...	...	...	...	...	...	...
LOADERS—								
Men ... ..	...	...	...	...	...	...	...	...
Women ... ..	...	...	...	...	...	...	...	...
SKILLED LABOUR—								
Men	$\frac{47}{47}$	0 13 0 to 2 11 0 T.	...	...	1,841 14 0 1,617 9 0	$\frac{81}{96}$	0 12 0 to 3 0 0 T.	...
UNSKILLED LABOUR—								
Men	$\frac{225}{263}$	0 8 0 to 0 12 0 T.	...	...	4,767 9 0 5,468 4 0	$\frac{402}{352}$	0 8 0 to 0 12 0 T.	...
Women	$\frac{18}{16}$	0 6 0 to 0 7 0 T.	...	...	174 10 0 175 2 0	$\frac{18}{20}$	0 6 0 to 0 7 0 T.	...

FORM

1933.		January 1933.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933'		July 1937.							
earnings.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
	Rs. s. p.		Rs. s. p.			Rs. s. p.			
...	...	474	0 7 0 to 0 9 0 P.	...	...	6,570 0 0	...	...
		306				3,561 4 8			
...	...	0	0 5 0 P.	...	...	108 1 0	...	...
		13							
...	...	123	0 4 8 to 0 6 8 T.	...	...	1,302 0 0	...	...
		118				812 14 0			
...	...	45	0 0 8 per ton to 0 0 9 per ton P.	...	...	864 5 0	...	...
		38				847 11 0			
...	...	40	Ditto ...	...	...	470 8 8	...	...
		20				190 4 8			
...	3,640 15 0	36	0 12 0 to 2 0 0 T.	...	...	1,125 15 0	...	...
	2,935 4 0	44				1,389 11 0			
...	7,255 8 0	127	0 8 0 to 0 12 0 T.	...	...	2,974 12 0	...	...
	6,274 13 0	100				2,150 3 0			
...	163 11 0	17	0 5 0 to 0 7 0 T.	...	...	163 11 0	...	...
	204 8 0	19				108 6 0			

SCHEDULE C.

NOTICE OF COMMENCEMENT AND END OF WORK

SURFACE EMPLOYEES.

Jarangdih Colliery of B. B. & C. I. and M. & S. M. Railways.

It is hereby notified that persons employed at this mine shall begin and end their periods of work between the hours set out below.

Kind of worker.	1st relay.				2nd relay.				3rd relay.			
	Period of work.		Rest interval.		Period of work.		Rest interval.		Period of work.		Rest interval.	
	Begins.	Ends.	Begins.	Ends.	Begins.	Ends.	Begins.	Ends.	Begins.	Ends.	Begins.	Ends.
1	2	3	4	5	6	7	8	9	10	11	12	13
SURFACE WORKERS.												
Haulage drivers ...	6 A. M...	3 P. M...	...	...	2 P. M...	11 P. M.	...	...	10 P. M.	7 A. M.	...	...
Surface trammers ...												
Depot Loading coolies ...												
Pump Khalasis ...												
Lampmen and boys ...												
Watchmen and searchers...												
Register Keepers ...												

		FROM 1ST APRIL TO 30TH SEPTEMBER			
		Morning.	Afternoon.		Interval.
Workshop Mechanical fitters					
Moulders	...				
Lathemen	...				
Blacksmiths	...				
Hammermen	...				
Punjabi coolies and Jamadar		From 6 A.M. to 11-30 A.M.	From 2-30 P.M. to 5-30 P.M.	...	3 hours.
Kamins	...				
Siding coolies...	...				
Painters	...				
Mason and Mason coolies...		From 6-30 A.M. to 12 A.M.	From 2 P.M. to 5 P.M.	...	2 hours.
Chain Coolies	...				
Store Coolies	...				
Coolies (surface)	...				
Sweeper and sweeper.	Female				

ILLEGIBLE,
Offg. Manager, Jarangdih Colliery.

B. B. & C. I. and M. & S. M. Railways.

Jarangdih Colliery, P. O. Bokaro,
District—Hazariabagh

Dated the 25th February 1939.

Month.	Total attendance of miners and loaders for the month.	Total working shifts.	Average attendance per shift.	Output per shift per miner. *Cwts.	Remarks. *Calculated from tubs loaded reckoning 3 tubs — 2 tons.
1	2	3	4	5	6
December 1936 ..	7,126	81	88	...	
January 1937 ...	8,195	75	109	..	
February 1937 ..	9,376	72	130	...	
March 1937 ...	10,697	78	137	..	
April 1937 ...	9,244	78	118	18.94	
May 1937 ..	7,919	78	101	19.84	
June 1937 ...	7,045	75	94	20.02	
July 1937 ..	6,548	80	82	26.73	
August 1937 ..	6,451	78	82	26.14	
September 1937...	9,857	78	126	22.79	
October 1937 ..	8,803	68	103	20.1	
November 1937...	7,396	75	98	22.41	
December 1937 ..	11,113	81	137	19.9	
January 1938 ...	12,980	75	173	20.14	

Month.	Total attendance of miners and loaders for the month.	Total working shifts.	Average attendance per shift.	Output per shift per minor *Cwta.	Remarks. *Calculated from tubs loaded reckoning 3 tubs —2 tons.
1	2	3	4	5	6
February 1938 ...	10,547	60*	176	16-57	*Short time working.
March 1938 ...	8,506	69*	123	15-10	
April 1938 ..	9,612	78	123	15-45	
May 1938 ...	8,352	76	110	17-37	
June 1938 ...	7,408	78	95	18-53	
July 1938 ..	6,593	77	85	20-16	
August 1938 ..	7,861	79	99	20-20	
September 1938..	11,392	77	148	18-63	
October 1938 ..	7,849	68*	115	18-79	*Durga and Kali Pujahs.
November 1938..	7,379	78	94	20-18	
December 1938 ..	9,296	81	114	20-01	
January 1939 ..	11,451	75	152-6	16-98	

Illegible,

Officiating Manager, Jarangdih
Colliery.

No. O. O. 18—1955

31st May 1937.
Dated _____
1st June 1937.

SCHEDULE C.**NOTICE OF COMMENCEMENT AND END OF WORK.**

UNDERGROUND LABOUR.

Jarangdih Colliery.

B. B. & O. I. and M. & S. M. Railways.

It is hereby notified that persons employed in this mine shall begin and end their periods of work between the hours set out below :—

Kind of worker.	1st Relay.		2nd Relay.		3rd Relay.	
	Begins.	Ends.	Begins.	Ends.	Begins.	Ends.
1	2	3	4	5	6	7
UNDERGROUND WORKERS.						
Miners and Loaders ...	}					
Drammers ...						
Line Mistry and Coolies ...						
Pump Khalasis ...						
Timber men ...						
General Labourers ...						
Fitters (underground) ...						
Balling coolies ...						
	8-30 A.M.	3-30 P.M.	2-30 P.M.	11-30 P.M.	10-30 P.M.	7-30 A.M.

Illegible.

Offg. Manager, Jarangdih Colliery.

Replies to the Supplementary Questionnaire on Labour in Coal Mines.

1. Four days.

2. Most of our miners are resident in local villages and are primarily agriculturalists, consequently their attendance is irregular at all times of the year. Absenteeism is worst during the seasons when land is cultivated and the paddy crop sown and reaped. Festivals and marriage ceremonies also account for much absenteeism.

3. The number of workers resident on the colliery varies from time to time. The variation is due to seasonal residence on the colliery of miners from distant villages. The villagers employed on the colliery walk to and from their work as there are no passable roads by which they could be brought to their work in conveyances.

The average time occupied on the journey to work is 3 to 4 hours.

4. A motor bus was provided a few months ago to encourage the labour but this proved of little use as most of the villages are remote from the road and many of the miners come from villages on the south side of the Damodar river across which there is no road suitable for a conveyance.

5. The cultivatable land of which the colliery has surface rights is leased out yearly and the lessees sublet the plots to residents on the colliery. No abuses of the practice have been brought to my notice.

6. Coal raising is done through a raising contractor who receives—

Annas 11 to Re. 1 per ton for steam coal according to the quantity despatched.

Annas 9 per ton of rubble coal.

Annas 5 per ton of dust coal.

The contractor pays the labour at the rate of 5 annas 6 pies per tub and in addition drivage rates are paid to the miners according to the amount of gallery progress in difficult places.

7. We are unaware of any evils under the contract system which can be eliminated under any other system. A measure of protection is attempted by laying down in Agreements certain standards of wages.

8. The functions of miner's *sardar* are generally the following :—

(i) To recruit labour.

(ii) To remain responsible for all tools issued to his miners.

(iii) To act as an intermediary between the labour and the contractor in all matters relating to the interest of Labour.

Yes, we are in favour of retaining them because they help us in recruiting labour and also in dealing with the labour whenever any complex situation arises.

9. The miners all walk to their work *via* incline on the seam and spend much time on the journey talking and sitting down until their eyes are accustomed to the darkness.

10. No, the distance of the nearest and the farthest working places from the surface is not great.

11. Nominal duration of shifts—9 hours average time occupied in travelling from surface to working place— $1\frac{1}{2}$ hours. Average time spent in actual manual labour— $4\frac{1}{2}$ hours. Time spent in working place, resting and talking— $2\frac{1}{2}$ hours. Time spent in walking from working place to surface— $\frac{1}{2}$ hour.

12. The capacity of the tubs used at this colliery is 30 cubic feet. These contain approximately 14 cwts. of coal when loaded. The size of the tub has not been changed since 1929.

13. To ensure sufficient and regular supply of tubs to the miners, we have an adequate number of coal tubs in circulation and the loading levels are at frequent and regular intervals and the haulages of more than adequate power to deal with the output.

14. There is no weighing machine at the pit mouth. All tubs are of the same capacity and are loaded to approximately the same level. Payment is according to the number of tubs loaded at a fixed rate per tub.

15. Over-loading is not permitted as this leads to an undesirable condition of the mine.

16. Prior to October 1937, the number of women employed underground was only fifteen. These were found employment on the surface loading wagons or unloading tubs at the depot. Their average earning amounts to annas 6 per day.

17. As the withdrawal of women from the mines has proceeded gradually over a number of years it is difficult to estimate with any accuracy the points raised.

18. The average wages of those miners whose women folk worked underground have decreased. Some of these women refused such surface work as we were able to offer to them.

19. Wages are paid wholly in cash. Coal is provided free to all work persons. Wages are not paid on a rest day.

Replies to the Supplementary Questionnaire on Labour in coal Mines, Submitted by East Indian Railway and Bengal Nagpur Railway Joint Colliery, Bokaro.

1. From record it is found out that about 75 per cent of the labour work for five days in a week and the rest for six days.

2. Attendance is fairly satisfactory except on Pujah and Festival days.

3. The labour live in *douhrahs* on the mine.

4. As the labour live on the mine conveyances are not necessary.

5. Nil.

6. A raising contractor is employed. He receives annas 7 and 3 pies per ton loaded into wagons, and pays annas 5 per tub to the coal-cutter, *plus* 3 pies as commission to the *sardars*.

7. I consider it a good system with good contractors, but to allow for bad contractors safeguards for miners may be inserted as clauses in the Raising Agreement.

8. Miner *sardars* chiefly function in looking after the rights of the miners. He sees they are paid properly and conditions of work are suitable. He is the mouthpiece of the miners, and until the miners are better educated, should be retained to look after their interests.

9—10. There are only quarries in this colliery.

11. Each relay consists of ten hours with one hour's interval for rest at the end of six hours. A miner generally takes six hours in coal cutting and the rest for loading, etc.

12. 30 cubic feet and annas 5 per tub to the coal cutter, *plus* 3 pies as commission to *sardars*. There has been no change in the size of the tub since the opening of the colliery. We have no record of the rate paid by the contractor to his miners previous to 1934, but from that date rates have not been changed.

Tub distributors are employed and all facilities such as haulages are installed.

14. There is a weighing machine but this is unnecessary as the contractor has a rate for each tub of coal. The gang or

miner filling the tub has the tub entered into the account against his name.

15. The contractor has made his rate of annas 5 for coal piled up on the tub. The miners were filling the coal into the tubs by placing lumps in such a way that there were big empty spaces inside the tub when it was full. In order to save disputes or cutting of the rates to allow for this an arrangement was entered between the *sardars* and the contractor whereby the miners filled one extra tub for every ton to allow for this method of filling.

16. Women are not excluded from this mine as it is surface quarry.

17—18. See answer to no. 16.

19. Wages are paid wholly in cash. Payment commences on the day before rest day and continues until finished, during rest day.

Replies to the Supplementary Questionnaire on Labour in Coal mines, Submitted by State Railway's Coal Department, Kurhurbaree Colliery, Giridih P. O.

1. Four.
2. Laziness.
3. (a) The workers living on the estate walk to their working places and those living outside the estate are transported by motor buses.
(b) Varies with the distance travelled and the method of transport.
4. Yes.
5. (a) 814.
(b) No.
6. Through a raising contractor who pays the miners the same rates as were formerly paid by the administration.
7. Nil.
8. (a) These men act as leading band of their respective gangs, take orders from the supervising staff and see that they are carried out by the other members of the gang.
(b) Yes.
9. This question is so vague that it is not understood whether the time taken in lowering the men from the surface to the pit bottom, or the time occupied in walking from their working places to the pit bottom is required. In the former case it varies according to the number of miners presenting themselves for work each day and also with the depth of the shaft.
In latter case it varies with the distance from the working place to the shaft bottom or the "Incline" mouth as the case may be.
10. Wage rates are fixed after consideration of all the factors affecting each individual working place and do not vary directly as the distance in by from the shaft bottom.
11. Approximately 8 to 8½ hours.
12. (a) Ten hundred weights.
(b) Rates vary according to the circumstances prevailing in the respective working places.

(c) No.

(d) Yes.

13. Haulages have been installed where necessary and supervisors are employed to see that they are efficiently worked.

14. (a) No.

(b) By counting the number of loaded tubs raised by them during each shift.

15. (a) No.

(b) Yes.

(c) By examining the tubs which are supposed to be loaded level with the top of the tub sides.

16. (a) One hundred and ninety.

(b) All of them.

(c) Conservancy work, loading and unloading light materials into and from wagons and other miscellaneous work.

(d) Annas four per day.

17. (a) A slight reduction in some cases.

(b) Nil.

(c) Negligible.

18. See answer to 17 (a).

19. (a) Wholly in cash. (b) No.

Replies to the Supplementary Questionnaire on Labour in Coal Mines, Submitted by State Railway's Coal Department, Bhurkunda Colliery.

1. Local miners work three days and the recruited miners work 5 days on an average per week of 6 working days.

2. About 75 per cent for looking after their lands and agriculture, 5 per cent for sickness, and 20 per cent do not want to work more than 3 to 5 days a week.

3. (a) By walking, (b) from 15 minutes to 1 hour.

4. There is no conveyance arrangement in this colliery for the miners from their villages.

5. (a) 3 or 4 per cent, (b) no record available.

6. Raising is done through raising contractor.

The rate of coal raising per ton is as follows :—

For despatching up to 8,000 tons per month is Re. 0-11-6 per ton.

Ditto from 8,001 to 15,000 tons per month is Re. 1 per ton.

Ditto from 15,001 to 20,000 tons per month is Re. 1-2-0 per ton.

Ditto from 20,001 to 25,000 tons per month is Re. 1-4-0 per ton.

The rate paid by the contractor to the coal cutters varies from Re. 0-4-9 to Re. 0-7-0 per tub of 30 cubic feet according to whether the coal is machine mined, hand mined, obtained by blasting, etc.

7. No remarks.

8. Functions of a *Sirdar* :—

(a) He looks after the conveniences and inconveniences of the men under him and these remedied by reporting to the employer.

(b) He goes in the mine to see and report if his men are getting proper facilities for works, i.e., working places and tubs.

(c) He remains present at the time the payment is made to the correct men.

(d) In many cases he is responsible for money advances made to his men. He is also responsible for all tools issued to his men.

(e) He goes with the recruiter to help him in recruiting and bringing labour.

No, inspite of the advantages gained I am not in favour of retaining them.

9. Here, in this colliery about 20 minutes.

10. No one is kept more than the scheduled time. In this colliery there is very little difference as regards distance of working places from the incline mouths. No miner is paid a higher wages due to the extra length he has to walk.

11. About four hours.

12. (a) 20 cubic feet, (b) refer to answer to last part of question 6, (c) no, (d) since 1929 rates fluctuated according to local conditions and demands for coal and the method of mining (i.e. by hand, by machine or by blasting).

13. Contractors' staff supervise the supply of tubs to the miners. Tramlines have been laid out wherever possible and easy hauling arranged.

14. (a) No. (b) By cubical contents of the tubs used.

15. (a) There is a standard for loading. We understand that any tub loaded palpably below the standard is sometimes paid for proportionately less if detected. (b) Size of a 30; cubic feet tub:—4'—0" × 3'—0" × 2'—6". 3" above the brim of the tub is always taken to make up the voids always left by the miners. Underloading is measured from the height of the coal loaded in tubs.

16. 118 women were excluded from underground on 1st October 1937. Most of these women left the colliery. Very few of them could be employed in the colliery in old jobs of daily *hazri* at Re. 0-3-0 to Re. 0-4-0 per day.

17. (a) The wages of the family have considerably decreased. (b) They do not seem to take more or less care of the children before or after their exclusion from underground. They go on in their old ways due to ignorance of nursing and care for children. (c) Worse than before.

18. An exact comparison cannot be made as wages for coal cutting are always fluctuating according to the changes in the underground conditions and demand for coal. After engagement of male loaders who are paid higher rate than the females it is natural that a miner earns less in comparison with his increased labour. A miner at the present does not earn any more than he was earning before the exclusion of women.

19. (a) Wholly in cash, (b) no.

Réplies to the Supplementary Questionnaire on Labour in Coal Mines, Submitted by State Railways' Coal Department Serampur Colliery, Giridih Post Office.

1. The miner works on an average 3·5 days in a week.
2. Absenteeism among the miners is generally accounted for rainy season, for planting, etc., and arduous work, etc.
3. Workers come on foot. Most villages are very near. Some a distance away.
4. No conveyance is used at this colliery.
5. All regular workers are given small holdings. No abuses.
6. Coal is raised directly by the management.
8. Yes, because in most of the working places the men must work in gangs.
9. Not clearly understood. It takes one minute to take the miners to the pit-bottom in the cage.
10. No.
11. Approximately 6½ hours.
12. 10 cwt. per tub Re. 0-7-0 per tub. No change since 1929 in size of tub.
13. Mechanical haulages are laid down in all sides of works.
14. No. The tub has to be filled level.
15. Never have had any overloading. In some places ½ tub and in some places ¼ tub is deducted if the tub is underloaded below 6 inches. Underloading is ascertained by measure stick.
16. Out of 230 women excluded from underground work 200 women were employed on surface work, cleaning villages road *nullas*, unloading materials, supplying coal to boilers' carrying timber pit-top, etc. Amongst the rest deserving cases were granted pension and disable allowance.
17. (a) Became less.
(b) More care bestowed.
(c) Not so good except where the administration has provided surface work.
18. Average earnings of a coal-cutter per day before the exclusion of women was Re. 0-9-0 and now it is Re. 0-10-0.
This is not a good guide as many of the working places have improved. Speaking generally the wages would have remained practically the same.
19. Wages are paid wholly in cash. Wages are not paid on rest days.

Replies to the Supplementary Questionnaire of the Bihar Labour Enquiry Committee on Coal, State Railway Coal Department, Giridih Collieries.

1. Approximately 4 days.
2. Casualness and a very poor sense of thrift. Also a lot of time is devoted by some of them in cultivation and harvesting.
3. Chiefly on foot but some are conveyed by motor lorries who live outside the colliery and work under the contractor. Most of the villages are very near to the miners' working places and may take up to half an hour but those living outside the colliery will probably take an hour.
4. Conveyance facilities by the contractor has resulted in better attendance.
5. All regular workers are given small holdings and no abuse has so far been brought to my notice.
6. Departmental and also by contract. The raising contractors pay the miners the same rates as were formerly paid by the administration and the miners also get the same rates from the contractors.
7. No evils have been brought to my notice by the labour concerned.
8. If by miners' *Sirdars* it is meant recruiters, we have none in these collieries. There are, however, men who act as leading hands of their respective gangs, take orders from the supervising staff and see that they are carried out by other members of the gangs. I am in favour of keeping these men owing to the conditions of our work.
9. Half an hour is an ample time for a miner to reach his working place from the pit top. In many instances the time is much less than this.
10. A uniform rate per tub is paid.
11. Approximately 6½ to 7 hours.
12. Annas 7 per tub is paid departmentally. No change has been effected since 1929.
13. Mechanical haulages have been installed wherever possible and supervisors are employed to regularise distribution of tubs.

14. We have no weighing machine at the pit-mouth. The miners are paid by counting the number of tubs loaded by each miner.

15. Overloading of tubs is very rare. Underloading of tubs are dealt with by making a small deduction. Tubs are supposed to be loaded flush to the top of the tubs.

16. Approximately 400. Most of these were found employment on the surface by a special sanction from the Chief Mining Engineer, Railway Board. Annas 4 to annas 0-4-6 per day. Different jobs—conservancy work, loading and unloading light materials and miscellaneous petty works.

17. (a) A slight reduction in some cases.

(b) Care of children improved.

(c) This has apparently not been affected very much.

18. The wages paid to the coal-cutter has slightly improved since the exclusion of the women.

19. Paid only in cash on Saturdays.

**Replies to the General Questionnaire of Maharaja of Kasim
bazar's Erka Khas colliery, Bansjora P. O.**

NATURE AND RECRUITMENT OF LABOUR.

1, Total number employed	1,263
Officers	26. (including under- ground supervi- sing staff).
Clerks	25
Work people:—Men	1,009
Women	203
Children	Nil

2. (a) Nil.

(b) All the labour is migratory, some living on the colliery for longer periods than other.

3. Fifteen per cent.

4. Bilaspur, Allahabad District, Hazaribagh, Gaya, Man-
bhum Districts, and Santal Parganas.

5. About 20 per cent. This is only an approximate figure
as no records are kept.

6. No records have been kept.

7. (a) By a recruiting contractor, whose job is to bring in
the labour. The control of the labour rests with the manage-
ment, who make payments direct to the miners.

The recruiting contractor is paid annas 0-1-9 per ton on
output.

8. I prefer the system in which a recruiting contractor is
employed, the reason being that the labour being paid by the
Management appear more satisfied.

9—11. No.

12. I do not consider that conditions in the coalfields are
favourable to the establishment of a Labour Exchange under
the control of Government.

13. Earth and stone cutting, driving main galleries.
About 2 per cent.

14. No.

CONDITIONS OF EMPLOYMENT.

15. We have no service rules, but permanent employees are
usually given one month's leave with pay every year.

This applies to officers and clerks.

16. No special provisions for training apprentices are provided, but occasionally people are taken on for training.

17. No.

20. No written rules, but during sickness or accident payments are made to the sufferers, until such time as they recover.

21. No, the reason being that the labour is migratory, and the women usually go to their homes during maternity.

22. We have no scheme for paying Gratuity, Provident Fund and Old Age Pension, and I am of the opinion that Indian Industry for the most part cannot afford schemes of this kind, which are not provided even in some industrially advanced and wealthy western countries.

23. 57 days.

24. No.

25. Notices are displayed in conspicuous places, and are printed in English and the Vernacular. The notices are read and explained to work people who are unable to read.

26. In the case of indiscipline the offender or offenders are warned not to misbehave. If this has no effect and sometimes in very bad cases the worker is dismissed.

27. The worker is questioned and always has an opportunity of defending himself.

28. Sometimes the offender is dismissed.

29. No.

30. Nil.

31. In the case of monthly-paid workers, the wages for the days on which they have absented themselves without leave are deducted from their salaries.

32. The late attender is usually warned, and if this has no effect and he repeats his offence the proportion of time lost is not allowed for that day.

33. Nil.

HOURS OF WORK.

34. Nine hours daily.

I am of the opinion that these hours should not be further reduced.

35. Three shifts for underground trammers and all persons employed underground, except miners, who work two shifts.

Miners work from 9 a.m. to 6 p.m. and 9 p.m. to 6 a.m. all other underground labour from 6 a.m. to 2 p.m., 2 p.m. to 10 p.m. and 10 p.m. to 6 a.m..

Surface labour work for nine hours, with one hour break for rest after 5 hours work.

Clerical staff.—The office staff work from 7 a.m. to 12 O' clock and 1-30 p.m. to 5-30 p.m.

No work on Sundays.

36. There is a complete cessation of work on Sundays for weekly and monthly paid men, also other labour. The miners also do not work on Mondays and usually enjoy 2 full days of rest.

We have a multiple system of relays, and no extra strain is imposed on the workers

37. No.

38. Overtime is paid on the basis of daily hours according to a person's salary.

39. Fitters are the only workmen who are occasionally asked to work overtime, and this very seldom.

Overtime is paid in proportion to the time worked and salary being received.

40. No.

41. Year 1933 295 days worked.

„ 1934 301 „ „

„ 1935 305 „ „

„ 1936 310 „ „

„ 1937 308 „ „

There were no breakdowns which caused a stoppage of work and enforced idleness.

CONDITIONS IN FACTORIES.

42. For all under ground labour, sufficient ventilation of air has to be provided, so that workers can work in comfort.

43. Every precaution is adopted to prevent accidents, and the regulations of the Indian Mines Act which provide for the safety of work people are carried out.

All serious accidents which incapacitate a worker for more than 10 days, are reported to the Chief Inspector of Mines through the Additional Deputy Commissioner, Dhanbad.

43. For accidents in which the injuries sustained are slight, a book is kept at the colliery. I am satisfied with the methods adopted, and cannot suggest any improvements.

48. I have no suggestions to offer.

WAGES.

49. In the year 1929. January and July.

Overmen and *sirdars* Re. 1-2-5 approximately, Coal cutters Re. 0-12-7., Loaders Re. 0-9-2., skilled labour Re. 0-10-0., unskilled labour Re. 0-9-10., Clerical Rs. 1-12-0, Females Re. 0-8-6.

In the year 1933. January and July.

Overmen and *sirdars* Re. 1-0-9., Coal cutters Re. 0-13-3., Loaders Re. 0-10-11., skilled labour Re. 0-10-8., unskilled labour Re. 0-9-2., Clerical Re. 1-4-11., Females Re. 0-6-3.

In the year 1937 July.

Overmen Re. 1-0-9, Coal cutters Re. 0-10-0, Loaders Re. 0-9-0, skilled labour Re. 0-10-0, unskilled Re. 0-8-0, Clerical 1-2-0, Females Re. 0-6-6.

In January 1938.

Overmen and *sirdars* Re. 1-0-9, Coal cutters Re. 0-14-0 Loaders Re. 0-12-0, skilled labour Re. 0-12-0 Unskilled labour Re. 0-10-6, Clerical Re. 1-2-0 Females Re. 0-4-0.

50. Piece rates have increased by 15 per cent. Earnings have not materially increased because the labour work a less number of days to earn the same money as before.

51. Wages underground vary according to the conditions. An agreement is reached with the worker who if satisfied with the bargain, will work.

52. No.

53. No daily wages are paid. Weekly wages are paid to all underground and surface labour, who amount to about 90 per cent.

54. Weekly payments are made, which I consider preferable.

55. Piece rates have increased by about 15 per cent.

56. Nil.

57. Certain bonuses are paid to the Supervising and clerical staff. All clerical staff with one year's service are paid a bonus of $\frac{1}{2}$ month's pay per year. The Supervising staff are paid on results and no fixed bonuses are made.

58. I do not consider that the automatic adjustment of wages to the cost of living indices is either desirable or practicable in India at this juncture.

59. I am not in favour of the establishment of a minimum wage. On the other hand, I am in favour of some standardization of wages in respect of similar workers in the same industry, and think that this could best be done by negotiations amongst the employers concerned, as I am not in favour of a Statutory minimum wage.

60. I am unable to express any opinion on this question.

61. In my opinion the only sound machinery for the regulation of wages is the customary one of negotiations between the parties concerned.

No. 62 and 63. See reply to question no. 60.

65. I am not in favour of the principles of a minimum wage in either protected or other industries. Industries enjoying protection should, in common with other industries and on humanitarian grounds, pay fair wages. They should not be expected to pay exceptionally high rates, since they are under obligation to prepare themselves to face competition without protection at the earliest possible date.

WELFARE WORK.

70. A school is provided for the children of the employees. The total number attending are 21, and no fees are charged.

71. No.

72. A Medical Officer is employed by the colliery and a hospital is available for the workers.

In the case of very bad accidents, the injured are removed to Dhanbad Government Hospital (6 miles away) where they receive special attention.

There is no special treatment for maternity cases, but if in the opinion of the medical officer outside help is necessary, the colliery will provide this.

I consider these arrangements adequate.

73. None.

74. No.

75. Malaria, Influenza, Dysentery, Pneumonia, Cholera, Typhoid are the chief diseases causing mortality here.

There are no occupational diseases. Sometimes labourers meet injuries from accidents.

76. A Licentiate medical officer with a compounder and dresser is employed to look after the employees and the Chief Medical Officer of Health, Jharia Mines Board with sanitary staff takes special steps in need.

77. There are no deficiency diseases in this area.

78. We have two large tanks in which the work-people^e bathe.

No other arrangements are provided.

79. Filtered water is provided at convenient places, which in the hot weather gets warm. This can be cooled if left in *chhaties*.

80. No provision for sickness relief has been made, but weekly and monthly workers who fall sick are nearly always paid their wages during sickness.

81. I consider that employers should only be called upon to consider schemes for Insurance against sickness on a contributory basis, if the State and the workers, as well as the Employers, are to contribute.

82. I should not object to legislation for compulsory Maternity Benefits provided such legislation followed closely the Bombay and the Central Provinces Maternity Benefits Acts.

83. All housing accommodation is provided free by the colliery.

84. Yes. All workers who live on the colliery.

85. Nil.

86. None.

87. I do not think it is possible to reply to so general a question, as clearly each scheme of this kind could only be considered on its merits.

88. The work-people make their own amusements, etc.

89. During rest intervals, the workers go to their various houses, which are provided.

90. No.

INDEBTEDNESS.

91. I cannot answer this question, as I have no particulars.

92. I am not in favour of the establishment of Government Co-operative Stores, but would have no objection to such stores being run by the workers themselves.

93. I agree with the Whitley Commission in thinking that unduly large wage period stands to increase the indebtedness of the workers. At the same time, in certain skilled jobs carrying higher rates of pay, monthly wage payments have been customary in the trade for many years. No attempt should be made to reduce the period of payment in such cases unless the workers concerned show a definite desire for the change in practice.

94. Advances are sometimes paid to the workers, and deductions are made at so much per week, until recovered. No interest is charged.

97. I have no recommendation to offer.

98. Generally speaking, I am in sympathy with the establishment of Co-operative Societies. Such societies have proved themselves to be of value in assisting members to get out of the clutches of money-lenders and are to be encouraged.

WORKMEN'S COMPENSATION.

99. Number of accidents in 1935	...	10
" " 1936	...	8
" " 1937	...	8
		8
	Total ...	26

100. *Compensation awarded in 1936 and 1937.*—12 cases, which were referred to the Commissioner.

101—102. No.

TRADE UNION.

103—109. Nil.

116. I would be prepared to co-operate with properly registered trade unions provided such unions conducted their affairs on sound trade union lines, and provided also that they were truly representatives of the workers and their interests.

INDUSTRIAL PEACE.

118 to 124. None.

125. Any and all grievances of the workers are personally heard by the management.

126. All our officers are in personal touch with the workers

127. No.

128. Where both parties to a dispute are willing to submit to arbitration and abide unquestionably by any award given by the Arbitrator, arbitration is useful. On the other hand, it becomes useless the moment any method of compulsion enters into it. In practice it is always impossible to enforce an arbitration award against an unwilling party. In these circumstances, I am not in favour of the provision for compulsory arbitration.

129. I am of the opinion that the provisions of the Trade Disputes Act, as recently amended, are fully adequate to deal with industrial disputes provided they are properly applied. I think it probable, however, that the provision in the amended Act, giving Government power to appoint Conciliation Officers, is liable to be misunderstood. In my view such officers would normally be appointed to deal with some particular dispute and the time of their appointment is during the early stages when their main function would be to endeavour to bring the two parties together with a view to promoting an amicable settlement.

130. I do not consider that the appointment of a whole-time Conciliation Officer is either necessary or desirable.

134. No.

135. So far as my experience goes the machinery provided by the Provincial Governments for the administration of the various Acts and for dealing with various matters affecting the Industry, the employer and the worker is working satisfactorily and I make no suggestions for alteration at present. I recognise, however, that some recent legislation has hardly been long enough in existence to enable employers to judge whether the existing machinery is incapable of improvement, and I, therefore, suggest that employers may be in a better position to judge at some future date.

Replies to the Supplementary Questionnaire on Coal.

1. The miners work on an average 5 days a week.
2. (a) Village miners remain absent owing to cultivation Pujas, or any other festivals. (b) *Dhowrah* or settled labour remain absent owing to Pujas or when they consider they have earned enough to remain idle.
3. Village labour is brought in a Bus. Time occupied varies from one to two hours spent on the journey.
4. On whole a slightly better attendance.
5. None.
6. The raising of coal is done directly by management. A recruiting contractor is engaged to bring in labour, and he is paid a commission on the tonnage raised by the labour.
7. We have no raising contractor.
8. The miner's *sirdars* usually have a gang of men under them. They draw commission from the miners, who make their own arrangements as to how much they pay.
9. 5 to 10 minutes.
10. Wages are calculated by the tub : the only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (*See* answer to question no. 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.
11. The actual daily time occupied by good miners in coal cutting averages 4 to 5 hours per relay of 9 hours from pit top back to pit top. This, of course, only relates to the time taken by a miner using reasonable diligence. Many workers occupy much more time in coal-cutting than they might do if they showed greater exertion.
12. Thirty cubic feet capacity tubs are used. Rate per tub varies from Re. 0-3-9 per tub on the surface (quarry) to Re. 0-8-9 per tub underground. No change in the size of the tub has taken place since 1929. The rate per tub has been increased by Re. 0-3-0 per tub.
13. Every effort is made to ensure to the miner a regular supply of tubs, and new coal tubs are constantly being made to take the place of broken or useless tubs.
14. There is no weighing machine. The miners are paid on the tubs loaded by them. The colliery employ tub-checkers and

at the end of the week the miners are paid according to the number of tubs cut. They also know how many tubs have been loaded, as they also check this themselves.

15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub-up to a portion of the depth below the flush line one-quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted. This does not occur very often and when the tub is cut it is usually accepted by the miner.

16. Total number of women who were excluded from underground working was 100. Work on the surface has been found for 60.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. The earnings of two miners have been compared in respect of periods before and periods after their wives were excluded from the mines on 1st October, 1937.

Worker. A.	1937.			1938.		
	Rs.	a.	p.	Rs.	a.	p.
1st week	3	12	0	5	4	0
2nd week	4	1	0	5	7	6
3rd week	3	14	6	5	7	0
4th week	4	1	0	4	-2	6
Worker B.	1937.			1938.		
	Rs.	a.	p.	Rs.	a.	p.
1st week	3	7	0	7	2	0 (C. P. miner).
2nd week	3	12	0	9	14	6
3rd week	4	1	0	6	3	0
4th week	4	10	0	9	12	0

**Replies to the questionnaire by the New Manbhum Coal Co.,
Ltd. Gasletan Colliery, P. O. Sijua.**

NATURE AND RECRUITMENT OF LABOUR.

1. Total number of workers employed about 1,000.

Officer	..	...	9
Clerks	...	...	14
Men ...	...	...	900
Women	...	...	77

2. (a) 200, (b) 800.

3. One tenth of the workers.

4. Partly from Hazaribagh and partly from Manbhum districts.

5. In the course of a year 90 per cent of the employees leave the colliery for weeks or months at a time and visit their homes for ploughing or harvesting or simply for a holiday. They invariably return to work at their own convenience. The number of those who leave and do not return is extremely small.

This type of absenteeism is due to the fact that practically all the labour force are primarily agriculturists. When there is no work in the village they come to the collieries, work for a few weeks and return home to spend their earnings.

At a rough estimate no worker spends more than nine months in a year at the colliery. The remedy is the establishment of a permanently settled labour force who must be weaned from their agriculturalistic outlook and made to realise that money in a saving bank is greater security than a house in a village with compulsory farming duties in return for a proportion of the crop. So long as employment in mines is regarded by the labour as a secondary instead of a primary means of earning a living, there will always be absenteeism on a large scale.

6. (a)—2, (b)—3, (c)—nil, (d)—nil, (e)—no records.

7. (a) Miners, loaders and Trolley-men by the raising contractors.

(b) Daily wage and monthly-paid employees by the management.

8. The present system works very satisfactorily.

9. (1) No. (2) There are none waiting for employment (3) No.

10. See 9 (2).

11. No.

12. No. Suitable persons desiring employment may apply direct to collieries. There is no unemployment problem in the district and therefore no necessity for a labour exchange.

13. *Earth-cutting*.—This work is seasonal, employs only about 0.5 per cent of the total employees, and varies very little from year to year.

14. No.

CONDITIONS OF EMPLOYMENT.

15. }
16. } No.

17. No regular system. Vacancies in the *mistri* class are filled from the *cooly* class whenever possible.

19. To officers, annual leave with full pay. To all monthly paid staff, sick leave with full pay. To certain classes of monthly paid men leave with full pay by arrangement.

20. Yes, on advice of Medical Officer.

22. Old age pension. No fixed rules. Each case considered on its merits.

23. About 70 days; all Sundays are observed as holidays. The majority take two days per week including Sundays and all festivals. The majority of employees being piece-workers fix their own holidays.

24. }
25. } See Indian Mines Act and Regulations.

26. Caution, fine and suspension in that order.

27. Assumed innocent until proved guilty. The worker is brought before the Manager to state his case.

28. See 26. For nature of offences see Indian Coal Mines Act and Regulations.

29. See 26.

30. About 25 miners fined in 1937-38

31. Unauthorised absence is treated as leave without pay. If prolonged the vacancy is filled.

32. By caution, if persistent, pay proportional to hours worked.

33. Deposited in Company's Account.

HOURS OF WORK.

34. See Coal Mines Regulations. No. The hours of work are defined by the above and are reasonably short.

35. Three shifts. All hours of work are strictly in accordance with the Coal Mines Regulations. Office hours 7 A. M. to 5 P. M. with 3 hours break.

37. No.

38. Overtime is avoided as far as possible. Pay for overtime is calculated on daily hours.

39. Fitters and Punjabis on daily wage rates.

40. Not as a regular practice.

41. Number of days worked during the last five years :—

1933	..	..	..	305 days.
1934	..	..	..	312 days.
1935	..	..	..	312 days.
1936	..	..	..	322 days.
1937	..	..	..	322 days.

CONDITIONS IN FACTORIES.

42. Yes. Special measures are taken to diminish risks to health or bodily injury. The measures taken are those required by the Coal Mines Act and Regulations.

43. These requirements are satisfactory.

50. No.

51. The rates paid are those prevailing in the district.

52. No.

53. Statistics. (See separate sheet attached).

While it might be considered feasible to convert daily and weekly-paid workers to monthly basis, it is not considered desirable or advisable for workers of cooly class to be kept waiting a month for their pay, as they would inevitably seek credit from shopkeepers, etc., and get into debt.

54. Statistics (See separate sheet attached).

55. Rates to miners have been increased by 66 per cent since January 1938.

56. Nil.

57. No.

58. No. The cost of living is independent of and uninfluenced by the capacity of industry to pay wages.

59. No.

60. }
to } No answer.
65. }

RATIONALISATION.

66. No.

67. }
to } No answer.
69. }

WELFARE WORK.

70. (a) No children employed. (b) Accommodation is provided for kindergarten school for children of employees. (c) Facilities are granted to those wishing to attend the local classes in mining subjects.

71. No.

72. (a) Nil. (b) Free medical attendance is provided for all employees. Medicine is also provided free of charge. (c) The Jharia Mines Board of Health provides free vaccines for treatment of epidemic diseases. Arrangements have been made for the proper training of midwives resident on the colliery. These normally attend all maternity cases and may call on the services of a resident qualified doctor when necessary.

Yes.

73. Nil.

74. There is no regular system of medical examination. A medical officer resident on the colliery attends to all cases of sickness reported to him.

75. No occupational diseases. Chief diseases are Influenza and Malaria.

76. Such special measures are adopted by the Jharia Mines Board of Health.

77. No.

78. All such arrangements are up to the standard required by the Jharia Mines Board of the Health.

79. Topchanchi water is laid on to workers' quarters. The miners take their own drinking water with them underground. Cold water is available during the hot season.

80. Sick persons who have no relatives to tend them are provided with an attendant.

81. Insurance against sickness could be made a practical proposition provided that Government and the workers contribute as well as the employers.

82. There is no objection to legislation for compulsory maternity benefits, but applicants for benefit should have been continuously employed for not less than twelve months.

83. (a) 414 *dhowrahs*, 18 staff quarters. (b) Nil. (c) Nil. (d) Nil. *Dkourahs* are built to the specification of the Jharia Mines Board of Health. Staff quarters comprise two or three rooms with, *varendahs*, kitchen, bathroom and lavatory and enclosed compound.

84. Yes. For all employees residing on the property.

85. All employees occupy quarters free of rent.

86. None required.

87. Not necessary.

88. (a) There are open spaces available for playing grounds.

(b), (c) and (d) Nil.

89. }

90. } No.

INDEBTEDNESS.

91. To the extent of approximately half their weekly wages. Credit prices are two annas in the rupee higher than cash prices.

92. Co-operative Stores run by employers have, it is believed, proved a failure in the past. Such stores might perhaps be run by the workers themselves or by the Trade Union.

93. No. Weekly-paid workers appear to get into debt equally as much as monthly-paid men, and there would therefore appear to be no point in reducing all workers to the weekly paid basis unless the workers themselves express a preference for shorter wage periods.

94. The employers do not pay advances to the workers. The contractors do pay such advances, usually when recruiting to the extent of two or three days earnings.

Advances are also made to workers for special reasons, such as sickness of relatives at home. Advances are usually recovered in two to three weeks.

95. Advances paid at the time of recruiting should be recovered as early as possible.

96. I have no information on the matter.

But I am of the opinion that the amendment should have the effect of making the borrower less credit-worthy and thus render borrowing more difficult.

98. In areas which have a large permanently settled industrial population the establishment of co-operative societies might be beneficial.

WORKMEN'S COMPENSATION.

99. Number of accidents.	Serious.	Fatal.
1935	3	4
1936	4	4
1937	1	0

100. In all cases compensation for fatal accidents was paid through the Commissioner.

101—103. No.

TRADE UNION.

116. One of the co-operation towards any properly registered and soundly constituted union which can justly claim to represent the majority of the workers.

117. The question has not arisen.

INDUSTRIAL PEACE.

125. The manager is always approachable.

126. The Manager and Assistant Manager are in constant touch with the workers.

127. No.

128. Yes, provided both parties are prepared to accept the findings of the Arbitrator.

129—130. Up to the present time there has been no necessity to invoke the Trade Disputes Act, nor has there been any

necessity for conciliation officers, as all grievances and disputes have hitherto been settled amicably and with mutual satisfaction by the Manager and the workers.

131. In the event of a strike at a colliery it is essential to the safety of the colliery and the future welfare of the workers, that safety men should remain on duty. Safety men comprise all those whose work is concerned with the maintenance of the colliery in safe and working condition, as for example, pumpmen, boiler firemen, winding engine men, banks men, etc.

132. These may be obtained from the Managing Agents Messrs. Octavius Steel and Company, Limited, Calcutta.

134. No.

135. No alteration or improvement to suggest.

STATISTICS.

53. Categories of work.	Weekly paid.	Monthly paid.
Officers .. .. .	.. .. .	100
Clerks .. .. .	.. .. .	100
Fitters	25 per cent.	75 per cent.
Punjabis	60 ..	40 ..
Overmen and <i>Sirdars</i> .. .. .	.. .. .	100 ..
Peons .. .. .	.. .. .	100 ..
Khalasis and firemen .. .. .	.. .. .	100 ..
Prop Mistries and coolies	100 per cent	..
Line Mistries and coolies	100 ..	..
Bailers	100 ..	..
Miners and Trammers..	100 ..	..

54. Weekly and monthly.

Number of the workers on weekly pay about	850
Number of the workers on monthly pay about	150

Days elapsed between end of wage period and date of payments :—

Weekly paid men ..	2 days except for miner and trammers who are paid up to the last work period before payment.
Monthly paid workers..	Officers and clerks..... 1 day. The remainder..... 15 days.

Replies to Supplementary Questionnaire on Labour on Coal Mines.

1. Five.

2. Drunkenness at week-ends. Prolonged absenteeism is the natural result of employing in mines persons who regard mining as a secondary rather than a primary means of livelihood. The employment of such persons is unavoidable as only a very small minority look upon employment in mines as anything more than a means of augmenting income from agricultural pursuits.

3. Some of the miners live in villages in close proximity to the mine within a half to one hour walk.

4. Miners living at a distance of more than three miles will work only at those collieries which provide them with conveyance to and from their homes.

5. None.

6. By raising contractors.

Contractor's rate, Rs. 1-4-0 per ton.

Miners' rate 8 annas per tub.

7. None.

8. To be responsible for the men in their charge.

Yes.

9. Approximately one minute.

10. There is no detention of miners at the surface.

No extra rates are paid for underground travelling.

11. About four hours.

12. Thirty cubicfeet, rate 7 annas 6 pies to 8 annas 6 pies per tub. There has been no change in the size of tub. Rates have practically doubled since 1929.

13. This is the duty of the underground supervising staff.

14. No. No such calculation is necessary.

15. Overloading of tubs is not permitted. Proportional deduction is made for any tub not more than half loaded.

16. Approximately 44. All are now employed on the surface as wagon-loaders or shale-pickers. Wagon-loaders on piece-rate at 1 anna and 3 pies per ton. Shale-picker on daily wage 4 annas per day.

17. (a) An increase.

(b) and (c) No information.

18. The average wages of coal-cutter are approximately twice what they were prior to the exclusion of women.

19. Wholly in cash.

No.

Replies to the questionnaire, submitted by Bengal Coal Company, Limited, Murulidih Colliery, Mahoda P. O.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	..	..	..	..	2
Clerks	..	..	..	..	18
Work people:—					
Men	..	..	..	..	806
Women	..	..	..	..	72
Children	..	..	..	..	Nil.

2. (a) 90 per cent, (b) others all come to work from distant villages or remain temporarily, i.e., 10 per cent.

3. 80 per cent.

4. The local district and Hazaribagh district.

5. 20 per cent.

6. (a), (b), (c), (d) and (e). No record is kept.

12. The colliery has its own facilities for notifying the work people when work is available; and from the colliery point of view a labour exchange would be of no value in affording assistance in recruiting village mining labour or in recruiting settled labour upon the colliery. With regard to migratory labour, however, some method of registration of such labour is very desirable and a labour exchange for such migratory labour would be helpful to the industry. It is to be noted that in times of depression, when the demand for coal is small or when the number of work-people is large, migratory labour flocks into the pits to the detriment of settled labour. When the supply of labour is limited, i.e., when the demand for coal is large and there is not enough labour on the collieries to satisfy the demand, migratory labour takes advantage of the general demand by taking *khoraki* and advance from one company and very often taking similar advances and *khoraki* from other companies at the same time and doing very little work, as they can exist on such advances. It is thus evident that migratory labour should be regulated and for this purpose, I believe, a labour exchange would be useful.

Skilled labour, viz., mistries and enginemen are trained by the colliery and their registration is not necessary.

CONDITIONS OF EMPLOYMENT.

15. The conduct of workmen in or about the mines is regulated by the Indian Coal Mines Acts and Regulations.

HOURS OF WORK.

34. The hours of work in mines are laid down in the Indian Mines Act, 1923, and as those prescribed are reasonable and there is no need for any alteration. It is to be remarked, however, that in many cases the miner who works on piece rates does not work the full number of hours as he can make sufficient money to keep himself and his family in a less time.

WAGES.

58. An automatic adjustment of wages to the cost of living is neither desirable nor practicable, as there is not necessarily any connection between the cost of living and the capacity of the mining industry to pay wages accordingly.

59. The Whitley Commission and the Government of India have already opposed the establishment of any legislation to fixation of a minimum wage. Whilst no objection to the principle is raised, in so far as coal mining is concerned I would only agree to the fixation of a minimum rate per tub varying according to whether coal is machine cut or hand cut, as generally miners are paid by piece work.

WELFARE WORK.

81. I consider schemes for insurance against sickness on contributory basis.

82. I would not afford opposition to legislation providing for compulsory maternity benefits ; and acts on the lines of the Bombay and the Central Provinces Maternity Benefit Acts will be supported by me provided employers are properly safeguarded.

INDEBTEDNESS.

92. In certain cases co-operative stores run by employers have proved unsuccessful. I am opposed to the establishment of Government Co-operative Stores, but I see no reason why such stores should not be run by the workers themselves.

93. I am in agreement with the views expressed by the Whitley Commission that unduly long wage period tends to increase the indebtedness of the workers. In certain skilled jobs carrying higher rates of pay monthly wage payments have been customary for many years and no attempt should be made to reduce the period of payments in these cases unless the skilled workmen themselves show a definite desire for a change in the practice.

97. The recent law prohibiting the attachment of salaries below a certain limit should steadily lead to improvement of the workers' condition.

98. The establishment of Co-operative Societies in areas with a large settled industrial population is to be favoured.

WORKMEN'S COMPENSATION.

99. 1935—4, 1936—5, 1937—6.

100. In all cases. Two cases.

101 and 102. There has been no difficulty in the working and administration of the Workmen's Compensation Act and no amendment of the law is suggested.

TRADE UNION.

116. I consider the attitude towards Trade Union movement should be one of co-operation with properly registered Trade Unions if such union conduct their affairs on sound Trade Union lines and if such Unions are fully representative of the workers and their interests.

INDUSTRIAL PEACE.

128. I am not in favour of provisions being made for a compulsory arbitration as such arbitration is only effective where both parties are prepared to agree to abide by the word of the arbitrator.

134. I do not consider that reconstruction of the Industry is at all necessary and it is improbable that any reconstruction of the coal mining industry will be accompanied by higher wages for the workmen.

135. The present machinery provided by the Provincial Government for the administration of the various acts and for dealing with various matters affecting the industry has proved satisfactory and no alteration or improvement to existing administration appears necessary.

Replies to the Supplementary Questionnaire on coal.

1. 5 days

2. Cultivation of land, sickness, celebrating of festivals and marriages and no economic necessity for working regularly.

3. For long distances, miners are conveyed by Bus, for short distances miners walk.

5 minutes to one hour.

4. No.

5. Nil.

6. Direct by management.

8. Looking after their miners' interests. Yes.

9. 5 to 10 minutes.

10. Wages are calculated by tubs. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to Question 12) it follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal cutting average 4 to 5 hours per relay of 9 hours from, pit top back to pit top. This of course, only relates to the time taken by a miner using reasonable diligence. Many workers occupy much less time in coal cutting than they might do if they showed greater exertion.

12. 30 to 36 cubic feet. 0-6-6 to 0-7-3. No records are available for 1929.

13. In all cases where congestion is likely to occur traffic *sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. No. Miners are paid per tub.

15. Since the rate per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub, up to the portion of the depth below the flush line one-quarter of the rate is deducted when the deficiency is more than a quarter, half the rate is deducted.

16. From 1936, 52 women were excluded from underground. Employment was found on surface for 30. Employed as loaders and pickers Rs. 11 and Rs. 5 per month respectively.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. Earnings increased from Rs. 11 to Rs. 13 per month.

19. Cash only. *Hazree* labour on a working day and miners on rest day.

Replies to the Questionnaire, Parbelia Colliery, Dishergarh P.O.

A. NATURE AND RECRUITMENT OF LABOUR.

1. Officers	..	..	..	..	4
Clerks	..	..	..	..	19
Work people :—					
Men	..	..	..	..	993
Women	..	..	..	..	45
Children	..	..	..	..	Nil.
			Permanently settled.	Migratory.	
2. Officers	..	..	4	..	
Clerks	..	..	19	..	
Men	..	..	250	743	
Women	..	..	45	..	
Children	..	..	Nil.	Nil.	

3. About 30 per cent live in their village homes while they work in our mine.

4. Manbhum and Hazaribagh districts.

5. About 5 per cent. No remedy is suggested.

6. During this period colliery was closed down and worked with only skeleton staff therefore no statistics are given.

12. *Labour Exchange*.—A colliery has its own facilities for notifying the workpeople when work is available; and from the colliery point of view a labour exchange would be of no value in affording assistance in recruiting village mining labour or in recruiting settled labour upon the colliery. With regard to migratory labour, however, some method of registration of such labour is very desirable and a labour exchange for such migratory labour would be helpful to the industry. It is to be noted that in times of depression, when the demand for coal is small or when the number of workpeople is large, migratory labour flocks into the pits to the detriment of settled labour. When the supply of labour is limited, i.e., when the demand for coal is large and there is not enough labour on the collieries to satisfy the demand, migratory labour takes advantage of the general demand by taking *khoraki* and advances from one colliery and very often taking similar advances and *khoraki* from other companies at the same time, and doing very little work, as they can exist on such advances. It is thus evident that migratory labour should be regulated and for this purpose I believe a labour exchange would be useful.

Skilled labour, viz., mistries and enginemen are trained by the colliery and their registration is not necessary.

CONDITION OF EMPLOYMENT.

15. *Service rules.*—The conduct of workmen in or about the mines is regulated by the Indian Coal Mines Acts and Regulations.

HOURS OF WORK.

34. The hours of work in mines are laid down in the Indian Mines Act, 1923 and as those prescribed are reasonable there is no need for any alteration. It is to be remarked, however, that in many cases the miner who works on piece-rate does not work the full number of hours as he can make sufficient money to keep himself and his family in a less time.

WAGES.

58. An automatic adjustment of wages to the cost of living is neither desirable nor practicable, as there is not necessarily any connection between the cost of living and the capacity of the mining industry to pay wages accordingly.

59. *Minimum wage.*—The Whitley Commission and the Government of India have already opposed the establishment of any legislation for fixation of a minimum wage. Whilst no objection to the principle is raised. In so far as coal mining is concerned I would only agree to the fixation of a minimum rate per tub varying according to whether coal is machine cut or hand cut, as generally miners are paid by piece-work.

WELFARE WORK.

81. Employers can only consider schemes for insurance against sickness on a contributory basis.

82. *Maternity benefit.*—I would not afford opposition to legislation providing for compulsory maternity benefits; and act on the lines of the Bombay and the Central Provinces Maternity Benefit Acts will be supported by me provided employers are properly safeguarded.

INDEBTEDNESS.

92. *Co-operative stores.*—In certain cases co-operative stores run by employers have proved unsuccessful. I am opposed to the establishment of Government Co-operative Stores, but I see no reason why such stores should not be run by the workers themselves.

93. I am in agreement with the views expressed by the Whitley Commission that unduly long wage periods tend to

increase the indebtedness of the workers. It is the practice at this colliery to make daily payments to many of the workpeople. In certain skilled jobs carrying higher rates of pay, monthly wage payments have been customary for many years and no attempt should be made to reduce the period of payments in these cases unless the skilled workmen themselves show a definite desire for a change, in the practice.

97. The recent law prohibiting the attachment of salaries below a certain limit should steadily lead to improvement of the workers' condition.

98. The establishment of Co-operative Societies in areas with a large settled industrial population is to be favoured.

WORKMEN'S COMPENSATION.

99. Two accidents took place.

100. Compensation awarded in two cases and in no case was the matter referred to the Commissioner.

101. There has been no difficulty in the working and administration of the Workmen's Compensation Act.

102. No amendment of the Act is suggested.

TRADE UNION.

116. I consider the attitude towards Trade Union movement should be one of co-operation with properly registered Trade unions if such Unions conduct their affairs on sound Trade Union lines and if such unions are fully representative of the workers and their interests.

INDUSTRIAL PEACE.

128. *Arbitration.*—I am not in favour of provisions being made for a compulsory arbitration as such arbitration is only effective where both parties are prepared to agree to abide by the word of the arbitrator.

134. This question is inserted as an addendum and question 134 is to be renumbered as 135. In reply to question 134, I do not consider that reconstruction of the industry is at all necessary and it is improbable that any reconstruction of the coal mining industry will be accompanied by higher wages for the workmen.

135. The present machinery provided by the Provincial Governments for the administration of the various Acts and for dealing with various matters affecting the industry has proved satisfactory and no alteration or improvement to existing administration appears necessary.

Replies to the Supplementary Questionnaire on Coal.

1. Miners work on the average about 3 days per week.
2. Taking grog at the week-end and insufficient desire to improve their earnings and standard of living.
3. The time varies from a few minutes up to about an hour.

4. Unable to say. No available data.

5. At this colliery 46 miners have been allotted 33 bighas of lands. The practice has not led to any abuses.

6. There is a raising contractor at this colliery but all payments to staff and labour are made direct by the Manager to them. Miners are paid annas 8 and 6 pies per tub including commission for hand cut coal and annas 4 and pies 6 per ton including commission for loading machine cut coal.

7. It may sometimes happen that contractors do not always pay regularly and fairly to the labour, but in this particular colliery all payments are made by the Manager direct to the labour so that in effect the colliery is being worked *sircary*.

8. The functions of miners' *Sirdars* are to act as representatives to deal with the management to control gangs and settle differences when they arise, I am in favour of retaining them.

9. 5 to 10 minutes.

10. Wages are calculated by the tub the only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (*see answer to question 12*).

It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal cutting averages four to five hours per relay or nine hours from pit top back to pit top. This of course, only relates to the time taken by a miner using reasonable diligence. Many workers occupying much less time in coal cutting than they might do if they showed greater exertion.

12. This colliery was closed for several years and all old tubs were transferred to other collieries. The tub capacity is now 33 c.ft. and the rate paid is Re. 0-8-6 including commission for hand cut coal also Re. 0-4-6 per tub including commission for loading machine cut coal.

13. In all cases where congestion is likely to occur traffic *sardars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. There is no weighing machine at the pit mouth. The quantity of coal raised by each miner is calculated according to the number of the tubs given by each miner.

15. Since the rate paid per tub is for a full load, over-loading is not possible and the question of extra remuneration for such over-loading does not therefore arise. Deductions are made for loading below the flush line of the tub; up to a portion of the depth below the flush line one quarter of the rate is deducted; when the deficiency is more than a quarter, half the rate is deducted.

16. The pit was only re-opened after the exclusion of women from the underground. Women are now employed picking coal in wagons in the loading of wagons working with masons and earth cutting. From December 1938 they will be extensively employed loading sand. Rates paid varies from Re. 0-4-0 to Re. 0-6-0 per shift according to the nature of work.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface, family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. Pit was only re-opened after exclusion of women therefore no comparison is made.

Wages are paid as far as possible on Saturday but any people that do not come for payment on Saturday are paid on Sunday which is a rest day. Miners who work Saturday night are paid for the tubs of coal cut on that shift on Sunday.

All wages are paid in cash.

Replies to the General Questionnaire by Bengal Nagpur Coal Company, Limited, Bhugutdih Colliery, Jharia P. O. (Manbhum).

NATURE AND RECRUITMENT OF LABOUR.

1.	Officers	8.
	Clerks.	20.
	Workpeople—Men	800.
	Women	200.
	Children	Nil.

2. Four hundred people are permanently settled at the mine and 600 people are migratory.

3. 60 per cent of the workers live in their village homes and 40 per cent at the mine.

4. Surrounding villages, Dumka, Hazaribagh and Manbhum districts.

12. *Labour Exchange.*—A colliery has its own facilities for notifying the workpeople when work is available ; and from the colliery point of view a labour exchange would be of no value in affording assistance in recruiting village mining labour or in recruiting settled labour upon the colliery. With regard to migratory labour, however, some method of registration of such labour is very desirable and a labour exchange for such migratory labour would be helpful to the industry. It is to be noted that in times of depression, when the demand for coal is small or when the number of workpeople is large, migratory labour flocks into the pits to the detriment of settled labour. When the supply of labour is limited, i. e. when the demand for coal is large and there is not enough labour on the collieries to satisfy the demand, migratory labour takes advantage of the general demand by taking *khorakis* and advance from one Company and very often taking similar advances and *khorakis* from other companies and at the same time, doing very little work, as they can exist on such advances. It is thus evident that migratory labour should be regulated and for this purpose I believe a labour exchange would be useful.

Skilled labour, viz., mistries and enginemen are trained by the collieries and their registration is not necessary.

CONDITION OF EMPLOYMENT.

15. *Service rules.*—The conduct of work-men in or about the mines is regulated by the Indian Mines Act and Regulation.

HOURS OF WORK.

34. The hours of work in mines are laid down in the Indian Mines Act, 1923, and as those prescribed are reasonable, there is no need for any alteration. In many cases the miner who works on piece rate does not work the full number of hours as he can make sufficient money to keep himself and his family in a less time.

WAGES.

58. An automatic adjustment of wages to the cost of living is neither desirable nor practicable, as there is not necessarily any connection between the cost of living and the capacity of the mining industry to pay wages accordingly.

59. *Minimum wage.*—The Whitely Commission and the Government of India have already opposed the establishment of any legislation to fixation of a minimum wage. Whilst no objection to the principle is raised in so far as coal mining is concerned I would only agree to the fixation of a minimum rate per tub varying according to whether coal is machine cut or hand cut, as generally the miners are paid by piece work.

60 and 61. Answers to these questions do not arise as I do not favour the fixation of a minimum wage.

WELFARE WORK.

81. Employers can only consider schemes for insurances against sickness on a contributory basis.

82. *Maternity Benefit.*—I would not afford opposition to legislation providing for compulsory maternity benefits; and acts on the lines of the Bombay and the Central Provinces Maternity Benefit Acts will be supported by me, provided employers are probably safeguarded.

INDEBTEDNESS.

92. *Co-operative stores.*—In certain cases co-operative stores run by employers have proved unsuccessful. I am opposed to the establishment of Government Co-operative Stores, but I see no reason why such stores should not be run by the workers themselves.

93. I am in agreement with the views expressed by the Whitely Commission that unduly long wage periods tend to increase the indebtedness of the workers. It is the practice at the colliery to make weekly payments to all the workpeople except that in certain skilled jobs carrying higher rates of pay monthly wage payments have been customary for many years and no

attempt should be made to reduce the period of payments in these cases unless the skilled workmen themselves show a definite desire for a change in the practice.

97. The recent law prohibiting the attachment of the salaries below a certain limit should steadily lead to improvement of the workers' condition.

98. The establishment of Co-operative Societies in areas with a large settled industrial population is to be favoured.

WORKMEN'S COMPENSATION.

99. Thirteen accidents took place during the last three years.

100. Compensation paid in all cases.

101. There has been no difficulty in the working and administration of the Workmen's Compensation Act.

102. No amendment of the Act is suggested.

TRADE UNION.

116. I consider, the attitude towards Trade Union movement should be one of co-operation with properly registered Trade Union if such Unions conduct their affairs on sound Trade Union lines and if such unions are fully representative of the workers and their interests.

INDUSTRIAL PEACE.

128. I am not in favour of provisions being made for a compulsory arbitration as such arbitration is only effective where both the parties are prepared to agree to abide by the word of the arbitrator.

134. I do not consider that reconstruction of the Industry is at all necessary and it is improbable that any reconstruction of the Coal Mining Industry will be accompanied by higher wages for the workmen.

135. The present machinery approved by the provincial Government for the administration of the various Acts and for dealing with various matters, affecting the industry, has proved satisfactory and no alteration or improvement to existing administration appears necessary.

Replies to the Supplementary Questionnaire on Coal.

1. Five days in a week.
2. Most miners have some land to cultivate; absenteeism is mostly due to this, and also due to Pujas.
3. By Bus, half hour each way.
4. Yes.

5. About 50 per cent of the settled labour. The practice has not led to any abuses in this colliery.

6. By the Management.

7. None.

8. For collecting miners and bringing them on the Bus, and supervising their loading. Yes.

9. Five to ten minutes.

10. Wages are calculated by the tub; the only rates that vary from the standard rates per tub are those paid where special difficulties of working exist.

It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal-cutting averages four to five hours per relay of nine hours, from pit top back to pit top. This, of course, only relates to the time taken by a miner using reasonable diligence. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion.

12. Forty cubic feet, eight annas per tub.

13. In all cases where congestion is likely to occur traffic *sardars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. No. By tub rate.

15. Since the rate paid per tub is for a full load, over-loading is not possible and the question of extra remuneration for such over-loading does not, therefore, arise. Deductions are made for loading below the flush line of the tub, up to the portion of the depth below the flush line one quarter of the rate is deducted, when the deficiency is more than a quarter, half the rate is deducted.

16. About 300 women have been excluded since 1929. About 100 women have been employed in surface loading at an average rate of four annas per day.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface, the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface, where in allotting the limited jobs available, preference is given to the wives of the miners working in the mines.

18. The earnings of two miners have been compared in respect of periods before and periods after their wives were excluded from the mines on 1st October 1937, and are given below :—

(A) NAME OF THE MINER—GANESH TURI.

		Rs.	a.	p.			Rs.	a.	p.
For W. E.	9-9-1937	2	8	6	W. E.	10-9-1938	2	6	6
"	16-9-1937	0	2	9	"	17-9-1938	1	8	6
"	23-9-1937	1	11	6	"	24-9-1938	2	3	0
"	30-9-1937	1	11	6	"	1-10-1938	2	10	0
		<hr/>					<hr/>		
		6	2	3			8	12	0
		<hr/>					<hr/>		

Average earnings—

Per week—Rs. 1-8-6

Rs. 2-3-0

(B) NAME OF THE MINER—LACHMON ROY.

		Rs.	a.	p.			Rs.	a.	p.
For W. E.	9-9-1937	2	0	6	W. E.	10-9-1938	3	0	0
"	16-9-1937	1	6	9	"	17-9-1938	0	12	0
"	23-9-1937	2	7	0	"	24-9-1938	5	2	0
"	30-9-1937	2	10	0	"	1-10-1938	6	4	0
		<hr/>					<hr/>		
		8	8	3			15	2	0
		<hr/>					<hr/>		

Average earnings—

Per week—Rs. 2-2-0

Rs. 3-12-6

Both these cases are average examples of miners' earnings which, of course, vary according to the number of days worked.

Ganesh Turi worked only half a day on week ending the 16th September 1937 his wife only loaded one tub between them.

Lachman Roy only worked one day in the week ending the 17th September 1938 and earned only twelve annas, but he worked six days in the week ending the 1st October 1938 and earned Rs. 6-4-0.

19. All in cash. No.

**Replies to the general questionnaire of the Central Kurkend
Coal Company, Limited, Kusanda, P. O. Manbhum.**

NATURE AND RECRUITMENT OF LABOUR.

- | | | | | | |
|-------------|----|----------|----|----|-----|
| 1. Officers | .. | .. | .. | .. | 4 |
| Clerks | .. | .. | .. | .. | 19 |
| Workpeople | { | Men | .. | .. | 617 |
| | | Women | .. | .. | 83 |
| | | Children | .. | .. | Nil |
2. No records of this kind kept.
3. About 30 per cent.
7. Contractors and management—usually 6 pies per tub commission is paid to recruiters.
8. Both have the advantages and disadvantages.
- 9—12. No.
13. Usually earth work, coal screening.
14. No.

CONDITIONS OF EMPLOYMENT.

- 15—17. No.
19. There are no fixed rules for granting leave, monthly paid servants usually take one month's leave in the year on full pay, others, except piece-workers, according to reasons given for requiring leave.
20. During sickness employees are granted leave on full pay, this is as long as they are under medical treatment.
23. Practically all holidays including Sundays and festival holidays are taken by the labour.
26. Indiscipline and slackness of work is dealt with a fine in the first instance, continuation means dismissal.
27. They can approach me direct and explain their conduct before they are punished.
31. By loss of wages for the period absent.
32. Late and partial attendance is dealt with by paying wages for the actual hours worked.
33. Yes, usually for the benefit of the labourers themselves.

HOURS OF WORK.

34. Surface work, some in relays of eight hours and others nine hours in day and nine hours at night, all underground labour relays of eight hours. No.

35. Answered in 34.

36. Every seventh day of the week is a rest day for the labour. Yes, does not affect strain overwork and rest.

37. No.

38. Yes, when overtime has been worked, immediately after completion of work 24 hours' leave is granted—usual wages are paid.

39. Punjabi coolies.

40. Answered in 38.

CONDITIONS IN FACTORIES.

42. Yes.

43. According to rules and regulations laid down by Government.

WAGES.

49. Details submitted.

50. No.

52. No.

54. Wages are paid weekly and monthly, weekly paid labour receive their wages every week end and monthly by the 10th latest of the following month.

WELFARE WORK.

70-71. No.

72. A full-time qualified medical practitioner is employed by the employer—no separate arrangement for treatment of women and maternity cases.

73. None.

74. No.

75. No occupational diseases.

78. Washing and bathing places are provided.

79. Supply by the Jharia Water Board, provided at labourers' quarters.

81. Yes, all contributions should be by the labourers themselves.

83. All houses are provided by the employers, types and sizes to conform to the rules laid down by the Jharia Mines Board of Health.

84. Yes, all.

85. No rent is charged.

86. None.

88, 89 and 90. None.

INDEBTEDNESS.

91. About 25 per cent of the earnings, 10 per cent more than cash prices.

WORKMEN'S COMPENSATION.

99. Three.

100. Compensation was awarded in all three cases and the matter was not referred to the Commissioner in any of the cases.

101—103. No.

INDUSTRIAL PEACE.

118. None.

125. All workers may bring their grievances to me to be dealt with direct.

WAGES

Category of work.	January 1928.					January July		
	No. of workers.	Wage rate P. or T.	Monthly earnings.			No. of workers.	Wage rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
Overmen and Birders—	Men.		Rs. s. p.	Rs. s. p.	Rs. s. p.			
January ...	9	—	60 0 0	18 0 0	37 4 0	6	T. rate ...	40 0 0
July ...	9	—	60 0 0	18 0 0	37 4 0	4		30 0 0
Coal-cutters—								
January ...	233	—	17 0 0	11 8 0	14 4 0	116	P. rate ...	15 0 0
July ...	176	—	17 0 0	11 8 0	14 4 0	56		12 0 0
Loaders—								
January ...	133	—	17 0 0	11 8 0	14 4 0	96	P. rate ...	15 0 0
July ...	135	—	17 0 0	11 8 0	14 4 0	50		12 0 0
Skilled labour such as fitters, moulder, lathe-men, firemen, etc.								
January ...	116	—	120 0 0	25 0 0	30 0 0	58	T. rate ...	90 0 0
July ...	110	—	120 0 0	25 0 0	30 0 0	40		60 0 0
Unskilled labour such as trolley men, loading coolies, etc.—								
January ...	252	—	15 0 0	13 0 0	14 0 0	169	T. rate ...	13 0 0
July ...	241	—	15 0 0	13 0 0	14 0 0	112		12 0 0
Loaders (underground tubs)—	Women.							
January ...	100	—	17 0 0	11 8 0	14 4 0	19	P. rate ...	15 0 0
July ...	40	—	17 0 0	11 8 0	14 4 0	8		12 0 0
Loaders (wagons on surface)—								
January ...	36	—	12 8 0	8 0 0	10 0 0	17	P. rate ...	12 0 0
July ...	18	—	12 0 0	8 0 0	10 0 0	10		11 0 0
Shale pickers—								
January ...	20	—	8 2 0	6 8 0	6 8 0	17	T. rate ...	8 2 0
July ...	12	—	8 2 0	6 8 0	6 8 0	11		8 2 0
Shale pickers—	Boys.							
January ...	20	—	5 4 0	5 4 0	5 4 0	10	T. rate ...	5 4 0
July ...	10	—	5 4 0	5 4 0	5 4 0	5		5 4 0

FORM.

1933. 1935.		January 1938. July 1937.					Ratio of column 11 to column 6.	Ratio of column 12 to column 6.	Remarks.
earnings.		No. of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. s. p.	Rs. s. p.	Rs. s. p.		Rs. s. p.	Rs. s. p.	Rs. s. p.			
18 0 0	33 0 0	6	...	35 0 0	18 0 0	29 5 0	33:37	29:37	
15 0 0	31 4 0	6	...	35 0 0	18 0 0	26 8 0	21:37	26:37	
10 0 0	12 8 0	66	...	15 0 0	10 0 0	12 8 0	6:7	6:7	
8 0 0	10 0 0	90	...	12 0 0	8 0 0	10 0 0	5:7	5:7	
10 0 0	12 8 0	66	...	15 0 0	10 0 0	12 8 0	6:7	6:7	
8 0 0	10 0 0	90	...	12 0 0	8 0 0	10 0 0	5:7	5:7	
20 0 0	22 0 0	114	...	75 0 0	13 0 0	20 0 0	11:15	2:3	
18 0 0	20 0 0	64	...	70 0 0	13 0 0	20 0 0	2:3	2:3	
8 0 0	10 8 0	247	...	13 0 0	10 0 0	11 8 0	7:5	11:14	
8 0 0	10 8 0	116	...	13 0 0	10 0 0	11 8 0	7:5	11:14	
10 0 0	12 8 0	Nil	Nil	Nil	Nil	Nil	7:6	...	No women working underground since July 1937.
8 0 0	10 0 0	...	...	...	...	...	7:5	...	
8 0 0	10 0 0	15	...	11 0 0	7 0 0	9 0 0	1:1	9:10	
7 0 0	9 0 0	10	...	11 0 0	7 0 0	9 0 0	9:10	9:10	
6 8 0	6 8 0	40	...	8 2 0	6 8 0	6 8 0	1:1	1:1	
6 8 0	6 8 0	15	...	8 2 0	6 8 0	6 8 0	1:1	1:1	
5 4 0	5 4 0	7	...	5 4 0	5 4 0	5 4 0	1:1	1:1	
5 4 0	5 4 0	4	...	5 4 0	5 4 0	5 4 0	1:1	1:1	

Replies to the supplementary questionnaire on Coal.

1. On an average 5 days.
2. Disinclination to work more.
3. By rail or road, time unknown.
4. Where buses have been provided to bring labour to and fro daily the attendance has been better during cultivation seasons.
5. No land available for this purpose.
6. *Sarkary* and raising contractor, contractor pays the same rates as paid by the management.
7. None.
8. Miners' *sirdars* are arranged for by the miners themselves, they are usually the headmen of the gang from the same village—it is certainly easier to deal with one man on behalf of the whole instead of each individual miner.
9. This depends on their own convenience and dilatoriness on the way, usually from ten minutes to half an hour.
10. Rate of wages remain the same independent of the time taken to reach the pit bottom or working faces—as the wastage of time is caused mainly by the labour themselves.
11. On an average about five hours.
12. 14 cwts. annas 6-6 per tub, no increase of size of tub but the rate has been increased from annas 5 per tub to its present rate.
13. Full complement of underground trolley men are kept, they also work on piece-work, so it is also to their advantage to move the tubs round as often as possible.
14. No, quantity is calculated on the carrying capacity of the tub.
15. Tubs cannot be overloaded if they are loaded to capacity if tubs are not loaded to their full capacity—the value or rate is regulated in proportion.
16. No women are now employed in the mine, a very small percentage of those who originally worked underground were able to be accommodated on the surface, this would be about

10 per cent. They are employed loading wagons, screening and stacking coal, the rates of which are one anna and 6 pies per ton, annas 2 per ton and anna 1 and pies 6 per ton ; when employed on a wage basis they are paid annas 4 to annas 5 per day each.

17. Wages have not materially been effected as the miners by putting in a little extra time can give the same amount of coal as previously.

(b) care of children is certainly better than when they were left unattended.

(c) I have not given any consideration to this point.

17. 18. This is not effected as explained in answer to question

19. All wages are paid in cash

Replies to the General Questionnaire of the Bararee Coke Company, Limited.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	10	(Manager, 1 Engineer, 2 Technical Assistants, 4 Foremen and 2 Supervisors).
Clerks	...	16.	
Workpeople...	{	Men ...	... 372
		Women ...	... 54
		Children ...	... Nil.

Of these 143 men and 37 women are engaged for unloading slack or loading coke on contract.

2. (a) 246.
(b) 180. Mostly loading coolies who go to their villages periodically and generally return.
3. None.
4. Majority from Bihar. Some Oven workers from the United Provinces, clerical staff came originally from Bengal but settled here for a number of years.
5. Negligible.
6. (a) Two.
(b) Nil.
(c) Two. (One due to sickness and one due to accident.)
(d) and (e) Nil.
7. (a) By contractors. (Loading labour.)
(b) Directly by management.
(c) Nil.
8. By contractors. Directly by management (No difficulty experienced).
9. No.
10. Does not apply.
11. No abuses or corrupt practices.
12. Not desirable or necessary in the case of such factories as ours.

13. Earth cutting and such like jobs. Not more than 5 per cent employed ; often fewer.

14. No.

CONDITIONS OF EMPLOYMENT.

15. The work is so organised that no written rules are necessary. Supervision is adequate to ensure proper work being done.

16. Children of workers are sometimes trained as fitters, etc. They are paid sufficient to meet their normal expenses ; not less than annas 6 per day.

17. A good workman has the chance to rise to be a Supervisor or a Foreman if he shows sufficient intelligence and merit. Gas regulator to Foreman, still attendant to Supervisor, Fitter to workshop Foreman, and so on.

18. Careful selection on part of management, with recognition of merit when discovered. Attention to duty on part of employees, Provident Fund for the superior grades.

19. Leave is generally granted on application to management. Occasionally it may have to be postponed but is rarely if ever refused altogether. Leave with full pay is mostly confined to monthly paid workers. Leave is granted for varying periods from 15—30 days according to grades. When leave is granted to general workers and they return at the proper time, they are automaticallay assured of being taken on again.

No written rules.

20. Monthly workers are paid for the period of sickness. Weekly workers' cases are treated on their merits. The poorer ones are helped by payment of *khorakee* at the discretion of the management.

21. Only a few confinements occur and each is treated on its merit. Mostly the women's husbands work here also. A trained *dai* who is paid by the company is kept to look after them.

22. Provident Fund to superior staff including clerks, foremen and supervisors. 5 per cent is paid by workers and 5 per cent is added by employers with accumulated interest. Provident Fund Rules herewith.

23. 62 days. Being a continuous process, the holidays are fewer than in ordinary factories. A day is generally given to day workers on most of the religious festivals.

24. No. But gambling is not allowed, drinking is discouraged and those found guilty of moral offences are reprimanded or punished.

25. There is none.

26. Few occur. Very serious ones would be suspended, given notice or dismissed outright. Others are made to sit idle for one or more days as punishment.

27. Access to Manager to state his case. Punishments have all to be imposed by or sanctioned by the Manager.

28. As mentioned in answer no. 26, in case of conduct or negligence endangering the safety or lives of other workpeople a fine is imposed or the workmen may be suspended or in a very serious case dismissed.

29. No, except as above mentioned in answer no. 26.

30. No account kept, but negligible.

31. In bad cases, made to sit idle a day or two longer.

32. Scarcely occurs as workers reside on the spot. Workers are paid just for the period they work at usual rate of wages.

33. No special Fines Fund. Money is utilised in interests of labour.

HOURS OF WORK.

34. 8 hour shifts. These are all right as in practice men get spells of rest which make their tasks unexhausting and not too strenuous.

No alteration is necessary.

35. Continuous technical process. Some work goes on continuously.

A. Shift 6 A.M. to 2 P.M.

B. Shift 2 P.M. to 10 P.M.

C. Shift 10 P.M. to 6 A.M.

D. Shift, varies according to seasons by notice,

such as, from 6 to 11 A.M. and 3 to 6 P.M., 6-30 to 11-30 A.M. and 2-30 to 5-30 P.M., 7 to 12 A.M. and 2 to 5 P.M. There is a good break in the middle of the day for all workers not on

8 hours shifts including loading labour. In all cases, workers live within a few yards of their work and have opportunity for a break to take food, etc.

No particular concentration is required.

36. Yes, continuous process factory. Rest days are given as laid down by the factory rules to the satisfaction of the Chief Inspector of Factories. All workers are happy and nobody complains about the arrangements which work smoothly to the satisfaction of all concerned. We have no overlapping or multiple shift system.

37. No. We do change according to seasons. 3 times a year. (D. Shift).

38. Yes, calculated on daily hours. Weekly wages rate-workers are allowed to work 54 hours weekly beyond which up to 60 hours, benefit is $1\frac{1}{4}$ for each one hour; over 60 hours benefit is $1\frac{3}{4}$ for each one hour.

39. Mechanical workers and Punjabee khalasies work overtime but only for special and urgent repair works, not ordinarily. Paid as stated in answer no. 38.

40. No.

41. 365 days per year without stoppage during last 5 years.

CONDITIONS IN FACTORIES.

42. Yes, wooden sandals and canvas to protect hands when hot materials are handled. Bags are provided when necessary in rainy seasons. Kerosene oil and soaps are provided for washing in case of dirty jobs.

43. Foresight and careful supervision. Accidents are rare and no other special precautions seem to be called for or necessary. Accidents coming under the Factories Act and Workmen's Compensation Act are duly reported.

44. Small extensions might possibly be made on the lines suggested by the Royal Commission on Labour in India, 1931.

45. The recommendations of the Commission seem to be sound.

46. No.

47. Nil.

48. No.

WAGES.

49. Information on the attached form.

50. None.

51. Law of supply and demand. Degree of skill or responsibility, personal efficiency. Rates paid by similar concerns for ordinary work. Overtime paid according to Factory Act Rules.

52. Yes, when night work is overtime. If a man works who is entitled to holiday he is paid for the holiday and also for the time worked.

53. Over 90 per cent of the workers are paid weekly on daily rates (except loading labour who are paid on piece-work). The office and supervising staff are paid on monthly rates. Weekly payments are better and enable the workers to pay cash for their food and clothes. They prefer this and it prevents their getting into debt to some extent. It tends to efficiency and stability.

54. (a) Weekly.....412 including loading labour paid on contract.

(b) Monthly.....43.

(a) Week ends on Wednesday and the workers are paid on Saturday.

(b) Workers are paid on the 15th of the next month with exception of 2 Europeans, 2 Technical Assistants, 1 Supervisor and 16 office establishment staff who are paid on the last date of the month to which it relates. (See answer no. 63 for answer to last clause.)

55. Decreases in rates to most of employees including clerical staff and piece-workers were made in September 1932 during the slump. The reductions were restored in November 1937.

Wages cost 22 per cent of the total cost of production.

56. None, except for income-tax and Provident Fund where necessary.

57. A bonus is granted to certain workers on the recommendation of the Manager when sanctioned by the Managing Agents. None is paid to the general workers.

58. Not regarded as practicable or desirable.

59. Doubt if feasible but would have no objection to the principle.

60 and 61. Please see answer 59.

62. I think so, as cost of living varies in different centres.

63. The laws of supply and demand will to some extent take care of this but there is always the danger of the employer saying "I am paying the standard rate of wages" also possibility of the active and more able worker limiting his effort to match that of the less efficient. A difficult problem especially in large factories.

64. Might have the effect of causing women and children to take the place of men in certain industries.

65. Does not apply to us.

RATIONALISATION.

66. None.

67—69. No reply in view of no. 66.

WELFARE WORK.

70. A good middle English school exists within $\frac{1}{4}$ mile of the Factory. All children are encouraged to attend and financial help is given where necessary for children of employees, i. e., for those drawing less than Rs. 30 per month. A good deal of pressure is needed to persuade the children of illiterates to keep up their attendance. They are kept at home to mind babies and all sorts of other excuses are given. No attempt has been made to educate the adult illiterates so far. Books, slates, etc., are provided for the poorer ones.

71. Yes. *Viswamitra* (Hindi daily paper) is provided to be read to the cooly classes by the literate amongst them. A club room exists for staff with books of fiction.

72. A resident and experienced L.M.P. Doctor is paid by the company; also a compounder with a well stocked dispensary and there is also a welfare centre for the women and children. A woman health supervisor attends weekly and a trained *dai* is paid by the company whose sole duties are to attend to health matters of the women and children resident on the Works Estate and attend confinements.

73. No charge is made for work people or their near relatives either for medicine or for treatment.

74. No regular individual inspection by the doctor but no case of sickness escapes medical attention.

Quarters are inspected regularly.

75. Malaria and malarial complications. Occupational diseases, nil.

76. Anti-malarial measures are being taken in hand.

77. A few cases of rickets occur. (Cod liver oil provided.) Infantile mortality from improper nutrition.

78. In general, yes. Further sanitary arrangements are contemplated but the labourers show great disinclination to use them. Bathing facilities good.

79. Only Topchanchi water is supplied for drinking. The labour make their own arrangements for extra cooling if necessary. It is potable without boiling.

80. Please see answer no. 72. Strict supervision is sometimes necessary to see that the medicines provided are taken by the patients. That is done as far as possible.

81. Yes, but foresee great difficulties in carrying it out.

82. Yes, under a suitably drafted Act.

83. There is a total population of 730 including 421 men, 130 women (54 working) and 179 children housed at the Factory. There 187 houses containing 220 rooms, 3 large rooms 25 ft. x 10 ft. are provided (4 smaller ones, 16 ft. x 11 ft.) for sleeping accommodation for loading labour which is more congested. They are also used as recreation rooms. Only 25 workpeople reside outside by their own choice. (Type of houses attached.)

84. Yes, practically all.

85. All housing is free and fuel is provided, good drinking water and conservancy staff.....all free.

86. None necessary.

87. Does not apply.

88. Playing fields for the children. A tennis court is available for the staff. (b) Nil. (c) Occasional *tamashas* and lantern lectures are arranged for workpeople. (d) Not necessary.

89. Yes. 3. 25 ft. x 10 ft.

2. 16 ft. x 11 ft.

90. No creches.

INDEBTEDNESS.

91. A good market is readily accessible and cash business is mostly favoured. A proportion run up debts of course.

92. Understand Co-operative stores run by employers have proved a failure. Not in favour of Government run Co-operative stores.

93. In our case, no.

94. Advances are not encouraged, wages are always paid promptly. If advances are given, no interest is charged.

95. Does not concern us.

96. Have no information.

97. The Government seems to be taking care of that.

98. There are so many pros and cons that no satisfactory answer can be given. In theory the Co-operative society is a good ideal but somehow it does not work in practice. The society is generally left to 'hold the baby'.

WORKMEN'S COMPENSATION.

99. 3 minor and 10 serious accidents took place.

100. In 12 cases compensation awarded and in one case the matter was referred to the Commissioner.

101—103. No.

TRADE UNION.

104—115. Do not arise.

116. Our attitude towards Trade Union movement is one of co-operation with properly registered Trade Unions if such Unions conduct their affairs on sound Trade Unions lines and if they are truly representative of the workers and their interests.

117. Does not arise.

INDUSTRIAL PEACE.

118. A strike took place in March, 1934.

119. The plant was shut down for 5 days and it ended amicably, the workers returning to work on being shown by the management that their demands were made at an unpropitious time.

120. The demand was for the cuts made in 1932 to be restored forthwith.

121. By peaceful negotiation between workers and management.

122. The workers returned on the old terms with a promise from the management that the cuts would be restored when circumstances warranted. (That has been fulfilled.)

123. By themselves.

124. Not so serious.

125. Direct access to Manager.

126. Yes, constant touch is kept by the Senior Foreman who reports direct to the Manager. No jobbers are used.

127. None. No experience of an outside authority.

128. Arbitration is only effective where both parties are prepared to agree to abide by the award of the arbitrator. It is always impossible to enforce the arbitrator's award against an unwilling party and we are therefore not in favour of provision being made for compulsory arbitration.

129 and 130. The provisions of the Trade Disputes Act as recently amended are fully adequate to deal with industrial disputes provided they are properly applied. It is probable, however, that the provision in the amended Act giving Government power to appoint Conciliation Officers is liable to be misunderstood. Such officers would normally be appointed to deal with some particular dispute and the time for their appointment is during the early stages when their main function would be to endeavour to bring the two parties together with a view to promoting an amicable settlement. We do not consider that the appointment of wholetime Conciliation Officers is at all necessary or desirable and we suggest the recent appointment of Conciliation Officers on certain railways is a false analogy.

131. Police protection is sufficient, Military if not especially where sabotage is feared and valuable plant is endangered. The same protection should be afforded to the workers where possible against intimidation.

132. Balance sheets 1932—1938 submitted which give details. (*Not printed—Vidyabhushan Shukla.*)

133. No information to tender.

134. We do not consider that any measure, financial, technical or otherwise, for the reconstruction of industry is likely to help raising the level of wages.

135. No improvements to suggest. The present machinery provided by the Provincial Government for the administration of various Acts and for dealing with various matters affecting industry, the employer and the worker has proved satisfactory.

WAGES FORM.

WAGES

Category of work.	January 1939. July 1939.					January: July		
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly Maximum.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
A. January 1938	Men							
July 1937	Men							
B. January 1938	Men							
July 1937	Men							
C. January 1938	Men							
July 1937	Men							
D. January 1938	Men							
	Women							
July 1937	Men							
	Women							
E. January 1938	Men							
July 1937	Men							
F. January 1938	Men							
July 1937	Men							
G. January 1938	Men							
July 1937	Men							
January 1939	Women							
July 1937	Women							

No Record.
The books were unfortunately attacked by white ants and have had to be burnt.

N. B.—No allowance is made in this list for the free services which are provided by the company, viz., houses, fuel,
 " A " Fitters, Blacksmiths, Masons,
 " B " Mechanical Helpers, Hammer
 " C " Punjabi
 " D " General Labourers
 " E " Chemical workers, (S. House Drivers, Acid
 " F " Coke Plant workers
 " G " Loading and

FORM.

1938.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1939.		Number of workers.	Wage rate P, or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
		34	T	Rs. s. p. 53 13 0	Rs. s. p. 19 6 0	Rs. s. p. 28 0 0	...	...
		38	...	48 4 0	17 8 0	27 9 0	...	...
		14	T	19 14 0	16 5 0	18 4 0	...	...
		13	...	17 10 0	14 12 0	16 2 0	...	...
		15	T	50 13 0	23 6 0	27 14 0	...	...
		14	...	46 8 0	21 4 0	25 6 0	...	...
		57	T	28 0 0	11 4 0	16 0 0	...	...
		17	...	10 9 0	9 12 0	9 13 0	...	...
		55	...	26 4 0	10 8 0	14 12 0	...	...
		16	...	9 12 0	8 2 0	9 4 0	...	...
		22	T	38 12 0	23 4 0	30 13 0	...	...
		22	...	34 14 0	20 5 0	26 12 0	...	...
		69	T	31 0 0	20 5 0	21 8 0	...	...
		69	...	27 2 0	17 8 0	18 10 0	...	...
		142	P	20 0 0	16 0 0	17 0 0	...	...	Numbers vary according to output, wagon supply, etc.
		138	...	16 11 0	13 10 0	15 8 0	...	...
		32	...	16 0 0	13 0 0	15 0 0	...	...
		37	...	14 8 0	12 8 0	13 12 0	...	...

Drinking water, medical attention and supplies of medicine which are all provided without charge to the workers.

Carpenters, E-gine khalasies, etc.

men, and Line mistry.

Khalasies.

Semi-skilled labourers.

Plant, Chambermen and Benzol Plant attendants).

(Oven coolies, etc.)

unloading coolies.

Total number of houses including labourers' *Dhowrahs*—187.

(B) All houses are provided by the Employers.

Babus' quarters.—*Pucca* Brick work, Jack arched roof.
5 Blocks containing 9 units, each with its compound wall.

Each quarter containing 2 bed rooms and verandah, separate cook house, out-house, bathrooms and latrines..

Average room space—15' × 12' × 11½'.

Number of persons living :—

Men	..	..	..	..	15
Women	..	..	..	..	11
Children	..	..	..	..	30
					<hr/>
		Total	..	..	56
					<hr/>

3 Blocks containing 6 units each with its compound wall.

Each quarter containing 2 bed rooms, verandah, kitchen, bathroom and latrines. (One of these having 2 extra bed rooms).

Average room space.—13' × 11' × 10'.

Number of persons living :—

Men	..	..	..	..	10
Women	..	..	..	..	8
Children	..	..	..	..	13
					<hr/>
		Total	..	..	31
					<hr/>

Mistris' quarters.—*Pucca* brick work, arched roof. 5 lines containing 15 units, each with its compound wall. Each quarter containing 2 bed rooms and verandah, separate cook houses, and latrines. (One of these having 1 extra bed room).

Average room space.—10' × 10' × 11'.

Number of persons living :—

Men	..	..	..	..	28
Women	..	..	..	..	16
Children	..	..	..	..	27
					<hr/>
		Total	..	..	71
					<hr/>

Labourers' Dhowrahs.—*Pucca* brick work, arched roof.
13 lines with compound walls and kitchen sheds.

Containing 152 rooms.

Average room space.—10' × 10' × 11'.

Number of persons living :—

Men	..	..	..	..	368
Women	..	..	..	..	95
Children	..	..	..	..	109
					<hr/>
			Total	..	572
					<hr/>

All houses have *pucca* floors and *pucca* drains.

(b), (c), (d). Nil.

11. None in our colliery. At certain other collieries labourers are recruited by the management by giving them plenty of drink and when they are in drunken state, they are brought to colliery by joy rides in Motor Buses. These methods are surely demoralising.

12. No.

13. *Casual Labourers*.—Earthwork, miscellaneous work, petty repairs work, building construction, etc., 25 per cent.

14. Yes. Difficult to give as no record is kept.

CONDITION OF EMPLOYMENT.

15. No.

16. Any desirous person is allowed for apprenticeship.

18. By introduction of Provident Fund system.

19. Yes. Leave with pay is granted to the employee for any reasonable time for any reasonable cause. In most cases, one month leave with pay in a year is sanctioned.

20. Leave with pay is granted in sickness if the company is satisfied with genuineness.

21. No.

22. No. But gratuity is paid according to the satisfaction of the individual concerned.

23. Seventy days. Officially; Rest holidays are declared when the miners remain absent for any special purpose.

24. No.

25. Does not arise.

26. The staff concerned is only warned with threatening for dismissal if it recurs.

27. A spot inquiry is held and facilities are given to the person to prove his innocence.

28. No punishment is given except dismissal in case of grave offences causing loss of life, or property or injury to a person.

29. None except dismissal.

30. None.

31. By deducting salaries for those days for a long unauthorised absence.

32. Very rare. Only warning is given. For partial attendance, proportional wages are paid such as present for $\frac{1}{4}$, $\frac{1}{2}$, or $\frac{3}{4}$ day only in case of daily paid employees.

33. Does not arise.

HOURS OF WORK.

34. As stipulated by Indian Mines Act. For underground workers—Nine hours per day—54 hours in a week. For surface workers—Not more than 10 hours per day but 54 hours in a week. We are in favour of shorter hours of work generally which should be 48 hours per week, i. e., 8 hours per day. For night shift and strenuous and hazardous jobs, the working hours should be 6 hours only, if efficient service and supervision is wanted. Any person if he works honestly can never work for more than 6 hours at night under the unnatural condition in an underground working without sleeping. If this is followed accidents will be reduced greatly.

35. Two shifts :—

Coal cutting and all sorts of underground work.	}	Nine hours without any rest period. Interval between day and night shift—two hours. Interval between night and day shift—four hours.
For surface work such as, loading, earth-cutting, repair work, traming, etc.	}	Nine hours with rest interval from 1 to 3 hours. Interval between day and night shift 1 to 3 hours.

36. Not a continuous running process.

37—38. No.

39—40. Do not arise.

41. No stoppage.

CONDITION IN FACTORIES.

42. Yes, we provide special measures to diminish risk to health or bodily injury.

43. For preventing accidents, an adequate number of certificated *sardars* have been employed in writing as required by the Indian Mines Act and a certificated Manager has been appointed to supervise their work and generally to conduct all operation in a safe manner. All accidents are classified, inquired and reported to the manager by the *sardars* themselves. Such accidents are also reported to the Chief Medical Officer and Chief Inspector of Mines in India through the District Magistrate.

44. Does not arise.

WAGES.

49. Wage form is attached herewith.

50. None.

only be a loss to the mining industry but a loss to the agriculturing population also from whom the miners are recruited. Further more even if it is not accepted that the miners as a class will not be extinct it cannot be denied that they will survive as a half dead having no energy and strength to work so hard and hence the output of coal will drop. It should also be borne in mind that, the Government should help the industry in such a way, by all possible means, that the coal should fetch at least the price, including the cost and reasonable profit.

60. Minimum wages should be fixed on the principle that atleast a full meal could be had for a full day's labour.

62. May not differ at least in the coalfield.

63. By legislation.

64. (a) By fixing minimum wage on total employment the discontent, if any, will totally be eliminated.

65. Those industries which are enjoying state protection must properly bear the responsibility of paying the minimum wages.

RATIONALIZATION.

66. None.

67—69. Do not arise.

WELFARE WORK.

70. (a) No. (b) Yes (c) No.

71. No.

72. A monthly paid doctor has been appointed who visits the colliery daily and medicines including patent medicines, as prescribed by the doctor are supplied free to all employees who desire to be treated by the colliery doctor. No special arrangement to treat women and maternity cases. The present arrangement to keep a doctor and some medicines at each colliery, as required by the laws under the Mines Act and the Jharia Mines Board of Health is not at all satisfactory for the proper care and treatment. We would suggest that a central hospital should be provided for each convenient group of collieries equipped with all sorts of instruments and facilities for the treatment of all cases with proper and adequate staff including nurses and a few in-door beds for injured and serious cases with a whole time experienced doctor as its head. This should be done by the Government. The Government hospital at Dhanbad is very small and far away.

73. No charge made.

74. No.

75. Malaria and influenza and stomach troubles. No occupational disease is known to us.

76. Yes, anti-malarial scheme should be enforced.

77. Not known.

78. Free water in sufficient quantity is provided for bathing and washing purposes.

79. Drinking water is supplied sufficiently in taps by the Jharia Water Board for which the colliery pays annual charges. Last year in 1937 the company paid Rs. 757-5-3 as water tax. The company also paid Rs. 258-6-0 only as extra charges for extra consumption of water. Cold water is available in hot season through taps.

80. No provision.

81. The scheme is not known to us.

82. Yes. (1) Leave with full pay, one month, before and after delivery.

(2) Free medical treatment.

(3) Special allowance for the child to get sufficient milk for a certain period.

(4) Light work for the mother for a certain period.

83. (a) All the houses in the colliery are provided by the employer (16 blocks in all) numbering 150 approximately. Houses are built according to the specification, as required by rules and by-laws framed by the Jharia Mines Board of Health and a licence is to be obtained for each such block.

84. Yes. 30 per cent who stay on the colliery.

85. Free houses are provided.

86. Loans are given to the employees to build houses of their own at their village homes without any interest charges and recovered in instalments if possible.

87. Does not arise.

88. (a) Football.

89. Yes.

90. None.

INDEBTEDNESS.

91. To the extent of a week's wages. The difference between cash and credit prices may be Re. 0-2-0 per rupee.

92. We suggest establishment of Co-operative stores by the employer.

93. Not at all. If only the outstills are closed permanently indebtedness to a great extent will be alleviated.

94. Yes. Terms are to be paid back by instalments of Re. 0-2-0, 0-4-0, or 0-8-0 per week when his earnings are a bit higher. In most cases such advances are never fully recovered. Hence to be written off.

95. Yes.

96. Not known.

98. Yes.

(1) To alleviate financial position of the workers.

(2) To supply wholesome food stuff.

(3) To issue loan at low interest thereby saving the workers from the clutches of money-lenders.

(4) To imbibe in them the idea of self-Government.

(5) To imbibe in them the benefit of the strength of unity.

WORKMEN'S COMPENSATION.

99. None.

100. Does not arise.

TRADE UNION.

103—117. Please refer to our memorandum.

INDUSTRIAL PEACE.

118—124. Do not arise.

125. The workers can approach the proprietor or the manager directly whenever they desire.

126. Yes.

127. No.

128. Yes. The arbitration board should be composed of representatives of employers and employees. If the board cannot arrive at a settlement in any particular matter, it may be referred by any aggrieved party to a Government conciliation officer; whose award must be accepted by both the parties.

30. Yes.

131. The Government protect the tranquillity of peace at any rate. In the event of strike, strict steps must be taken for not disturbing with the loyal workers.

			Rs. a. p.
132. Year 1928-29	...	... loss	5,862 10 0
" 1929-30	...	..	21,854 7 9
" 1930-31	...	..	21,110 2 6
" 1931-32	...	..	19,153 2 9
" 1932-33	...	..	20,390 3 6
" 1933-34	...	..	22,961 3 9
" 1934-35	...	..	31,309 3 9
" 1935-36	...	..	32,133 9 9
" 1936-37	...	..	59,122 13 0

133. The cost should be met by direct taxation on despatch tonnage through the Railway Receipt.

134. The Government should appoint an economic enquiry committee to find out ways and means in order to increase the potentialities of the trade on which the level of wages may be fixed. Moreover the Railways must be forced to purchase coal produced in British India and not from collieries situated in native states by which activities of collieries in British India will increase demanding more workers and as such wages will positively increase. Railway freight for coal should be reduced and must be made cheaper in distant countries which will automatically create a good demand raising its value and resulting in an increase in the wage level.

WAGES FORM.

Category of work.	January 1929. July 1929.						January 1933. July 1933.						January 1936. July 1937.						Ratio of column 11 to column 9.	Ratio of column 16 to column 6.	Remarks.
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly earnings.								
			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19			
Bardars or overman,	3	3	T	20 0 0	16 0 0	18 0 0	3 3	T	20 0 0	14 17 0 0	1936, 1937. 9 9	T	25	22	23 8 0	.94	1.3				
Coal cutter ...	Men— 131	23	P	15 0 0	14 0 0	14 8 0	144 40	P	14 0 0	10 13 0 0	189 84	P	22	16	19 0 0	.83	1.3				
Skilled labour	14	9	T	18 0 0	13 0 0	15 8 0	10 11	T	15 0 0	12 13 8 0	38 38	T	22	15	18 8 0	.87	1.19				
Unskilled labour.	29	28	P & T	12 0 0	8 0 0	10 0 0	53 53	P & T	10 0 0	8 9 0 0	150 122	P & T	12	10	11 0 0	.9	1.1				
Clerical and supervising staff.	6	5	T	25 0 0	12 8 0	18 12 0	7 5	T	20 0 0	10 15 0 0	6 6	T	25	20	22 8 0	.8	1.2				
Unskilled labour.	Women— 51	30	P & T	7 8 0	6 8 0	7 0 0	29 13	P & T	6 8 0	6 6 4 0	87 76	P & T	9	7	8 0 0	.89	1.14				
Nil ...	Boys— Nil	nil	Nil	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Nil ...	Girls— Nil	nil	Nil	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

NOTE.—(1) All January entries should be shown together; all July entries should be similarly treated.

(2) If there were, in any of those months, special circumstances such as mechanical breakdown, or stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration should be explicitly stated in the column no. 19.

Replies to the Supplementary Questionnaire on Labour in Coal mines.

1. Four days in a week on the average.
2. This may be accounted for mainly due to (i) drunkenness, (ii) marriages and festivals, (iii) Agriculture, (iv) rains.
3. They go on foot and time spent is about half an hour per each trip.
4. Yes, but they cannot work with full energy, as they exhaust themselves with their home work.
5. None. Does not arise.
6. Directly by management.
7. Does not arise.
8. Functions of miners' *sardars*.—(a) to recruit miners, (b) to see they go to work daily at regular hours, (c) to take care of them in general, (d) to represent their grievances, if any.
9. Yes. Five minutes.
10. This does not arise in our case.
11. Actual time 4 hours per relay.
12. 27 c.ft. and 40 c.ft. (40 c.ft. tubs are lying idle). Rates per 27 c.ft. tub varies according to (1) nature of mine, (2) nature of coal, (3) lead and lift. The rates range from 6 annas to 7 annas and 6 pies. Yes in the rate of tub only.
- 13(a). Number of tubs have been increased, (b) better unloading arrangements have been made for quick return of empties, (c) supervising staff provided both at underground and surface, (d) number of loading points have been increased for quick loading in small sets.
14. No, only a record of the number of tubs loaded is kept.
15. Tub's are not overloaded as they could not be hauled up. Deduction for underloading is made on rare occasion. Underloading is measured on guess work.
16. About 80 (eighty). They all are employed on daily rate basis at 4 (four) annas per day; and are also employed in soft coke and hard coke manufacturing, approximate earning being 5 (five) annas per day.
- 17(a). Wages have dropped considerably from Re. 1 to Re. 0-10-0.
- (b) Better care of children resulted.
- (c) Women have become more dependent on men.
18. Reduced 40 per cent per pair as shown in 17(a).
19. Wholly in cash. Paid on working day.

**Replies to the Questionnaire by Kirkend Coal Company,
Kirkend Colliery, Kusunda P. O.**

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	...	22
Clerks	...	...	...	18
Workpeople	{	Men	...	287
		Women	...	63
		Children	...	nil.

2. All the workpeople are migratory.

3. Less than 2 per cent.

4. Manbhum, Hazaribagh, Gaya and Monghyr districts.

5. Almost all workers except the officials.

As the workers are mainly drawn from the agriculture classes who have lands and relatives at their homes, there is no remedy for this turn over at present.

6. 1936 none left but 2,085 came in.

In 1937, 7,743 men left due to partial stoppage of mining operations including 2 or 3 men due to sickness and accident.

7. (a) By raising contractors who engage recruiters on fixed salaries ranging from Rs. 25 to Rs. 40 per month.

(b) nil.

(c) nil.

8. Contractors. (i) Workers kept content, (ii) management less embarrassed.

9—11. No.

12. Desirable but not feasible. This should be controlled by a Board consisting of the representatives of the owners, managers' associations, labour associations and Government officials.

13. (i) Earth cutting, drain cutting, *khapra* and brick making, hut repairing, and masonry works. (ii) About 50 per cent. (iii) The proportion increases or decreases according to the necessity of the above kind of works.

14—17. No.

18. No measures are possible at present due to the peculiar fluctuating nature of mining works and conditions.

19. No.

20. No. But when a worker is sick and places himself under the treatment of colliery doctors he gets 'khoraki' on doctor's recommendation.

21—22. No.

23. About 60 days for the workers but not for officials.

24. No.

25. These are posted in the office verandah and at the entrance to the mines.

26. Warned or fined or discharged with due fully paid according to the nature of the offence.

27. The culprit is personally examined whenever there is any doubt whatsoever.

28. *Vide* 26. Indiscipline, intoxication and rowdyism, carelessness and slackness of work, robbing and pilfering, gambling, etc.

29. No system but fines are imposed when considered necessary or dismissal is resorted to.

30. Thirty-six.

31. Warned or pay deducted or services dispensed with.

32. No system.

33. In many cases fines are refunded to the culprit after lapse of some time and when the culprit expresses repentance. *Buxsis* during holidays or for special merits are also given out of the fine fund.

HOURS OF WORK.

34. (i) 24 hours in three shifts of 8 hours or two shifts of 9 hours in week days only.

(ii) No.

35. There is no system for clerical establishment in the office except that most of the work has to be done during the days—but the hours of clerical works in or about the mines are

governed by the Regulations and Rules under the Mines Act which also governs the hours of the shifts of the workers of different nature.

36. Only six days work and one day rest are stipulated by the Mines Act.

37. This is done about twice according to the seasons hot and cold.

38. No, but when a worker has to work overtime he gets his proportional daily wage. The salaried officials do not get anything.

39. Fitter mistries, carpenters, electricians, line mistries, overmen and *sardars* are sometimes called upon to work overtime, but not regularly.

40. No.

41. (i) Days of work :—1933—276 ; 1934—306 ; 1935—308 ; 1936—312 ; 1937—310.

(ii) stoppage of work for other than overhauling and break down :—1933—89 ; 1934—59 ; 1935—57 ; 1936—53 ; 1937—55.

(iii) Nil.

42. No special equipment. Special measures are taken as per Regulation and Rules under the Mines Act.

43. As directed by the Regulations, etc., in force under the Mines Act.

(ii) Yes.

44—48. Do not relate to Coal Mines.

49.

WAGES.

1929—

January.

July.

Underground—

	Rs.	a.	p.		
(i) Overmen and Sardar ..	1	8	0	Average per day.	
(ii) Coal cutters ..	1	4	0	..	..
(iii) Loaders ..	0	9	0	..	..
					Same as in January.

	January.	Rs.	a.	p.	July
(iv) Skilled labour	..	0	12	0	Average per day.
(v) Unskilled labour	..	0	9	0	" "
(vi) Females	0	8	0	" "
Surface—					
(i) Clerks and supervising staff.		1	14	0	" "
(ii) Skilled labour	..	0	14	0	" "
(iii) Unskilled labour	..	0	7	0	" " Same as in January.
(iv) Females	0	5	0	" "
1933—					
Underground—					
(i) Overmen and sardars	..	1	4	0	" "
(ii) Coal cutters	..	1	2	0	" "
(iii) Loaders	0	6	0	" " Same as in January.
(iv) Skilled labour	..	0	9	0	" "
(v) Unskilled labour	..	0	6	0	" "
(vi) Females	0	5	9	" "
Surface—					
(i) Clerks and supervising staff.		1	8	0	" " Same as in January.
(ii) Skilled labour	..	0	10	0	" "
(iii) Unskilled labour	..	0	5	0	" "
(iv) Females	0	4	0	" "
1937—					
Underground—					
(i) Overmen and Sardars..		1	2	0	" " 1 8 0 per day.
(ii) Coal cutters	..	0	10	0	" " 0 14 0 "
(iii) Loaders	0	6	0	" " 0 9 0 "
(iv) Skilled labour	..	0	6	0	" " 0 7 0 "
(v) Unskilled labour	..	0	5	6	" " 0 6 0 "
Surface—					
(i) Clerical and supervising staff.		1	4	0	per day 1 4 0 "
(ii) Skilled labour	..	0	8	0	" " 0 8 0 "
(iii) Unskilled labour	..	0	6	0	" " 0 7 0 "
(iv) Females	0	3	6	" " 0 4 0 "

50. None.

51. Customs prevailing in the neighbourhood.

52. No.

53. (i) Coal cutters, 16 per cent ; (ii) Loaders, 14 per cent ; (iii) Unskilled labour 30 per cent ; (iv) Skilled labour 15 per cent ; (v) Overmen and *sardars* 3 per cent ; (vi) clerks and supervising staff 6 per cent ; (vii) Women labour in surface 16 per cent.

54. Coal cutters, Loaders are paid on piece work done daily, whereas the skilled labour and unskilled labour and women labour on time work done weekly and overmen, *sardars*, clerks and other supervising staff are generally paid monthly.

55. (i) General decreases in wages since 1929. (ii) Not calculated.

56-57. None.

58. No.

59. Yes, but once a minimum is fixed increment will be difficult.

60. Joint consideration of the price of staple commodities prevailing and nature of work and also the prevailing market rates of coals.

61. A board consisting of Government officials, representatives of Owners, Managers and Labour Associations.

62. Yes, according to the condition prevailing in the area.

63. Revision of the rates by the Board from time to time.

64. Uncertain at present but the condition should settle down after the experimental stage.

65. They should on moral grounds at least and on economical grounds generally.

RATIONALISATION.

66. No.

WELFARE WORK.

70. (a) No children can be employed.

(b) A Bengali Lower Primary School.

(c) None.

71. No.

72. A qualified Medical Officer in charge of the colliery dispensary both provided by the employer. (c) A local hospital is also utilised whenever necessity arises.

73. No charge is levied on the worker. Every charge is met by the employer.

74. No.

75. Malaria and Influenza, but no mortality. No occupational disease.

76. An anti-malarial scheme has been launched by the Jharia Mines Board of Health.

77. No.

78. No latrine or urinal outside the staff-quarters.
(i) There are three tanks for bathing and washing. (ii) No.

79. No arrangement at the working places but taps are provided near workers' quarters.

80-81. No.

82. Yes.

83. (i) All houses are provided free by the employers.
(ii) Types are fixed by the Mines Board of Health which issue licenses for occupation of the units.

84. (i) Yes. (ii) All.

85. No rent.

86. None.

87. No.

88. None.

89-90. No.

INDEBTEDNESS.

91. Approximately to the extent of their weekly wages.
(ii) About 25 per cent.

92. By the Government.

93. Yes.

94. Yes, according to the discretion of the owner or manager.

95. These advances are practically never recovered.
 96. Not known.
 97. No.
 98. Yes, for providing the daily necessities on reasonable prices.

WORKMEN'S COMPENSATION.

99. Seven only, of which fatal one and serious six.
 100. One.
 101.—103. No.
 116. Unfavourable, because the Trade Unions are not found to insist on the discipline of the workers.
 117. None.

INDUSTRIAL PEACE.

118. None.
 135. Yes.

Replies to the questionnaire by

SHALIMAR TAR. PRODUCTS (1935) LIMITED, JHARIA, P. O.
(MANBHUM).

Nature and recruitment of Labour.

1. Officers	...	...	...	4
Clerks and chemists			...	10
Workpeople	{	Men	...	205
		Women	...	2
		Children	...	Nil.

2. (a) 35 per cent.

(b) 65 per cent.

3. 1 per cent.

4. Gwalior, U. P., Bihar and Bengal.

5. Less than 1 per cent.

7. Contractors and direct management.

8. Application at the factory.

9. (1) Yes.

(2) No.

(3) No.

10—12 No.

13. Occasionally. To clean any part of the Factory.

14—16. No.

Conditions of Employment.

17. Yes. Promotion is granted to higher grades according to qualification when necessary.

19. Yes. 15 to 20 days casual leave are granted to clerks and fitters with pay, in a year and 4 to 6 weeks leave to workers without pay in every 2 years.

20. Yes. Leave granted for the period they are sick, if certified by the medical officer, for monthly workers. Daily paid workers are given *khoraki* if ill for more than 10 days of 4 annas per day.

22. No.

23. Number of holidays including Sundays—60 days.

24. No.

26. In case of indiscipline and slackness, the workers are suspended temporarily, or warned.

27. Investigated by the Manager.

29. Vide 26.

30. Approximately 3 or 4.

31. No wages allowed, and if the period is long his services are dispensed with after due notices.

32. He is warned. No deduction is made from wages.

Hours of Work.

34. Eight hours per day. No, the hours seem reasonable with the break.

35. Clerical Establishment—7 A.M. to 5 P.M. with an interval from 11-30 A.M. to 2 P.M.

No work on Sunday.

General Working hours—7 A.M. to 5 P.M. with an interval from 11-30 A.M. to 2 P.M.

No work on Sunday.

Still Foremen, Firemen, Ash Coolies—3 shifts, viz., (a) 6 A.M. to 2 P.M., (b) 2 P.M. to 10 P.M. and (c) 10 P.M. to 6 A.M.

36. Shiftmen change their duties on Wednesday (see 35).

'a' shiftmen carry on 'a' 'b' duties (double) 'b' transferred to 'c' duty and consequently get 24 hours rest, 'c' get complete rest and resume 'a' duty on Thursday.

37. No. The men are satisfied.

38. No overtime.

41. Wages are paid to workers. If the factory was not operative workers are employed on other work.

Condition in Factories.

42. No special equipment. Risks are guarded against in all cases when foreseen.

33. As in Factory Acts. Yes.

44. No.

46. No.

48. No.

Wages.

49. Form attached duly filled in.

50. No.

51. The responsibility and nature of the work.

52. No.

53. (a) 90 per cent.

(b) 2 per cent.

(c) Nil.

(d) 8 per cent.

54. Weekly and monthly. As adopted. It satisfies the labour.

57. No.

58. Living. Adjusts itself to wages unless unreasonable.

59. No. It effects efficiency and ambition and is not necessary when labour is treated fairly.

Rationalisation.

66. No.

Welfare work.

70. (b) There are 2 Hindi, 1 Bengali and 1 Urdu L. P. schools under the management of Lodna Colliery, 4 children attend.

(c) One night school for adults under the management of Lodna Colliery, no body from the factory attends.

71. There is one club (amalgamated with Lodna Colliery) with reading room and library for the employees.

72. (a) Nil.

(b) Hospital under Lodna Colliery, having a whole time Doctor, 2 compounders, 2 dressers, a free Pharmacy and 3 midwives, three trained midwives for maternity cases under the Medical officers.

73. Free.

74. No.

75. Malaria, influenza.

76. Yes.

77. No.

78. (a) Yes. (b) Yes. (c) Yes.

79. Pure Topchanchi water is supplied in works places and staff quarters. Cold water available in hot season.

80. All labours allowed sick leave and full pay or *khoraki* allowed.

81. Yes.

83. (a) Quarters are provided by the employer. (b) Nil. (c) Nil. (d) Nil.

Houses built, as directed by the Mines Board of Health

84. Yes.

85. Free.

87. No.

88. There is a club (amalgamated with Lodna Colliery), having (a) Outdoor sports : Football, Crickets, etc. (b) In-door games :—Cards, etc. (c) Theatrical performances.

89. Yes.

Indebtedness.

91. According to earnings of individual works. No difference between cash and credit.

94. Yes : Monthly pay-holders are allowed up to two months pay in advance which realised in 10 monthly instalments.

99. Two only.

100. Compensation awarded for 1 case.

101—103. No.

Trade Union.

114. No.

116. The labour is comparatively well paid, settled and satisfied.

A trade union would do no good.

117. No.

Industrial Peace.

125. Allowed to represent grievances direct to the Manager, who investigates the cases personally.

125. Yes. Manager and *Sirdars*.

127. No.

128. I do not think arbitration can make any permanent settlement between employer and employee.

130. Yes.

132. This matter lies entirely with our Managing Agents Messrs. Turner, Morrison and Company, Limited, Calcutta.

134. Yes.

WAGES FORM.

Category of work.	January 1929. July 1929.					January 1933. July 1933.					January 1938. July 1937.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.			
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly earnings.								
			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19			
Men ...	} FACTORY NOT STARTED.					61	...	Rs. 34	Rs. 12	Rs. 17 11 0	79	...	Rs. 35	Rs. 13	Rs. 16 12 0	..	..		
Women ...						62	...	Rs. 36	Rs. 12	Rs. 17 11 0	65	...	Rs. 30	Rs. 13	Rs. 16 6 0				
Boys	2	...	Rs. 7	Rs. 7	Rs. 7 0 0	Sweepers.
Girls	2	...	Rs. 7	Rs. 7	Rs. 7 0 0	Do.

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Notes.—(1) All January entries should be shown together; all July entries should be similarly treated.

(2) If there were, in any of these months, special circumstances such as mechanical breakdowns, or stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration should be explicitly stated in the column no. 19.

Replies to the general questionnaire by the Central Jeanagora Coal Company, Limited, Jharia.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	8 (Eight) only.
Clerks	...	...	4 (Four) only.
Men	...	...	68 (Sixty-eight) only, on an average.
Women	...	...	30 (Thirty) only, on an average.

2. (a) Excepting officers, no labourer is permanently settled in colliery, i.e., no labourer remains at colliery for more than six months on an average ; so (b) all are migratory.

3. Out of 68 male labourers on an average about 50 remain in colliery blocks and about 18 come from their village homes and work here.

4. Miners generally come to this colliery from Bilaspur centre and Giridih centre and also from villages near about the colliery. The other day workers from near about villages.

5. Miners and other labourers both male and female, are mostly cultivators and so invariably make themselves absent during rainy season and at the time of cutting crops, so no labourer is permanently settled in the colliery. I can suggest no remedy for this periodical absence.

6. No such record has been kept.

7. Miners from near about villages come voluntarily. Miners from Bilaspur and Giridih are recruited through two *sardars* who are of the same caste and of the same locality as miners. They bring and engage miners at the colliery and then go home and again come with miners. All the expenses of bringing the miners and paying them advances are borne by the company. So the recruitment is directly by the management. (a), (b), (c) Do not arise.

8. Our present system ; as it suits us best.

9. No.

10. Does not arise.

11. As explained the expenses of miners are directly paid by the company to the miners, so there can be no corrupt practices.

12. I agree with the answer given by the Indian Mining Federation on this question.

13. Please refer to my answers to questions 2 and 5.

14. Amongst the skilled workers the Head Mechanic (Fitter) is an officer and is permanent. All others are casual labourers.

CONDITIONS OF EMPLOYMENT.

15-16. No.

17. There is no system of graded promotion.

18. I can give no opinion.

19. There are no written rules in force at the colliery regarding the system of granting leave. Those who are time-rate workers get one full day's leave in each week, according to mines regulations. They are, however, paid for the whole seven days. Officers who are paid on monthly basis get full pay for the leave they are granted. In such cases there is no hard and fast rule regarding the period of leave granted.

20. Time-rate workers when sick get *khoraki* if it extends for a long period, the amount of which depends on the discretion of the manager. There is no hard and fast rule regarding this.

21. Women labourer underground is prohibited by mining regulations. So miners from distant centres now bring only a few women with them. Other casual surface labourers, who are mostly from neighbouring villages, never keep women at the colliery, at the time of pregnancy.

22. No.

23. About 95 days in a year including rest days.

24. No such rules in force.

25. Does not arise.

26. Warning is generally sufficient in such cases sometimes small fines are charged against them.

27. As colliery labour is recruited at heavy expenses, it is to the interest of the concern to keep them satisfied and the departmental heads personally hear what the labourer has to say before doing anything.

28. No hard and fast rule.

29. No.

30. The cases will be only a few and no record is kept of them.

31. By the deduction of pay for the actual time of absence, if there be no sufficient ground for the absence.

32. Mostly overlooked. Repeated lateness is very occasionally dealt with deductions in wages.

33. The fines do not amount to even a few rupees per year. There is no fines fund.

HOURS OF WORK.

34. I agree with the answer given by the Indian Mining Federation on this question.

35-36. In this colliery we work only two shifts. Clerical staff work for about eight hours daily from 7 a.m. to 12 a.m. and from 2 p.m. to 5 p.m.

All other kinds of workers, their time of rest, their days of rest, their system of shifts, etc., are regulated by mining laws.

37. No.

38. Overtime work is not allowed by mining regulations.

39—40. Do not arise.

41. The mine worked for 270 days in 1933, 271 days in 1934, 268 days in 1935, 269 days in 1936 and 251 days in 1937. There is no record of complete stoppage of work due to overhaul or break-down.

CONDITION IN FACTORIES.

42. No, very stringent precautionary measures are provided by mining laws to prevent work-people from going to risky jobs.

43. Detailed classification of accident report is provided by mining regulations.

44. Nothing. Does not arise.

45. No idea.

46. Does not arise.

47. No idea.

47—48. Nil.

WAGES.

49. Statement attached herewith.

50. No change in the system of wage calculation from time rate to piece rate from 1929 up to date. Does not arise.

51. No overtime allowed by mining regulation.

52. Work on holidays or rest days are compulsorily prohibited by mining regulations. Different rates are not paid for night work, as the labourers work on alternate shifts each week.

53-54. Only officers and clerks are paid monthly, the other class of labourers weekly. In between the month or the week all get advance, if necessary. It will not be feasible to convert this system as the workers will not like any change and as this system is found to be the best by long trial.

55. To be shown from the statement attached in answer to question 49.

56. Wages are not subject to deduction in this colliery.

57. No.

58-63. I agree with the answers given by the Indian Mining Federation on these questions.

64. No idea.

65. No opinion.

RATIONALISATION.

66. No.

67-69. No opinion to offer.

WELFARE WORK.

70. No.....nil.

71. Nil.

72. A competent certificated Doctor and a full list of drugs (as supplied by the Mines Board of Health) are compulsorily to be kept at every colliery according to the laws of the Mines Board of Health. Besides in the case of epidemic diseases the Inspectors provided by the Mines Board of Health, see to it that the patient is under careful treatment and the neighbouring labourers are being inoculated, etc. All the

expenses of the medical facilities for the workers are borne (a) by the employer, (b) neither by the State (c), nor by other agencies. Labour being mostly "Floating labour" and women not being employed underground, there are few maternity cases in the colliery. There is a dearth of trained nurses for which difficulty is sometimes experienced in maternity cases.

73. No charges for medical treatment is to be borne by the employees.

74. No.

75. There are no particular diseases and causes of mortality and there are no occupational diseases.

76. During the last two, three years malarial fever is increasing in this area for which Mines Board of Health is taking precautionary measures. No other industrial diseases prevalent in the area.

77. No.

78. Latrine and urinal, etc., are provided for officers and clerks but not for general labourers. Washing and bathing facilities are provided for all kinds of workers and are sufficient.

79. Drinking water in work places (except in the underground) and at worker's quarters are supplied from the water main of the Jharia Water Board. Cold water is available during hot season.

80. *Khoraki* (allowance) during the time of sickness is allowed in most cases to the workers. No practical difficulty has been found to carry it on.

81 & 82. I agree with the answer given by the Indian Mining Federation on these questions.

83. All houses to officers, clerks and labourers of all kinds are provided (a) by the employer, (b) neither by the public authority, (c) nor by the private landlords, (d) nor by the workers themselves.

The particulars of building material, roofing, flooring, doors and windows, room space and number of persons to be allowed to live in such houses are fixed by bye-laws of the Jharia Mines Board of Health, which keep strict supervision on this point.

84. There are adequate accommodation for the number of workers, who remain at the colliery.

85. No rent is charged at the colliery for the houses used by officers, clerks and all kinds of labourers.

Does not arise.

86. All expenses for building, houses at the colliery are borne by the company, not by any public authority nor by the worker.

87. Does not arise.

88. There are no sports facilities provided at the colliery.

89. No.

90. No. Nil.

INDEBTEDNESS.

91. On first coming to the colliery, labourers get advance from the company and they can get further advance on the work they perform during the week. They get payment at weekend. So, generally, they do not buy on credit.

92 to 98. I agree with the answers given by the Indian Mining Federation on these questions.

WORKMEN'S COMPENSATION.

99. Only one during the last eighteen years.

100. In one case only compensation was paid.

101. No difficulty experienced in the Compensation Act.

102. No.

TRADE UNION.

103. There is no local trade union to which our workers are affiliated and there is no trade union amongst our workers.

104 to 108. Do not arise.

109. Nil.

110. The concern not being big and the workers being mostly "Floating labourers" I do not think there is any utility of trade union here.

111 & 112. Nil.

113. Nil. Please refer to my answer to question 110.

114. Nil.

115. No.

116. I agree with the answer given by the Indian Mining Federation on this question.

117. No.

INDUSTRIAL PEACE.

118. Not a single strike since 1918 in this colliery.

119—124. Do not arise.

125. Grievances are first reported to the Departmental heads and ultimately to the Manager, who enquires about it from the fellow workers and then tries to settle it impartially.

126. The Departmental heads are bound to keep in touch with the labourers concerned and to keep them satisfied. No jobbers are employed for this purpose.

127. There is no permanent joint machinery for the settlement of disputes and no practical difficulty has been experienced for this during the last eighteen years, under this concern.

128—134. I agree with the answers of the Indian Mining Federation on these questions.

Earnings of Persons as classified below at the Central Jeenagora colliery.

	Maximum.			Minimum.			Average.			
	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.	
January 1929.—										
Coal Cutters	1	6	0	1	0	0	1	3	0
Skilled labour	0	12	0	0	8	0	0	10	0
Unskilled Labour	0	8	0	0	6	0	0	7	0
Clerks	1	6	0	0	10	0	1	0	0
Officers	4	12	0	1	8	0	3	2	0
July 1929.—										
Coal Cutters	1	5	0	0	12		1	0	6
Skilled labour	0	12	0	0	8		0	10	0
Unskilled labour	0	8	0	0	6	0	0	7	0
Clerks	1	6	0	0	10	0	1	0	0
Officers	4	12	0	1	8	0	3	2	0

	Maximum.			Minimum.			Average.			
	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.	
January 1933.—										
Coal cutters	1	6	0	0	14	0	1	2	0
Skilled labour	0	10	0	0	8	0	0	9	0
Unskilled labour	..	0	7	0	0	5	0	0	6	0
Clerks	1	4	0	0	8	0	0	14	0
Officers	3	8	0	1	4	0	2	6	0
July 1933.—										
Coal cutters	1	7	0	1	0	0	1	3	6
Skilled labour	0	11	0	0	7	0	0	9	0
Unskilled labour	..	0	6	0	0	5	0	0	5	6
Clerks	1	4	0	0	8	0	0	14	0
Officers	3	8	0	1	4	0	3	6	0
July 1937.—										
Coal cutters	1	4	0	0	1	0	0	15	0
Skilled labour	0	8	0	0	6	0	0	7	0
Unskilled labour	..	0	6	0	0	5	0	0	5	6
Clerks	1	0	0	0	8	0	0	12	0
Officers	5	0	0	1	0	0	3	0	0
January 1938.—										
Coal cutters	1	6	0	0	13	0	1	1	6
Skilled labour	0	12	0	0	7	0	0	9	6
Unskilled labour	..	0	7	0	0	6	0	0	6	6
Clerks	1	4	0	0	8	0	0	14	0
Officers	5	12	0	0	8	0	3	2	0

Coal cutters all on piece rate. So are coal loaders. Rest all on time rate.

Replies to the supplementary questionnaire on Coal.

1. In our mine five days in a week on the average while the miner remains at the Colliery.

2. Unwillingness to work for the full number of working days while at Colliery and engagement in connection with the cultivation work mostly while at home. Drink as well as numerous festivals are also responsible for absenteeism.

3. We employ miners of Bilaspur, Giridih and other distant places and they remain resident at the colliery, during the period they work here.

4. Cannot give any opinion.

5. No worker here has been assigned small holdings. Does not arise.

6. Raising coal here is done directly by the management:

Does not arise.

7. Does not arise.

8. It is the function of the miners' *sirdar* here to control the gang of miners under him (who are mostly his co-villagers, his country men, his relatives or his acquaintances), and to look to the facilities and the comforts to which each miner in his gang is entitled to, and generally to act as intermediary between his own gang of miners and the management. For this, each *sardar* is paid by the Company. It is, therefore, beneficial to the miners, as well as convenient for the management, to keep them and Dam in favour of retaining them.

9. This colliery is worked by inclines and has no pits. The working faces are all at the dip-side and on the same level. To reach the working faces from the incline-mouth takes about 15 minutes and all miners can reach there at the same time.

10. Does not arise.

11. No record of actual coal-cutting time by the miners is kept at the colliery. As far as can be judged, the miners are engaged in this mine in coal cutting about 2/3rd of their time in the relay.

12. We are using tubs of 30 cubic feet capacity since 1920 and there has been no change in their sizes up-to-date. The rates of raising coal have varied from time to time according to the fluctuations of the coal market, of which a statement is attached herewith.

13. In this colliery there is arrangement of unloading the tubs near the Incline mouth and avoiding hand-shunting inside the mine. Thus there is no undue delay of return of tubs to the

miners. As quick return and regular supply of tubs mean more raising to the colliery, this work is closely supervised by competent staff of the management.

14. There is no weighing machine at the colliery. The coal we are mining here, works to roughly 42 cubic feet to a ton, as we have found out by giving measurement for actual wagon loading. So we calculate each 30 cubic feet of coal to be 14 cwt. only.

15. Miners are paid in full for Flush-loading of tubs. Overloading they do not make and nothing is deducted from them for slight underloading.

16. The Giridih miners working in this colliery never bring their women folk with them. The Bilaspuri miners bring their women to the colliery. As far as can be roughly estimated not more than 40 women were excluded from this mine. As this colliery despatches mostly soft coke, the coke is first stocked into coke *vattas* and then the coke, is loaded into wagon, labour has been provided for the unemployed women at the mine of this first handling of coal into coke *vattas* and thereby each of them earn about four annas to five annas a day.

17. Due to exclusion of women from underground (a) the wages of the family is not affected due to increment of rates of tubs and providing employment for women (b) the care of children is better. (c) Cannot give any opinion.

18. Statement attached herewith.

19. Wages are paid wholly in cash and not on a rest day.

APPENDIX.

Re. Questions 12 and 18.

				Rs.	a.	p.
Rate of Tubs in 1929	..	..	..	0	8	3
" " 1930	..	..	..	0	7	3
" " 1931	..	..	..	0	7	0
" " 1932	..	..	..	0	6	0
" " 1933	..	..	..	0	4	9
" " 1934	..	..	..	0	5	3
" " 1935	..	..	..	0	5	6
" " 1936	..	..	..	0	6	0
" " 1937	..	..	..	0	6	6
" " 1938	..	..	..	0	7	6

Replies to questionnaire by the Central Jharia Colliery Company, Jharia.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers 3
 Clerks 7
 Work people { Men ... Average 156 for the present.
 { Women ... " 40 "
 { Children ... Nil.
2. Officers and clerks live in the colliery so long they serve.
 Men ... 62 } Approximately live in the colliery so long they serve.
 Women 30 }
 (b) Men ... 94 } Approximately daily come and go away.
 Women ... 10 }
3. Approximately half the workers live in their village homes.
4. Nissitpur, Ballipur, Dudhia, Bagmara, Bezra, Mukunda, etc., distances of these villages vary from 2 to 26 miles.
5. No record is kept. Work people go away during cultivating season, provisions of cultivating lands in the collieries may reduce their rate of leaving the colliery to some extent.
6. (a) Nil, (b) No record, (c) One, (d) No record, (e) No record.
7. (a) No, (b) Yes, (c) No.
8. By jobbers or contractors. Contractor's look-out should be to maintain constant supply of work people for his income and consequently there will be less chance of sudden fall of output.
9. No.
10. Does not arise.
11. It seldom comes to our notice that abuses and corrupt practices occur in connection with recruitment. There may be various means to check them. Contract system seems to be the best.

13. Casual labourers are employed for all kinds of development works and new works including those for which orders are issued by the Mines Department. As regards the proportion it is not estimable.

14. Yes. No separate record is kept.

CONDITIONS OF EMPLOYMENT.

18. For the security of services I consider some common fixed scale of wages should be administered and there shall be provident fund system.

19. No system is prevailed.

20. For the labour class there is no system absolutely.

21 and 22. No system, no scheme.

23. About 60 days.

24. No.

26. No regular system.

27. Allowed sufficient time to prove his innocence.

28. Reduction of wages and suspension during carelessness, slackness in duties and unauthorised absence. Dismissal during negligence and disobedience repeatedly.

29. It covers the item no. 21.

30. No separate record is found.

31. By reduction of wages or suspension.

32. Partial work partial pay.

HOURS OF WORK.

34. Nine hours daily maximum. No.

35. We work for two shifts for all kinds of work except fireman who works for three shifts generally and requires no interval of rest. For surface works the interval of rest is from 12 to 2 generally and for all workers there is one day rest in a week. For clerical establishment there is no fixity of rest. It varies from half day to one day in a week. There is no difference of work on Saturday.

37. Yes; hours of shifts is changed in summer and winter.

38—40. No system.

WELFARE WORK.

70 and 71. No.

72. (b) The help of a part-time physician or doctor and few medicines available in the colliery dispensary are provided for the workers. There is no separate arrangement for treatment of women and maternity cases. These provisions are not adequate and satisfactory. For small collieries there should be at least one hospital for each group which shall deal with serious accident cases, maternity cases, big operation, etc. Bed should also be provided for infectious diseases such as cholera, pox, and serious fever cases for those who are helpless and no body to look after them. An Ambulance Car should also to be maintained. The expenses of the hospital to be covered by donation from the colliery owners and Local Government.

73. No charge in colliery dispensary.

74. No.

75. The chief diseases and causes of mortality of workers in this locality are Malaria, Dyspepsia, Asthma, Diarrhoea, Dysentery are chief diseases.

The causes of mortality are Malaria and chronic Dysentery. The occupational disease of this locality is Anthracosis (Miners' lung).

76. Yes. They are taken by the Mines Board of Health.

77. Deficiency diseases such as Rickets, Beri-beri, etc., are very rare in this locality.

78. Not provided.

79. Topchanchi water is supplied for drinking purposes.
Yes.

80. Provisions for sickness relief to workers are not made in every cases. Wages of monthly paid workers are not cut to some extent. For other workers no work no pay system due to much abuses.

81. No.

83. (a) Four quarters and about 85 units of *Dhowrahs* are provided in all at present by the employer. For quarters there is no hard and fast rule. For *Dhowrahs* the minimum room space is provided according to bye-laws of the Mines Board of Health. In every unit 2 to 3 persons are allowed to live.

84. Not adequate. For 75 per cent of workers employer provides houses in the colliery for want of sufficient surface land in this locality.

85. No rent system. All are free.

86. No such system.

87. I do not think so.

88—90. Nothing is provided.

INDEBTEDNESS.

Average, up to weekly earnings of workers. The difference is 25 per cent higher.

92. Yes.

93. Yes. I think so.

94. Yes advances are made. No fixed terms, no interest.

95. Yes.

98. Yes. To meet all necessities on reasonable payment.

WORKMEN'S COMPENSATION.

99. Two accidents.

100. In every case.

As regards the filling up of wages form I beg to state that as the ownership has been changed in recent years nothing can be filled in for the years 1929 and 1933 and accordingly the columns 17 and 18 cannot be made out. Under the circumstances I think it is useless to fill the years 1937 and 1938.

Replies to the questionnaire by the Bengal Bhatdee Coal Company, Limited, Bhatdee Colliery.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	...	2
Clerks	...	...	...	10
Workers	{	Men	...	401
		Women	...	17
2. Monthly settled	...	...	95	per cent.
Migratory	...	...	5	"
3. Living in village homes	...	...	90	"
4. Chas and Nawagarh thanas.				
5. 15 per cent.				
6. No record is kept.				

12. The colliery has its own facilities for notifying the work people when the work is available ; and from the colliery point of view a labour exchange would be of no value in affording assistance in recruiting village mining labour or in recruiting settled labour upon the colliery. With regard to migratory labour, however, some method of registration of such labour is very desirable and a labour exchange for such migratory labour would be helpful to the Industry. It is to be noted that in times of depression, when the demand for coal is small or when the number of work people is large, migratory labour flocks into the pits to the detriment of the settled labour. When the supply of labour is limited, i.e., when the demand for coal is large and there is not enough labour on the collieries to satisfy the demand, migratory labour takes advantage of the general demand by taking *khoraki* and advance from one company and very often taking similar advances and *khoraki* from other companies at the same time and doing very little work, as they can exist on such advances. It is thus evident that migratory labour should be regulated and for this purpose I believe a labour exchange would be useful.

Skilled labour, viz., mistris and engine-men are trained by the colliery and their registration is not necessary.

CONDITION OF EMPLOYMENT.

15. The conduct of workmen in or about the mines is regulated by the Indian Coal Mines Act and regulations.

HOURS OF WORK.

34. The hours of work in mines are laid down in the Indian Mines Act 1923, and as those prescribed are reasonable there is no need for any alteration. It is to be remarked, however, that in many cases the miner who works on piece-rate does not work the full number of hours as he can make sufficient money to keep himself and his family in a less time.

WAGES.

58. An automatic adjustment of wages to the cost of living is neither desirable nor practicable, as there is not necessarily any connection between the cost of living and the capacity of the mining industry to pay wages accordingly.

59. The Whitley Commission and the Government of India have already opposed the establishment of any legislation to fixation of a minimum wage. Whilst no objection to the principle is raised, in so far as coal mining is concerned, I would only agree to the fixation of a minimum rate per tub varying according to whether coal is machine-cut or hand cut, as generally miners are paid by piece-work.

WELFARE WORK.

81. I can only consider schemes for insurance against sickness on a contributory basis.

82. I would not afford opposition to legislation providing for compulsory maternity benefits, and acts on the lines of the Bombay and the Central Provinces Maternity Benefit Acts will be supported by me provided employers are properly safeguarded.

INDEBTEDNESS.

92. In certain cases co-operative stores run by employers have proved unsuccessful. I am opposed to the establishment of Government Co-operative stores, but I see no reason why such stores should not be run by the workers themselves.

93. I am in agreement with the views expressed by the Whitley Commission that unduly long wage periods tend to increase the indebtedness of the workers. In certain skilled jobs carrying higher rates of pay, monthly wage payments have been customary for many years and no attempt should be made to reduce the period of payments in these cases unless the skilled workmen themselves show a definite desire for a change in this practice.

97. The recent law prohibiting the attachment of salaries below a certain limit should steadily lead to improvement of the workers' condition.

98. The establishment of co-operative societies in areas with a large settled industrial population is to be favoured.

WORKMEN'S COMPENSATION.

99. 1935—4, 1936—5, 1937—5.

100. All cases. Referred to Commissioner—nil.

101 & 102. There has been no difficulty in the working and administration of the Workmen's Compensation Act and no amendment of the law is suggested.

TRADE UNION.

116. I consider the attitude towards Trade Union movement should be one of co-operation with properly registered Trade Unions if such Unions conduct their affairs on sound trade union lines and if such Unions are fully representative of the workers and their interests

INDUSTRIAL PEACE.

128. I am not in a favour of provisions being made for a compulsory arbitration as such arbitration is only effective where both parties are prepared to agree to abide by the word of the arbitrator.

134. I do not consider that reconstruction of the Industry is at all necessary and it is improbable that any re-construction of the coal mining industry will be accompanied by higher wages for the workmen.

135. The present machinery provided by the Provincial Government for the administration of the various Acts and for dealing with various matters affecting the Industry has proved satisfactory and no alteration or improvement to existing administration appears necessary.

Replies to the supplementary questionnaire on coal.

1. Five days.

2. Cultivation of land, sickness, celebrating of festivals and marriages and no economic necessity for working regularly.

3. For long distances miners are conveyed by Bus, for short distances miners walk. Five minutes to one hour.

4. No.

5. Nil.

6. Direct by management.

8. Looking after their interests. Yes.

9. Five to ten minutes.

10. Wages are calculated by tubs. The only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (*see* answer to question no. 12).

It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is

provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal cutting averages four to five hours per relay of 9 hours from pit top back to pit top. This of course, only relates to the time taken by a minor using reasonable diligence. Many workers occupy much less time in coal cutting than they might do if they showed greater exertion.

12. 30 to 34 c. ft. Re. 0-6-6 to Re. 0-7-3. No records are available for 1929.

13. In all cases where congestion is likely to occur traffic *sardars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. No. Miners are paid per tub.

15. Since the rate per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub, up to a portion of the depth below the flush line one quarter of the rate is deducted when the deficiency is more than a quarter, half the rate is deducted.

16. From 1936, 37 women were excluded from underground. 12 women employed on surface as loader and picker on wages of Rs. 11 and Rs. 5 per mensem.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rate of wages. In cases where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. Earnings increased from Rs. 11 to Rs. 13 per month.

19. Cash only, *hazree* labour on a working day and miners on rest day.

**Replies to the general questionnaire, by Equitable Coal Co.,
Ltd.,**

**(CHOWRASI AND RANBEPUR COLLIERIES,
MANBHUM.**

NATURE AND RECRUITMENT OF LABOUR.

12. We consider the establishment of Labour Exchanges in the coal-fields is wholly unnecessary and undesirable. During recent years, improvements in underground workings, better wages, better housing, water supply and sanitation, etc., have all contributed to make the mines more attractive to labour, with the result that although there is now more labour employed than in former years, it is more easily obtained than formerly, and a permanent mining population is being built up rapidly. It is obvious that within a comparatively short number of years, the Coal Industry will not be dependent upon the old methods of recruitment, but will be in possession of a permanent mining population.

HOURS OF WORK.

34. The hours of work in mines are as laid down in the Indian Mines Act. The hours prescribed are reasonable and we do not favour any alteration.

WAGES.

58. There is no necessary connection between the cost of living and the capacity of the Industry to pay wages. The cost of living might be high at a time when the Industry was incurring heavy losses.

59. We are opposed to legislation to establish a minimum wage for the same reason that the Whitley Commission and the Government of India opposed this in the past.

WELFARE WORK.

81. We are of opinion that employers can only consider schemes for insurance against sickness on a contributory basis, the State, workers and employers all to contribute.

82. Women are not allowed to be employed underground in mines and the few employed on the surface receive maternity benefits from most employers.

INDEBTEDNESS.

92. There is no reason why co-operative stores should not be run by the workers.

93. We are in agreement with the views expressed by the Whitley Commission that unduly long wage periods are undesirable. In mines, the general practice is to pay weekly.

TRADE UNION.

116. We are prepared to co-operate with properly registered trade unions if such unions conduct their affairs on sound trade union lines and comprise actual workers as members and office bearers.

INDUSTRIAL PEACE.

128. We see no objection to an Act being framed on the lines of the Bombay Trade Disputes Conciliation Act, 1934.

134. An improvement in the level of wages must be dependent upon an improvement in the industry itself. It is our opinion that improvement cannot be effected so long as mines operated by the State continue to compete with private enterprise.

We do not like to tender oral evidence.

Replies to the Supplementary Questionnaire on Labour in coal mines.

1. The miners on the average four days in a week.
2. Absenteeism among the miners is due mainly to their wants being met by working only a few days in a week. Accidents and illness are responsible for a very small proportion of the total absenteeism, probably, less than one per cent.
3. Where miners live in their villages they travel to and from the mine on foot. The average time spent on the journey is half an hour.
4. Conveyance facilities have not resulted in better attendances.

5. No small holdings are allotted to miners on condition they work in the mines, when the Company has small holdings available, miners are given first consideration amongst applicants.

6. Coal raising is under the direct control of the management, and raising contractors are not employed.

7. We find, direct control and direct contact with the labour is advantageous as compared to employing intermediaries, such as raising contractors.

8. The functions of Miner's *Sardars* are principally to serve as mediators between the miners and the management. They can be a help to both employers and workers and I am in favour of retaining them.

9. The time taken to conduct the miners to the pit bottom is on the average fifteen minutes.

10. Higher wages are not paid to those who are detained the longest before being taken to the pit bottom or have to walk the longest to reach the working faces. Where distances are long the workers are ridden to and from their working places in specially designed trollies.

11. The estimated time per relay occupied in coal cutting by the miners is four hours.

12. The capacity of the tubs used is 15 cwts. and the rates per tub vary as below :—

Machine Coal	..	..	..	3-5 annas.
Handcut Coal	..	..	..	6-5 ,,
O. P. Coal	..	..	..	8-0 ,,

There has been no change in the size of tubs since 1929, but the rates per tub have been increased.

13. Ample supplies of tubs are always available, and haulages and subsidiary haulages maintain regular supplies right to the working face.

14. There is no weighing machine at the pit mouth, nor is one necessary. It is not necessary to calculate the quantity of coal raised by each miner of each gang of miners, as each miner is paid so much per tub, fully loaded.

15. There can be no overloading of coal tubs as they cannot be loaded more than full. No deductions are made for underloading but miners appreciate they are paid for a full tub, and they are readily amenable to ordinary discipline in this respect.

16. One hundred and fifty women were excluded from underground working at this mine. Employment was found for all these women on the surface. The different jobs on which they are employed and the rates of wages for these jobs are as follows:—

		Rs	a.	p.	
Railway wagon loading	..	0	5	0	a day.
Earth work	..	0	4	0	„
Building work	..	0	3	6	„
Coal Screening work	..	0	4	0	„

17. The effect on the exclusion of women from underground work on the wages of the family is that they are higher than before: (b) the children are better cared for and (c) the economic status of the women is the same as before, certainly not worse.

18. The average wages of the coal cutter have increased since the exclusion of women to practically double what they were previously.

19. Wages are paid wholly in cash. As miners are paid so much per tub, it follows that on rest days, when they do not load tubs, they earn no wages. In cases of sickness however they are provided with free medical attention, including hospital accommodation, when necessary, and are paid a daily allowance known as sick *khoraakee*.

**Replies to the General Questionnaire by
PURE DAMUDA COLLIERY, NUDKHURKEE P. O.**

Nature and recruitment of Labour.

1. Officer—3
Clerk—3
Workpeople men—160
Women—70
Children—Nil.
2. (a) About 30 per cent labour settled in the colliery.
(b) And about 70 per cent of labour are coming from the neighbouring villages.
3. About 70 per cent of labour live in their village homes.
4. Neighbouring or surrounding villages.
5. None turned out from the work and whose services were not required were engaged at other places in the same concern.
6. 1936—Nil (As on 1936 this colliery was not reopened)
1937—None, but transferred to other work in the same concern.

(a) Retirement	...	...	Nil.
(b) Dismissal	...	...	Nil.
(c) Sickness	...	...	Nil.
(d) Slackness or stoppage of operation—some of them have been transferred to other work in the same concern.			
(e) On their own account	...	...	Nil.
7. (a) No.
(b) Yes.
(c) No.
8. By the management (as no share is not to be given to the middle man on the basis of commission.)
9. Yes, (1) Yes, (2) Nil, (3) Nil.
10. Yes.
11. No.
12. Yes, I desire. I found no action from the stall for Trade Union but employers do as far as it is practicable.
13. From time to time we require casual labour for the development purpose and that does not exceed 20 per cent in proportion of whole labour.

14. Yes, some times required which we took from the old workers but as soon as the old of hand returns he is engaged on his old job.

Conditions of Employment.

15. No such.

16. No such provision.

17. Yes, there is such system but this colliery is newly opened ; no such thing done as yet.

18. I consider for responsible job one month's salary in case of office staff and in case of weekly-paid man one week's salary should be kept in hand or departmental certificate should be kept in the employer's custody as it is done with the mining *Sardars*.

19. Yes, there is one month after working full one year with pay. This is only applied for the men who work on monthly salary basis but there is no such system for the ordinary labourers.

20. Yes, still recovery up to one month with pay and after that without pay.

21. No women in the monthly establishment, so there is no such system.

22. No.

23. 65 days during the year.

24. No such.

25. No such.

26. Wages deducted.

27. He is warned first and if repeated, wages deducted and dismissed.

28. Reducing wages and dismissal.

29. Yes, according to the nature of offence all these are done.

30. Yes, there is such system.

31. Wages not paid

32. If one hour late they are engaged with the warning not to repeat and if more than an hour not allowed to work.

33. Not fined and realised.

Hours of work.

34. 8 to 5 in the underground and 9 to 12 also 2 to 5 on the surface both exclusive Sunday. The work is troublesome, shorter hours favoured both in day and night as they become tired.

35. Two shifts—

For underground works, 8—5 both day and night.

„ surface „ 6-12, 2 to 5 for surface except Sunday (complete rest).

Clerical works, 7-12 and 2 to 5 only at time.

No restriction for men and women.

Mechanical staff—as usual but in the special case they are to do little more as if every thing goes well they had to do very light work.

36. It is not of the continuous process and they can avail usual leave.

37. I think it is not necessary.

38. Not necessary.

39. No overtime allowance as it is not necessary.

40. Not required.

41. It is newly opened, no such occurrence took place.

Condition in Factories.

42. No such arrangement.

43. Special case is taken to avoid, accidents not took place.

44. Don't think so.

45. Nil.

46. No objection, it is alright.

47. Nil.

48. Yes.

Wages.

49. (*Hajri* sheet required to answer or to fill up the wages form.)

50. No such charge since reopening of the colliery.
51. According to the rate of wages. If any body works two hours as overtime and if his wage is Re: 0-8-0 per day he will get Re. 0-2-0 taking 8 hours as full day work.
52. Same rate.
53. All labour except clerical and officers paid weekly.
54. Labourers weekly and officials and clerks are paid on monthly system. This system preferred.
55. No change since reopening in 1937.
56. No deduction.
57. No such kind.
58. Not necessary if consideration is applied.
59. No.
60. According to the market.
61. Not thought about this.
62. Yes, according to the nature of livelihood.
63. If product is sold on high rate.
64. (a) Work may be stopped, (b) same.
65. As stated above.

Rationalisation.

66. No.
67. No opinion.
68. No opinion.
69. Nil.

Welfare Work.

- 70—71. Nil.
72. Employers take necessary action but this is not sufficient there should have central hospital or dispensary for a group of the collieries.
73. No change.
74. No.
75. Malaria, pox, etc. No occupational diseases.

76. Not such.

77. No.

78. As it is an open place nothing required.

79. There is no water board pipe. A river is very adjacent to the colliery, i.e., to say on the boundary line and *pucca* wells are in the colliery for drinking water. They use the well and river water by filtering or boiling it.

80—82. No.

83. By employers—30 rooms. No other kind.

84. At present sufficient.

85. No rent.

86. Not required.

87—89. No.

90. No creches, they themselves care for their children.

Indebtedness.

91. For one week's requirement according to their earnings about 10 per cent more than cash.

92. I suggest that the Labour Union should have such arrangements.

93. No.

94. From time to time. One week's wage or one month's salary which is deducted gradually.

95. No.

96. Recent arrangement is welfare of the poor labourer.

97. I don't suggest any.

98. Yes, for time of their inability or for the provision of their children after their death.

Workmen's compensation.

99—101. Nil.

102. No.

Trade Union.

103 to 117. No.

Industrial Peace.

118 to 131. No.

132. As this is newly reopened firm so no cost sheet is ready.

133. Nothing suggested.

134. Yes.

**Replies to the general questionnaire by Jainty Khas Colliery,
P. O. Karmatar.**

NATURE AND RECRUITMENT OF LABOUR.

1. Local labour and so no recruitment is necessary.

Officer (Manager and Overman).

Clerk Attendance clerk and head clerk.

Work-people	{	Men ...	125.
		Women...	4.
		Children	nil.

2-3. All are local people.

4. Locality.

7. Directly by the management.

8. Direct system, because we get local people.

9. (1) Yes, (2) no, and (3) yes.

11-12. No.

13. Surface workers, 5 per cent increasing.

14. Unskilled labour.

CONDITIONS OF EMPLOYMENT.

15-17. No.

18. Non-dismissal except on gross misconduct.

19. No rule for leave. No pay to labourers for sickness.

20. No fixed rule.

21. Women labour are few and no occasion has arisen.

22. No.

23. 62 days in the year.

24. No fixed rule.
25. They are instructed orally.
26. Warning, threatened with dismissal or dismissal.
27. Warning.
28. Suspension or dismissal.
29. No.
30. Two cases of suspensions.
31. Warning.
32. Stoppage from work for the day.
33. No fine system.

HOURS OF WORK.

34. Eight hours for underground workers and nine hours for surface workers.
35. One shift only.
36. One day in a week and no overlapping work.
37. Summer 7 A.M. to 4 P.M. Winter 8 A.M. to 5 P.M.
38. No.

CONDITIONS IN FACTORIES.

42. We take measure for health and bodily injury.
43. Following the requirements of the Mines Act:—
 - (i) Regulations, (ii) Rules and (iii) Bye-laws.

WAGES.

49. See forms.
50. No.
52. No occasion.
53. Manager, overman, *sardar*, clerks, *chaprasis*, servants are paid monthly and the rest are given daily wages.
54. See column 53.
55. Rate has been increased.
56. Nil.

WELFARE WORK.

70-71. No.

72. By the employer.

73. Nil.

74. No.

75. No disease.

77-78. No.

79. Cold water available from well.

80. Nil.

81. Yes.

82. Yes.

83. Nil.

84. All are local people and so no house is required.

88-90. Nil.

INDEBTEDNESS.

91. No.

92. Yes, by the Government or Trade Union.

93. Prompt payment.

94. No.

95. Yes.

WORKMEN'S COMPENSATION.

99. Nil.

100. Nil.

TRADE UNION.

103-104. No.

106. No Trade Union.

107. No.

110. Yes for unity.

114-115. Nil.

INDUSTRIAL PEACE.

118. No strike.

128. Yes.

132. Supplied herewith. (*Not printed—Vidyabhushan Shukla*).

WAGES

From the Manager of Messrs. R. O. DAS and Company

Category of work.	January 1929. July 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly
			Maximum.	Minimum.	Average.			Maximum.
1	2	3	4	5	6	7	8	9
			Rs.	Rs.	Rs.	Men.		Rs.
Manager	---	---	---	---	---	1	T.	---
Oreman	---	---	---	---	---	1	T.	---
Airders	---	---	---	---	---	1	T.	---
Clerks	---	---	---	---	---	2	T.	---
Miners	---	---	---	---	---	65	P.	---
Chaprais	---	---	---	---	---	2	T.	---
Servants	---	---	---	---	---	1	T.	---
Underground workers	---	---	---	---	---	6	P.	---
Surface workers.	---	---	---	---	---	4	P.	---

FORM.

Jainty Khas Colliery, P. O. Karmatar, Santal Parganas.

1938.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1939.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10.	11.	12.	13.	14.	15.	16.	17.	18.	19.
Rs.	Rs.	Men.		Rs.	Rs.	Es.			
...	40	1	T.	175	The colliery was not started in 1939 and so the ratio columns are left unfilled.
...	25	1	T.	...	...	30	...	...
...	15	2	T.	...	...	40	...	...
...	30	2	T.	...	...	60	...	...
...	840	115	P.	...	...	1,736	...	...
...	13	2	T.	...	...	30	...	...
...	4	2	T.	...	...	12	...	...
...	52	...	Women,	...	...	...	...	...
...	25	4	P.	...	...	30	...	...

**Replies to the supplementary questionnaire on Labour in
Mines.**

1. Miners work for five days on the average during the week.

2. The miners generally overdrink on Sunday, the day of rest, and as a consequence of the reaction of drinking feel depressed on Monday which make them absent from work.

3. Generally they come and go back from the mine on foot.

6. Raising is directly made by the management.

8. The functions of miners' *sirdar* are to recruit miners, see the inconveniences and difficulties and get them redressed through the management. Moreover, they are responsible for tools issued to miners. They should be retained for the good of the miners as well as of the colliery.

10. Nothing is paid in either case.

11. Miners actually work for about six hours per relay but some time must be given to them.

12. We have no tubs but miners are paid by measurement of stack of coal cut and raised by them.

16. Six women were excluded from underground work. None was employed on surface.

17. The family wages have been reduced. Children are not better cared for, from poverty. The economic status of women has been lowered.

18. Formerly a coal-cutter with his female earned about ten annas a day whereas the coal-cutter singly earns six annas per day.

19. Miners are paid in cash only on the working days.

Replies to the General Questionnaire by Sāmukhia Kadhin Mine.

NATURE AND RECRUITMENT OF LABOUR.

1. Officer	...	...	...	1
Clerk	...	...	...	1
Workpeople	...	{ Men ...	60	
			{ Women ...	30

2. All are in daily wages.
3. All the workers live in villages.
4. Workers come from Lillagora, Tharihar, Bengajore, Kalipathal, Tailriabara, Harankhori and Somukhia.
5. No body is turned out, but 30 workers left the mine on their own account.
6. (a) No retirement.
- (b) No dismissal.
- (c) Eight workers left the work on account of small-pox and Malaria Fever.
- (d) No stoppage took place in our work during 1936 and 1937.
- (e) Sixty workers left the work on their own account, but after few months some of them came again in the work.
7. The workers are recruited directly by the management and no commission is taken from them.
8. We prefer direct system of recruitment.
13. Clay diggers 10, clay carriers 30, clay lawners 10, clay washers 15, clay cleaners 19, Mates 4, Chokidars 2. And the proportion of the workers is decreasing now.

CONDITIONS OF EMPLOYMENT.

19. Leave without pay is given to the worker.
20. Leave without pay.
23. Sixty-nine holidays are allowed in our mine including Sundays and festival in a year.
24. No rule regarding conduct.
26. Fines 3 to 4 annas are imposed.
27. To show the good works and good behaviours for a week.
28. Fine or dismissal,

- 29. Fine or dismissal as punishment.
- 30. No body is fined in the year ending 31st March.
- 31. He is marked absent only.
- 32. No action is taken.
- 33. Fines are utilised in giving as reward to good workers and good attendances.

HOURS OF WORK.

- 34. Working hours 8.
- 35. One shift only.
- 41. The number of days for which the mine worked in 1935, 1936, 1937 : 297, 295, 298, respectively.

WAGES.

- 54. The system of wages payment is weekly.

INDEBTEDNESS.

- 94. Advances are given to the workers on the term that $\frac{1}{4}$ th of their wages is deducted at a payment.

WORKMEN'S COMPENSATION.

- 99. No accident took place in our mine during the last three years.

**Replies to the General questionnaire by Merah Colliery,
Chirkunda P. O., District Manbhum.**

NATURE AND RECRUITMENT OF LABOUR.

1. Officer	...	...	1
Clerks	...	...	2
Workpeople	{	Men	...
		Women	...

} Migratory.

2. All migratory.

3. The workers are all local and live for 13, 14 hours at their village homes.

4. Workers are drawn from a mile or two.

CONDITIONS OF EMPLOYMENT.

21. Women who are mothers of small children are allowed to feed their children when in need.

23. Labourers get leave in all the Hindu and Mohammedan important festivals including Sundays.

29. No.

30. Nil.

HOURS OF WORK.

34. Commencing at 7 A.M. and ending at 5 P.M. during which period they get 2 hours rest from 12 A.M. to 2 P.M.

35. We have got a small quarry to work so the labourers work for one shift only as described in question no. 34. Some work for Saturdays also but labourers are not forced to work, they work willingly.

CONDITIONS IN FACTORIES.

42. Yes.

43. We give the injured men under a qualified Doctor and we bear fooding, etc.

WAGES.

52. Yes, one anna per head and sometimes more by saying as *Bakhish*.

WORKMEN'S COMPENSATION.

99. Nil.

TRADE UNION.

103. No.

INDUSTRIAL PEACE.

118. Nil.

Replies to the general questionnaire by Balihari Colliery Co., Limited, P. O. Kusunda. (Manbhum).

NATURE AND RECRUITMENT OF LABOUR.

2. Settled labour.

Trolley-men.

Loading men.

Engineering and other day wage men.

Migratory.

Miners.

3. Few day wagers, a negligible percentage comes from villages on the colliery.

4. Manbhum, Giridih, Hazaribagh, Gaya, Monghyr, the United Provinces, the Central Provinces and the Punjab.

5. All miners specially leave weekly, monthly or at periods. There is no remedy as at present they are agriculturists first and mining is adopted as by-profession.

6. (a) Retirement—Nil.

(b) Dismissal—Nil.

(c) Sickness or accident—no statistics.

(d) „ „ stoppage of operation—no statistics.

(e) On their own account.

7. Recruiters are sent to villages and also by lorries and trains by (1) paid recruiters and *sardars* on commission and directly by management, in some cases by raising contractors.

8. The present system is satisfactory. Individual effort tends to make labour satisfied and keeps them independent.

9. (1) Yes. (2) No. (3) No.

10. No list is maintained.

11. No, except some recruiters draw money for bringing miners, but after two to three efforts they fail and try another colliery.

12. Appears not possible.

13. Number of casual workers increase or decrease according to seasons of harvesting or sowing and monsoon, etc.

14. Skilled labourers are not employed as casual.

CONDITION OF EMPLOYMENT.

15. Yes.

16. No.

17. No system of graded promotion but casual promotion.
18. I consider measures should be adopted for continuance and security of service, based on Government Scales and Rules.
19. Yes, for period desired by the monthly salaried staff. Others do not ask for leave. If a salaried staff works for a year irrespective of leave having been enjoyed, those above Rs. 50 per month are given 21 days and above Rs. 15 to Rs. 50, 15 days, all days of leave enjoyed being deducted.
20. Sickness suffered on colliery by monthly paid staff is leave on pay.
21. The colliery has now started giving maternity benefit of Re. 1 per week to a woman who is herself an employee on colliery.
22. No.
23. Sundays, Miners' Festivals, Dewali, Sankrantis, Fagua and Durga Puja.
24. No.
25. Statutory duties are explained and most important are posted at plans of work and abstracts of Rules posted in colliery office.
26. Warning and slight deduction.
27. He represents himself before Manager.
28. As no. 26.
29. No.
30. Miners about 8 total Rs. 4.
Trolleyman Rs. 2.
31. Unauthorised absence is at times explained away but is liable for dismissal.
32. Warning and in day wage he is paid according to presence.
33. Credited to welfare work.
- HOURS OF WORK.
34. Three shifts underground and surface.
From 6. A.M. to 2 P.M.
From 2. P.M. to 10 P.M.
From 10. P.M. to 6 A.M. and day wagers two shifts.
No.
35. Three shifts and 2 shifts, clerical 9 hours and others 8 hours. Mechanical 3 shifts.

36. In colliery Sunday is a rest day but continuous work such as for Engine men, Winding Engine and such works there is exemption.

37. No.

38. Yes. The method adopted is to pay at the same scale of wages. On the quarter, $\frac{1}{3}$, $\frac{2}{4}$, or full day.

39. Engineering staff and coolies' allowances as no. 38.

40. No grant of leave instead.

41. No stoppage.

CONDITION IN FACTORIES.

42. Due inspection by competent persons and making secure the unsafe places and precautionary instructions.

43. The present method is satisfactory.

WAGES.

49. Form to be filled.

50. No record.

51. The basis is the rate at which the man is willing to work and show efficiency.

52. No.

53. Daily, daily basis piece workers on weekly total salaried staff. The means of workers will not allow this (being very poor). Monthly or even a week's delayed payment will not satisfy the workers who might forget their work, but if possible, stability will be assured.

54. Weekly.

Work up to Saturday 6 a.m. is paid on Sunday between 6 A.M. to 9 A.M. weekly is preferred.

55. Coal Miners.

1929—Re. 0-5-6 per tub in pillar cutting.

„ 6 annas in galleries.

Now, 1938—Re. 0-7-6 to 8 annas per tub.

56. No deduction.

57. No.

58. Demand and supply adjust it.

59. No. The workers require to be trained socially and intelligently to put in work according to wages.

60. Not till the man is educated as stated before. Minimum wages must have minimum basis of work.

63. If all depend on work put in and the ruling market conditions of commodities say coal in this case.

64. Increase of labourers and decrease in work and consequence uneconomical production.

65. Whether protection is justified? If it is given to keep the industry alive, enhancing the cost of production will not serve the end.

RATIONALISATION.

66. No.

67. Depending on no. 66.

68. The idea should be to provide more men and so families and rationalisation would not suit India so long labour is cheap and very poor needing work.

69. Not desirable for reasons put forth in no. 68.

WELFARE WORK.

70. Yes, school provided for sons of employed.

(a) No children employed.

(b) Yes.

(c) In contemplation.

In case (b) free education thirty-five students.

71. Not yet.

72. By employer, a doctor and a small dispensary. Boards Health supervision attends or helps maternity cases.

Yes.

73. Free.

74. No.

75. Nil.

76. No.

77. Yes.

78. No.

79. Water Board, filtered water taps near the labourer's quarters. If hot season, water supplied on surface near important works.

80. No.

81. Yes.

83. (a) By employer.

Room space 1000 cubic ft. about three to four persons.

84. Yes.

85. Free quarter.

86. None.

87. Not in coal areas.

88. No.

89. No shelters are being provided.

90. Women, are not employed in mines and very negligible on surface.

INDEBTEDNESS.

91. Slight difference.

92. By employers.

93. Prompt payments are made.

94. Advances made and gradually realised.

95. Recruiting expenses not recovered at all.

96. Cannot say.

97. No.

98. Yes, for materials, clothes and other necessaries.

WORKMEN'S COMPENSATION.

99.			Fatal	Serious
1935	...	...	3	1
1936	...	...	...	3
1937	...	...	...	3

100. Compensation paid in all cases.

101. No difficulty.

102. No.

TRADE UNION.

103—108. No.

110. No.

116-117. No.

INDUSTRIAL PEACE.

118—120. Nil.

131. Satisfied labour.

132. Not here.

133. Not considered.

134. Yes.

Replies to the Supplementary questionnaire on Coal.

1. 3.76 days per week.

2. Do not keep accounts.

3. The day-wagers mostly come from the village on colliery and spend 5 to 10 minutes in coming, and at times miners are brought by buses.

4. No.

5. No holdings are assigned.

6. Directly by management.

7. None.

8. He collects miners and maintains strength.

Yes.

9. Not clear.

10. No.

11. 5 to 6 hours.

12. $37\frac{1}{2}$ c.ft. annas 8 per tub. Yes, the capacity changed and the rate too.

13. More number of tubs than the miners need are used.

14. No. Weighing machine is provided but the miners are paid according to the full contents loaded in tub.

15. No overloading is permitted but for underloading according to the quantity loaded and estimated.

16. Annas 0-3-6 to annas 4 according to nature of work per day.

18. Present Re. 1-3-0 per two perons.

19. Wages are paid in cash and before 8. a.m. for the last shift.

**Replies to the general questionnaire by North Golakdih
Colliery Company, P. O. Baliapur (Manbhum).**

1. The total number of persons employed in our mine are as follows :—

Officers	..	..	..	3
Clerk	--	..	..	1
Work people :—				
Men	..	..	..	15
Women	..	..	..	2
Children	..	..	..	Nil

2. No permanent labour settled in our mine.

3. All workers live in their village home.

4. All workers are drawn from the nearest villages.

7. All workers are recruited directly by our own management.

19. The number of holidays allowed in our mine are 82 days in a year.

34. The hours of work are from 9 A.M. to 5 P.M.

35. The day shift work is going on only.

54. The wages payment of workers are generally made by weekly system.

72. The medical facilities are provided up to first aid treatment.

83. One bungalow consisting of three rooms each 10 × 10 × 14 c.ft., 6 men are living in three rooms.

Replies to the supplementary questionnaire on coal.

1. The miners worked five days in a week.

2. Absenteeism are accounted for according to the miners' Register book.

3. The workers come to the mine and go to their home on foot about half hour spent on their journey.

4. No.

5. About 12 miners have been assigned small holding in the mines.

6. The raising coal is done directly by own management not by contractor.

7. No system of contractor.

8. The miners' *sardar's* functions are to attend the work [of miners of relay as assigned to him.

9 No pit.

10. Nil.

11. Eight hours.

12-13. No tubs.

14-15. Nil.

16. No employment of women.

17. Nil.

18. One-fourth rate is paid as additional.

19. The wages paid wholly in cash. No wages paid on rest day.

Replies to the General Questionnaire, North West Coal Company, Limited, Ena Colliery, Jharia (Manbhum).

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	...	7
Clerks	...	...	...	15
Work people	{	Men	...	700
		Women	...	85
		Children	...	Nil.

2. 400 people are permanently settled at the mine and 400 people are migratory.

3. None.

4. From the neighbouring villages from an area of 30 miles diameter.

12. *Labour Exchange*.—A colliery has its own facilities for notifying the work people when work is available; and from the colliery point of view a labour exchange would of no value in affording assistance in recruiting village mining labour or in recruiting settled labour, upon the colliery. With regard to migratory labour, however, some method of registration of such labour is very desirable and a labour exchange for such migratory labour would be helpful to the industry. It is to be noted that in times of depression, when the demand for coal is smaller when the number of work-people is large, migratory labour flocks into the pits to the detriment of settled labour. When the supply of labour is limited, i.e., when the demand for coal is large and there is not enough labour on the collieries to satisfy the demand migratory labour takes advantage of the general demand by taking *khoraakee* and advances from one company and very often taking similar advances and *khoraakee* from other companies at the same time, and doing very little work, as they can exist on such advances. It is thus evident that migratory labour should be regulated and for this purpose I believe a labour exchange would be helpful.

Skilled labour, viz., mistries and enginemen are trained by the Collieries and their registration is not necessary.

CONDITIONS OF EMPLOYMENT.

15. *Service Rules*.—The conduct of workmen in or about the mines is regulated by the Indian Mines Acts and Regulations.

HOURS OF WORK.

34. The hours of work in mines are laid down in the Indian Mines Act, 1923, and as those prescribed are responsible there is no need for any alteration. In many cases the miner who works on piece rates does not work the full number of hours as he can make sufficient money to keep himself and his family in a less time.

WAGES.

58. An automatic adjustment of wages to the cost of living is neither desirable nor practicable, as there is not necessarily any connection between the cost of living and the capacity of the mining industry to pay wages accordingly.

59. *Minimum wage.*—The Whitley Commission and the Government of India have already opposed the establishment of any legislation to fixation of a minimum wage. Whilst no objection to the principle is raised, in so far as coal mining is concerned I would only agree to the fixation of a minimum rate per tub varying according to whether coal is machine cut or hand cut, as generally the miners are paid by piece work.

60 and 61. Answers to these questions do not arise as I do not favour the fixation of a minimum wage.

WELFARE WORK.

81. Employers can only consider schemes for Insurance against sickness on a contributory basis.

82. *Maternity benefit.*—I would not afford opposition to legislation providing for compulsory maternity benefits; and Acts on the lines of the Bombay and the Central Provinces Maternity Benefit Acts will be supported by me, provided employers are properly safeguarded.

INDEBTEDNESS.

92. *Co-operative Stores.*—In certain cases co-operative stores run by employers have proved unsuccessful. I am opposed to the establishment of Government Co-operative Stores, but I see no reason why such stores should not be run by the workers themselves.

93. I am in agreement with the views expressed by the Whitley Commission that unduly long wage periods tend to increase the indebtedness of the workers. It is the practice at this Colliery to make weekly payments to all the workers except that in certain skilled jobs carrying higher rates of pay, monthly wage payments have been customary for many years and no attempt should be made to reduce the period of payments in

these cases unless the skilled workmen themselves show a definite desire for a change in the practice.

97. The recent law prohibiting the attachment of salaries below a certain limit should steadily lead to improvement of the workers' condition.

98. The establishment of Co-operative Societies in areas with a large settled industrial population is to be favoured.

WORKMEN'S COMPENSATION.

99. 10 accidents took place during the last three years.

100. Compensation paid in all cases.

101. There has been no difficulty in the working and administration of the Workmen's Compensation Act.

102. No amendment of the Act is suggested.

TRADE UNION.

116. I consider the attitude towards Trade Union movement should be one of co-operation with properly registered Trade Unions if such Unions conduct their affairs on sound Trade Union lines and if such unions are fully representative of the workers and their interests.

INDUSTRIAL PEACE.

128. *Arbitration.*—I am not in favour of provisions being made for a compulsory arbitration as such arbitration is only effective where both the parties are prepared to agree to abide by the word of the arbitrator.

134. I do not consider that reconstruction of the industry is at all necessary and it is improbable that any reconstruction of the coal mining industry will be accompanied by higher wages for the workmen.

135. The present machinery provided by the Provincial Government for the administration of the various Acts and for dealing with various matters affecting the Industry has proved satisfactory and no alteration or improvement to existing administration appears necessary.

Replies to the Supplementary Questionnaire on Coal.

1. Generally five days a week.
2. All the miners are cultivators, they keep away to attend to this, and also during festivals.
3. The workers are recruited to the colliery by Bus and stay at the colliery for 3 or 4 weeks.
4. Yes.

5. Not many, no abuses to my knowledge.

6. By management.

7. There is no evil with Raising Contractors. They take equal interest as the company.

8. They recruit labour, look after their interest in *dhowrahs* and also in mines, and any difficulty they bring to the notice of the management. Yes.

9. Very little, about 5 to 10 minutes.

10. Wages are calculated by the tub: the only rate that vary from the standard rates per tub are those paid where special difficulties of working exist.

It follows that no extra rate is paid on account of distance of the working faces from the pit bottom, but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal cutting averages 4 to 5 hours per relay of nine hours from pit top back to pit top. This of course only relates to the time taken by a miner using reasonable diligence. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion.

12. 40 c.ft. at annas 8 per tub for mixed loading. Yes previously 30 c.ft. at the rate of annas 5 per tub for steam loading and 2 annas 6 pies per tub for slack loading.

13. In all cases where congestion is likely to occur, traffic *sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and the lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. No. The miners are paid by the number of the tubs each man load.

15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub: up to a portion of the depth below the flush line one quarter of the rate is deducted, when the deficiency is more than a quarter, half the rate is deducted.

16. About 200. All the women labour available are employed in loading, screening, building works, earth-cutting and various other miscellaneous job at an average rate of annas 4 per head.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife is no longer employed, the family's

total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. The earnings of two miners have been compared in respect of periods before and periods after their wives were excluded from the mines on the 1st October, 1937.

(A) Name of miner Joti Bauri.

	Ra. a. p.		Ra. a. p.
For week ending 9th September 1937.	3 6 0	Week ending 10th September 1938.	4 6 0
For week ending 16th September 1937.	3 12 0	Week ending 17th September 1938.	5 11 0
Week ending 23rd September 1937.	3 0 0	Week ending 24th September 1938.	6 2 0
For week ending 30th September 1937.	3 12 0	Week ending 1st October 1938.	5 11 0
Total ..	13 14 0	..	21 14 0
Average earning per week.	3 7 6		5 7 6

18. (B) Name of miner—Jharkhandi Chaudhry.

For week ending 9th September 1937.	3 12 0	Week ending 10th September 1938.	6 9 0
For week ending 16th September 1937.	7 2 0	Week ending 17th September 1938.	8 5 0
For week ending 23rd September 1937.	7 2 0	Week ending 24th September 1938.	7 7 0
For week ending 30th September 1937.	7 14 0	Week ending 1st October 1938.	8 12 0
Total ..	25 14 0	Total ..	31 1 0
Average per week ..	6 7 6		7 12 3

Both these cases are average examples of miners' earnings which, of course, vary according to the number of days worked and the time spent in coal cutting.

Jharkhandi Chaudhry was absent for two days during the week ending 9th September 1937, and one day during week ending 10th September 1938.

19. All in cash. No.

Replies to the general questionnaire submitted by D. Mondal
and Company, P. O. Nirsachati (District Manbhum).

Pure Shampur Colliery.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	2
Clerks	...	...	4
Miners, etc.	...	...	30
Surface workers	...	...	40

2. That most of labourers who are mainly drawn from surrounding villages work permanently at my colliery. Rarely we get very few migratory labourers and there is *Dhourah* arrangement for settling them at *Dhourahs*.

3. 99 per cent of workmen live in their village homes.

4. Within a radius of 6 miles from my mine, i.e., my mine is worked by local labourers.

9. Yes.

CONDITION OF EMPLOYMENT.

21. Maternity leave allowed to female labourers depending as circumstances may be.

23. 100 days including main and local festivals.

HOURS OF WORK.

34. For above-ground labourers 54 hours in a week or 10 hours in a day.

For underground labourers time is allowed to work in a mine nine hours a day.

35. Two shifts :—One day and the other night.

CONDITIONS IN FACTORIES.

42. Yes.

45. Measures are adopted in accordance with the Mines Act.

WAGES.

49. There was no existence of our colliery in year 1929 and 1933. Maximum and minimum average earnings of our Works in July 1937 and January 1938 are shown in the forms attached herewith. (*Not printed*).

52. Yes there are different rates as circumstances may be.

54. System of wage payment is weekly and monthly. Clerks and other person holding responsible job, are paid monthly and the rest paid weekly.

WELFARE WORK.

72. We have got a dispensary at the colliery attended by a Doctor daily (L. M. P. Doctor) and medical service is rendered to the worker when required. In case of sickness of any of our workers in villages, even colliery Doctor is advised to go to villages when required.

WORKMEN'S COMPENSATION.

99. No, except few minor injury.

TRADE UNION.

103. No.

INDUSTRIAL PEACE.

118. Nil.

42. Yes.
44. No.
46. No.
48. No.
49. This information can be obtained from the Inspector of Factories.
52. No.
53. Monthly paid 12 per cent weekly paid 88 per cent.
54. All payments made strictly in accordance with "Payment of Wages Act".
- 57—59. No.
70. Yes.
72. Company's well fitted and staffed hospital.
73. Free treatment.
74. No.
- 76—77. No.
78. Yes.
79. Good supply of District Board Water piped to all places.
- 81—82. No.
83. All workers housed in Company's buildings.
84. Yes.
85. Rent free.
87. No.
99. Nil.
- 101—103. No.
110. No.
114. No.
116. No.
117. No.
125. Access to Manager.

Replies to the supplementary questionnaire on Coal, submitted by Swang Colliery, Gumiya P. O.

1. The miners work on average for five to six days, in a week.

2. Absenteeism among the miners may be due to :—

- (a) Harvest season.
- (b) Festivals (*parabs*).
- (c) Sickness.
- (d) Drinking in some cases.

3. They go on foot. The time spent on the journey depends on the distance they have to walk.

4. For villages situated near roads, and far from the colliery, provision of conveyance facilities has resulted generally in better attendance.

5. This year about 80 workers have been assigned small paddy fields in the colliery area by the contractors. I do not think it has led to any abuse.

6. Coal is raised through a raising contractor. Rate paid by administration to the contractor annas 10 per ton for quarry and annas 14 per ton for "Incline" coal. Rate paid by the contractor to the coal cutter annas 5 per tub.

7. I do not find any evils in the system of raising coal through contractors.

8. Miners' *sirdars* supply miners for the required work. As a rule, each represents his gang of miners. Some of them cut coal as well. I am in favour of retaining them.

9. We are not working any pits here.

10. Does not arise in this case.

11. It varies with different miners; but five to six hours per relay is a good average.

12. Capacity of tubs 14 cwt. Miners are paid at annas 5 per tub of coal. I do not think there has been any change in the size of the tub and the rate per tub, within the last few years.

13. The following action has been taken :—

- (i) Proper distribution of working places, and avoiding overcrowding.

- (ii) Keeping sufficient number of coal tubs available for miners' use.
- (iii) Regular supply of empties and withdrawing of loads.
- (iv) Maintaining a good track.
- (v) Systematic and periodical examination of haulages ropes, etc.

14. There is a weighing machine at the mouth of the Incline. For quarry, it is calculated on the capacity and the number of tubs loaded. There is no such thing as overloading.

15. Deduction is made for underloading, i.e., $\frac{1}{2}$, $\frac{1}{2}$, $\frac{2}{2}$ of the tub. It is measured roughly by observation.

16. Only five women have been excluded from underground working since October 1937. Out of these some have left this place. The remaining have been provided from time to time with different jobs on the surface. These jobs include loading sand tubs, repairing roads, building and construction works and loading wagons, etc. Average rate is annas 4 per head.

17. (a) The wages of the family have slightly gone down.

(b) Children are better looked after.

(c) Earnings of the family have gone down and consequently she has less money to spend.

18. Average wages of the coal cutter remain the same as before.

19. Wages are paid wholly in cash. Wages are not paid on a rest day.

Replies to the Supplementary Questionnaire, submitted by Deoli Coal Company, Limited, Deoli Colliery, Dishergarh P.O.

1. Average four days in a week.
2. The record is kept in Schedule "E" for the purpose.

The miners have got no responsibility and sense of duty. Most of them have got lands and employ themselves in their household works and come to work in the colliery when they are in need of money.

3. Some of the miners live in the colliery *dhouras* and some work from their villages and walk on foot which takes about 30 minutes to an hour for the journey.

4. No.

5. About 20 per cent. of the total labours have been assigned small holdings by colliery owners. No abuses of any kind.

6. Directly managed by the company.

7. No contractor.

8. I have got no miners *sirdar* as I am not in favour of it.

9. Five to ten minutes.

10. Wages are calculated on the tubs, the only rates that vary from the standard rates per tub are those paid where special difficulties of working exist.

It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.

11. The actual daily time occupied by good miners in coal cutting averages four to five hours per relay of nine hours from pit top back to pit top, this of course, only relates to the time taken by a miner using reasonable diligence. Many workers occupy much less time in coal cutting than they might do if they showed greater exertion.

12. 30 cft., capacity for a tub. The present rate per tub is Re. 0-7-0 for cutting pillars and Re. 0-7-6 per tub for cutting coal in solid galleries. No change in size since 1923.

Present rate shows an increase of annas 2 per tub, plus miners commission of 3 pies per tub.

13. In all cases where congestion is likely to occur, traffic *sirdars* are employed to ensure a regular supply of tubs to the men and by the use of auxiliary haulages, bye-passes and lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. There is no weighing machine on the colliery. The full-loaded tub taken as 15 cwt. in capacity.

15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such overloading does not therefore arise. Deductions are made for loading below the flush line of the tub; up to a portion of the depth below the flush line, one quarter of the rate is deducted when the deficiency is more than a quarter, half the rate is deducted.

16. Average number of women labour, excluded from underground working, was 40 in this colliery, most of them have been engaged on the surface such as loading wagons, surface tram-line packing and Boiler *kamins*. Average rate of their wages is 4 annas per head.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases, where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases where the wife has obtained employment on the surface the family total earnings have, probably, slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface, where in allotting the limited jobs available, preference is given to the wives of miners working in the mines.

18. The earnings of two miners have been compared in respect of periods before and periods after their wives were excluded from the mines on 1st October 1937.

		Rs.	a.	p.
"A"	For week ending 9th September 1937 ..	1	11	4
	Ditto 16th September 1937 ..	2	3	0
	Ditto 23rd September 1937 ..	1	12	0
	Ditto 30th September 1937 ..	2	11	6

		Rs. a. p.
Average earning per week	..	2 1 5
" B " For week ending 9th September 1937	..	3 0 6
Ditto	16th September 1937 ..	2 10 0
Ditto	23rd September 1937 ..	1 12 0
Ditto	30th September 1937 ..	1 2 8
Average earning per week	..	2 2 3
" A " For week ending 10th September 1938	..	2 5 1
Ditto	17th September 1938 ..	2 3 0
Ditto	24th September 1938 ..	2 3 0
Ditto	1st October 1938 ..	1 5 0
Average earning per week	..	2 0 0
" B " For week ending 10th September 1938	..	1 5 0
Ditto	17th September 1938 ..	1 12 0
Ditto	24th September 1938 ..	1 15 4
Ditto	1st October 1938 ..	1 5 0
Average earning per week	..	1 9 4

19. Miners are paid daily and all other labours are paid weekly on every Saturday evening and all in cash.

No. Sunday is observed as rest day.

Replies to the supplementary questionnaire on Coal, submitted by the Bengal Coal Company, Limited, Chanch Colliery, Chirkunda, P. O.

1. An average of four days in a week.
2. Mainly laziness. On Sundays all the miners get drunk and on Mondays they do not feel inclined to come out to work. Another day they keep out if they can afford to.
3. They walk back and fro; from 10 minutes to one hour approximately according to the distance.
4. Not tried here excepting the Company has provided boats to cross Damoodar river, also a bridge has been made over Khudia river.
5. None. . .
6. Directly by the management.
7. Does not arise.
8. The miners' *sirdars* help in recruiting also to look after the men of their own gang and bring before the Manager the grievances of the miners if they have any. Yes.
9. Five to ten minutes.
10. Wages are calculated by the tub; the only rates that vary from the standard rates per tub are those paid where special difficulties of working exist (see answer to question 12). It follows that no extra rate is paid on account of distance of the working faces from the pit bottom but every facility is provided to ensure rapid transit of the miners from pit bottom to the working faces.
11. The actual daily time occupied by good miners in coal cutting averages four to five hours per relay of nine hours from pit top back to pit top. This, of course, only relates to the time taken by a miner using reasonable diligence. Many workers occupy much less time in coal-cutting than they might do if they showed greater exertion.
12. Thirty-five c.ft. Rate per tub annas 7 for *sapta* loading plus commission of pies 6 per tub for pick miners. Annas 4 for *sapta* loading plus commission of pies 9 for machine and C. P. coal. Yes, the rate has been increased by anna 1 per tub also now it is *sapta* in place of picked loading before.
13. In all cases where congestion is likely to occur traffic *sirdars* are employed to ensure a regular supply of the tubs to the men and by the use of auxiliary haulages, bye-passes and

lines up to the working faces, all steps possible are taken to ensure the speedy return of tubs.

14. No. From the number of tubs filled by them.

15. Since the rate paid per tub is for a full load, overloading is not possible and the question of extra remuneration for such over-loading does not therefore arise. Deductions are made for loading below the flush line of the tub; up to a portion of the depth below the flush line one quarter of the rate is deducted when the deficiency is more than a quarter, half the rate is deducted.

16. About 300 *kamins* have been excluded from underground since 1929. Whoever approached for work were employed on the surface. They are employed in loading wagons, picking shale, cleaning depot and surface working with masons, also employed in loading sand in tubs for stowing underground.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases, where the wife is no longer employed, the family's total earnings are probably slightly less than previously, while in cases, where the wife has obtained employment on the surface, the family's total earnings have probably slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) The economic status of women may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. The earnings of two miners have been compared in respect of periods before and periods after their wives were excluded from the mines on 1st October 1937.

		Rs. a. p.			Rs. a. p.			
"A" for week ending.	9th September 1937.	1	8	0	10th September 1938.	2	6	9
Ditto ..	16th September 1937.	1	14	0	17th September 1938.	2	6	9
Ditto ..	23rd September 1937.	2	4	0	24th September 1938.	2	14	6
Ditto ..	30th September 1937.	1	14	0	1st October 1938.	0	15	6
Average earning per week.	..	<u>1 14 0</u>			..	<u>2 2 9</u>		

				Rs. a. p.				
'B" for week ending.	9th September 1937.	1	15	3	10th September 1938.	2	9	3
Ditto ..	16th September 1937.	1	15	3	17th September 1938.	3	1	6
Ditto ..	23rd September 1937.	2	5	6	24th September 1938.	2	9	3
Ditto ..	30th September 1937.	2	5	6	1st October 1938.	1	0	6
Average earnings per week.	..	<hr/> <hr/>			..	<hr/> <hr/>		
		2	2	9		2	5	0

19. Wages are paid wholly in cash. Miners are paid daily. The *Hazree* labour get their payment on Saturday afternoon. Whoever absents on Saturday afternoon is paid on Sunday morning (rest day).

Replies to the supplementary questionnaire on coal, submitted by the New Beerbhum Coal Company, Limited.

1. The average attendance of miners at this colliery is $4\frac{1}{2}$ days in a week.

2. The primary reason for absenteeism is the fact that the Indian miner has no inclination to earn more money than covers his bare subsistence requirements excepting perhaps immediatly before the major festivals when some little further efforts is put forward to earn pocket money. Sickness is a contributory factor.

3. The outside miners employed at the above colliery are accustomed to walk from their villages to work and the average time taken is about one hour each way.

4. No conveyance having been provided by the Company there is no available data on which to answer this question..

5. No such holdings are provided at the colliery.

6. All wages are paid direct to the employees by the Company. A contractor recruits the labour and pays the expenses incidental to their engagement, and also defrays small commissions to the miners and their *sirdars*. For this service he receives $1\frac{1}{2}$ annas per ton of coal raised.

7. The contract system of raising coal has not been employed at the colliery.

8. The chief function of the *sirdars* is to act as spokesmen for their miners in the event of any questions arising in connection with their work. They also act as peace-makers should any domestic trouble occur. I think, on the whole, they serve a useful function and should be retained..

9. The workers walk into the mine by an Incline and the time taken is two to three minutes.

10. The mine workings are comparatively small and 15 minutes would suffice for any miner to reach his working place.

11. Of the statutory time underground half or less will be occupied by the average miner in actual coal cutting because of his disinclination to exert himself to earn more than is required for his immediate needs.

12. Capacity of the tubs used is 30 c.ft. and the rate per tub is annas 6. There has been no change in the size of the tubs and the rate now paid is the same as in 1929.

13. Sufficient tubs are provided to ensure that there is no shortage. It is the habit at this colliery for the miners to tram their own tubs from the pit bottom to the working places and for this work they receive an extra $\frac{1}{2}$ anna per tub.

14. There is no weighing machine at the pit mouth.

15. Fully loaded tubs are calculated to hold 15 cwts. of steam coal and 14 cwts. of slack. Overloading cannot occur and rarely any deduction is made on a *prorata* basis.

16. The excluded women numbered 30 and the majority of them were found employment on the surface in the preparation of soft coke and in the supply of coal to the crushing machine. The rate in all cases is annas 4 per shift.

17. (a) The exclusion of women does not appear to have affected the wages of the family to any noticeable extent as a miner cuts a little more coal daily and the majority of the women are earning wages.

(b) The children are probably receiving greater care than in the past as the mothers working on the surface are always at hand, if needed, and they spend the rest hours at midday in their homes with the children.

(c) The fact that the employed women are earning separate wages, tends to raise their status.

18. The average wages of the coal cutters has remained practically unaltered.

19. All wages are paid in cash. Day workers are paid on the Saturday afternoon and night-workers are paid on Sunday morning immediately they come out of the mine. Sunday is the rest day.

Replies to the supplementary questionnaire on Labour in coal mines, submitted by the New Tetturya Coal Company, Limited.

1. Four days in the normal working week.
2. The miners love of rest, cultivation, *pujas* and festivals, account for a lot of idle time.
3. Miners are conveyed to and from the colliery by the Company's labour bus. They come from villages four to forty miles away, the time spent on the journey is from one to two hours.
4. Yes.
5. Fifty miners have been allotted land. This privilege is not abused.
6. *Sirkari*, by the management.
7. Miners employed direct by the management have access to the Colliery Manager for the presentation of any petitions or grievances. This results in personal contact and goes for a better understanding between the labour and the Manager.
8. The *sirdar* is a miner, and is the recognised spokesman for a village gang, of from four to fifty or more miners. He assists the management in supervising their work, and collecting them to go to work. These men are necessary and should be retained.
9. Ten to fifteen minutes.
10. Wages are calculated by the tub. Tub rates vary from a standard rate where special difficulties of working exist. Distances from the pit bottom on our colliery are not sufficiently far to justify extra rates on this account, every facility being provided to ensure that the miner reaches his working face in the pit bottom in the shortest possible time.
11. The miners working time at the coal face is from five to six hours.
12. Thirty-six cubic feet, carrying 16 cwts. of coal. Rates vary from annas 7 to annas 9 according to working conditions. There has been no change in size of tubs since 1929, but rates have been increased by annas 1-6 to annas 2 a tub.
13. Adequate staff is engaged to supply tubs to miners. Tram-lines and tubs are kept in good condition.

14. No, miners are paid per loaded tub.

15. No.

16. Thirty women were excluded from the mine. All are employed on the surface, loading wogons, screening rubble, loading coke-ovens, etc. at standard rates for these classes of work.

17. (a) The wages of the family have remained unchanged to any large extent owing to the increased rates of wages. In cases where the wife has obtained employment on the surface the family's total earnings have probably, slightly increased.

(b) The care of children has considerably improved since the exclusion of women from the mines.

(c) Generally the economic status of women in the field may have improved in the case of married women but not in the case of unmarried women, widows, etc., who have been deprived of employment underground and cannot obtain employment on the surface, where in allotting the limited jobs available preference is given to the wives of miners working in the mines.

18. Before the exclusion of women from mines a coal cutter cutting two tubs of coal per day would earn Rs. 3 to Rs. 3-8-0 per week. He could have earned more by working for five or six days a week instead of four. Since the exclusion of women the average weekly wages of a miner working the same number of days and cutting the same number of tubs is varied from Rs. 4 to Rs. 4-8-0 per week.

19. Wholly in cash, and not on a day of rest.

**Replies to the supplementary questionnaire on labour in mines,
submitted by Jagannath Omprakash and Company,
Sudreadih Colliery.**

1. Five days.
2. They wish to be absent.
3. By foot, about one hour.
4. Only 25 per cent.
5. None given.
6. By management, rate for 30 c.ft. seven annas only.
7. I have never employed contractors.
8. Miners *sirdars* are necessary.
9. Half an hour.
10. No difference in rate.
11. Five hours.
12. 30 c.ft., rate seven annas for slack and coal combined, no change.
13. Full supply.
14. Weighing machine is not required, as long as the tubs are full loaded.
15. No action taken.
16. Women not employed underground, only for surface, rate three annas six pies per day and wagon loading contract system, rate two annas six pies per ton to women only.
17. (a) 50 per cent, (b) somewhat better and (c) 30 per cent.
18. Before full and after 40 per cent.
19. Paid in cash, rest day nil.

Replies to the supplementary questionnaire on labour in mines, submitted by the Central Salanpur Coal Concern (Katrasgarh).

1. Five days in a week.
2. By attendance register book.
3. Workers walk to and from the mine which takes about two hours.
4. There is no conveyance facilities in this mine.
5. No workers have been assigned holdings.
6. Coal is raised directly by the management.
7. There is no raising contractor.
8. Miners *sirdars* supply miners. I am in favour of retaining them.
9. Nearly 15 minutes.
10. No.
11. Six hours.
12. 30 c.ft. tubs at six annas and 40 c.ft. tubs at eight annas per tub.
13. Miners are supplied regular and sufficient tubs by separate *Munshis*.
- 14—15. No.
16. Thirty women, all employed in soft coke making and loading. Wages four annas each.
18. There is no difference of wages before or after exclusion of women.
19. Wages paid wholly in cash. Wages are not paid on rest day.

Replies to the supplementary questionnaire on coal; submitted by Union Coal Company, Limited, Angarpathra Colliery.

1. Five days.
2. An average proportion of their attendance.
3. By bus, supplied by employer, not more than half an hour.
4. Yes.
6. Raising contractors, they are paid Re. 1-4-0 per ton and the contractors pay to the coal cutter six annas per tub for 30 c.ft. and seven annas six pies per tub for 38 c.ft.
7. No evils.
8. Controlling labours. Yes.
9. Fifteen minutes.
11. Four to six hours.
12. 30 c.ft. at six annas and 38 c.ft. at seven annas six pies. Increased two annas per tub.
13. Supervisors have been kept.
14. No. By cubic capacity.
15. No.
16. Ten women—cleaning surface and loading wagons. Four to five annas per day.
17. Wages have no effect. No difference.
18. Slightly better.
19. Paid fully in cash. Paid on working day.

Replies to the supplementary questionnaire on coal, submitted by Hira Khun Colliery.

1. Five days in a week.
2. By account in the mining registration books.
3. They use to go on foot and it takes about half an hour.
4. Need no other facilities.
5. Nil.
6. Coal is raised by haulage engine and by *Sarkari* management.
8. To supervise the underground labour according to mining rules and regulations. No.
9. About an hour.
10. No. Eight hours system.
11. Seven to eight hours.
12. Approximate 13 cwt. and the rate is eight annas per tub. No change.
13. No action has been taken as we have got sufficient tubs.
14. No weighing machine, each tub full loaded approximately 13 cwt.
15. Miner's loading is approximately 13 cwt. and we agree to it.
16. This colliery has been started only 12 or 13 months ago.
Since my appointment there was no rule to allow any woman to work in underground. Their different jobs on surface are to clear *dhalu*, making road, loading and unloading lorry, etc.
18. Our mines were not working then.
19. Wages paid wholly in cash and on a rest day.

Replies to the supplementary questionnaire on labour in the coal Mines, submitted by the Khodia Coal Company, Khodia Colliery, Mugma.

1. On the average a miner works three days per week.
2. Mainly for their engagement in the fields and partly for social functions, local festivals and for lethargy, the miners absent themselves from work.
3. So far as this mine is concerned, the miners take only twenty to thirty minutes, in the maximum, each way to walk to and from the mine.
4. As we have no such arrangement, we are not in a position to put forward our remarks to the point.
5. There is no such arrangement in this mine.
6. There is no raising contractor in this mine. Coal is being raised directly by the management.
7. As we are not in touch with any raising contractor, we are not in the know of the evils that might be found in the system. Hence we are unable to pass any opinion off hand to the point.
8. The functions of a miner's *sirdar* are to collect the gangs of miners and escort them to the mine. But many a time the miners themselves do not like this system. Often it is experienced that the entire gang of miners leave the mine altogether for this system. I am not in favour of retaining them.
9. So far as this mine is concerned, the miners, just after their arrival, are taken to their respective working faces through "Incline."
10. No extra higher rates of wages are given to any miner.
11. If the miners sincerely work they can cut a tub of coal within three hours in normal conditions. But they generally spend the major portion of the time under ground in chatting with one another. Sometimes it is experienced, a few miners, specially in the night shift, sleep away the entire shift under-ground without cutting an ounce of coal.
12. The capacity of tub used in this mine is 4'×3'×2'-3" i.e., 30 c.ft. There has been no change in the size of the tub since 1929. The rates per tub sometimes varied. The present rate is annas five only per tub.

13. We generally engage such miners according to the number of tubs we actually possess. If occasion demands, extra tubs could be arranged and supplied in the siding lines inside and proper hauling and tramping arrangement is made to re-supply same if required, provided the miners co-operate with the management in filling such tubs promptly.

14. There is no such weighing machine in the mine. The quantity of coal is calculated according to the size of the tubs.

15. The miners are very careful as regards loading of a tub. Not to speak of overloading tubs, they often arrange the lumpy pieces of coal in such a way that the inside of the tub itself, is sometimes found empty. The management for fear of general strike cannot take any step but request them repeatedly not to adopt such means.

16. Four or five women were finally eliminated from underground working in this colliery. They were asked to stack coal on the surface depot along with others. But as they have got other jobs near about their village home, they have left this concern.

17. The exclusion of women from underground work has certainly affected—

(a) The income of the family.—For it is an open fact that the male and female members of a family if allowed to work underground conjointly in cutting and loading coal, the pair could have easily loaded at least three tubs of coal, i.e., their total daily earnings would have been annas fifteen. But since the introduction of the system, the male member singly cannot cut and load more than a tub of coal per day, i.e., his earning comes down to annas five only per day. Whereas if the female member works at all, her earning does not certainly compensate the loss they thus sustain.

(b) I don't think the system has infused a better care for the children from the parents in view of the facts that the female member, as before, is compelled to leave behind the baby in the arms at home under the so-called care either of an old semi-blind mother-in-law or of a minor daughter or a minor son or of a distant relation, who themselves need care to be taken of. Moreover the forced and curtailed income

of the family, under the circumstances, does not permit the parents to spend much for the better feeding of the children.

- (c) There is a great doubt whether the system has improved the economic status of women in view of the fact that things go on as before without any amelioration.

18. Even though the wages having been a bit enhanced now-a-days, the coal cutter singly fail to earn what he used to get conjointly with the help of his female partner before.

19. The wages are paid wholly in cash on a working day of the week.

Replies to the supplementary questionnaire on labour in Coal Mines, submitted by Jainty Central Colliery, Karmatar P.O.

1. Four to five days on average.
2. Local labour not settled on colliery.
3. They come on foot and go in the same way. The time taken in their journey varies according to the distances of villages situated from the mine. The maximum time it takes is $1\frac{1}{2}$ hours from the remotest villages.
4. No road for conveyance.
5. Nil.
6. The system of raising coal is directly by the management.
7. No contractor.
8. The functions of the miners' *Sardar* here are as follows:—
(a) They inform about the causes of the absence of any miner of his villages (b) Inform if there arises any trouble due to the presence of any other recruiters from outside.
Yes. I am in favour of them.
9. An hour at the most.
10. Such questions do not arise here.
11. Three to five hours for cutting coal.
12. The capacity of tub is 32 c.ft. and rate per tub is Re. 0-5-6 to Re. 0-6-6 per tub. Yes, the size has been changed from 30 c.ft. to 32 c.ft. and rate is increased from Re. 0-5-0 to Re. 0-5-6 to Re. 0-6-6 per tub.

13. An officer has been employed for this purpose and he manages this and the mine is laid out to facilitate tramming.

14. No. The quantity of coal raised is calculated by seeing loads they give in the tubs.

15. The first question never arose. The measurement of underloading is done by gauging in presence of the miner in underground.

16. 20 to 30 according to miners' attendance. The women excluded from mine are employed in miscellaneous works on surface (1) reloading coal and slack dumped at pit and incline mouth (2) packing surface line, (3) filling surface cracks due to pillaring, etc.

17. (a) Output per pick of miner with women loaders is reduced to half and consequently wages of those family is reduced to half. (b) The mother has got whole time to attend her children but the quantity and the quality of diet both for the children and mother are reduced to half. Specially here; as women can't find any other job to employ themselves, for there is no factory or anything else of this kind.

18. It has been reduced to half where miners worked with women loaders.

19. Yes, wholly in cash. No.

**Replies to the supplementary questionnaire on labour in Mines,
submitted by the New Marine Coal Company, Ltd., P. O.
Kusunda.**

1. Five days.

2. In general they are unwilling to work for six days in a week.

3. By the road bus provided by the colliery. Time spent depends on the distance of journey. Excepting very emergent reasons no hauling is allowed on the road.

4. Yes.

5. Nil.

6. Directly by the management.

7. Does not arise in our case.

8. Miners *sardars* look after the comfort, and facility of their respective miners and bring their greivances to the notice of the management directly without delay. Yes, I am in favour of retaining them.

9. Very little, not more than ten minutes.

10. No. But the miners loosing the day's earnings due to fault of management get *khorakee* for the day.

11. Approximately seven hours.

12. Present 36 c.ft.—annas 8. We have bought this mine in June 1937 hence we are unable to mention previous size and rate.

13. We have appointed special men in each relay for this.

14. No, approximate weight is calculated.

15. No.

16. Unable to answer as we have purchased this colliery in June 1937.

Miners *Kamins* are employed in shale picking and masonry and other works on the surface.

17. (a) Reduced.

(b) Improved.

(c) Affected.

18. Re. 0-10-0 versus Re. 0-9-0 per day.

19. Wages are paid wholly and on a rest day.

**Replies to the supplementary questionnaire on coal submitted
by North Bararee Colliery, Jharia.**

1. Average five days.

2. Resident miners are not willing to work for the full working days in a week and the *dehati* miners remain busy in connection with cultivation work. We account for their absence in labour Register Book.

3. The *dehati* miners live in a place about three miles distant from the colliery. They come and go on foot and spend about one hour each trip. We cannot give any opinion.

4. No small holding to miners. So abuses do not arise.

5. Through a raising contractor. He pays to the miners 6-6 annas per tub. Some margin paid to the contractor.

6. We find no evils from the raising contractor.

7. Miners *sardars* control their gang of miners. Yes.

8. We work through inclines.

9. The miners reach the working place at the same time.

10. One fourth of the time is taken to take rest and three fourth of the time spent in cutting coal.

11. The capacity of the tubs is 30 c.ft. and the rate of the tub annas 6-6. There has been no change in the size of tubs.

	As	p.
Up to July 1937, rate per tub	4	6
From August 1937 to September 1937 rate per tub	5	6
From 1st October 1937 up to 31st October 1937	6	9
From November 1937 up to date	6	6

12. We have sufficient number of tubs proportionate to working faces. Tubs are unloaded quite near the "Incline" mouth so miners get regular supply.

13. There is no weighing machine at the colliery. 42 c.ft. = 1 ton. We calculate 42 c.ft. to a ton while giving wagon loading, so 30 c.ft. tubs calculated at 14 cwts.

14. Miners give full loading of tub and never give overloading and we do not deduct anything for slight underloading. Inspection of underloading is visual.

16. The women of miners worked as per percentage.

In July 1934 to 30th June 1935	..	14 per cent.
.. .. 1935 1936	..	11 per cent.
.. .. 1936 1937	..	8 per cent.

Some women of miners work in their cultivation and some are engaged in *Hazrees*.

17. (a) No variation, because women earn something in *hazrees*. Tub rates have been increased after exclusion of women.

(b) better.

(c) Cannot pass any opinion.

19. Paid wholly in cash. Wages are not paid on rest day.

Replies to the supplementary questionnaire on labour on coal mines, submitted by the Borrea Coal Company, Limited, Bhagaband Colliery.

1. four to five days.
2. satisfied with their four to five days' earnings.
3. By foot and Bus.
4. No.
5. None at this colliery.
6. Management, annas 6 to annas 8 per tub.
7. I have seen no evil in contract system, as I have had reliable contractors.
8. To recruit and look after their miners. Yes.
9. About $\frac{3}{4}$ of an hour for the lot.
10. Consideration in tub rates are made to those who have to walk longest to working faces.
11. four to five hours.
12. Capacity of tubs is 36 cft. reckoned at 15 to 16 cwt. per tub, annas 6 to 8. No change in the size of tub since 1929.
13. All necessary action.
14. No weighing machine, miners are paid on tubage and not tonnage.
15. Rates are fixed on satisfactory loaded tubs, deductions are made for underloading.
16. Approximately 44 women were excluded from the mines and those willing to work on surface were employed on different jobs at annas 4 to 4-6 *hazree* per day.
17. (a) Wages of family not effected, provided worker is a worker and not slacker, or satisfied with small earnings.
 (b) Children at home receive better care and attention.
 (c) Improved.
18. Approximately the same.
19. Wholly in cash, no wages are paid on rest days.

Replies to the Supplementary Questionnaire on Labour in Coal Mines, Submitted by Bhanuria Colliery, Nituria, P. O.

1. Average 5 days.
2. According to register book.
3. Miners come from neighbouring villages.
4. No.
5. About 25 miners have got small holdings under the owners free of rent. There is no *Golmal* amongst labour in this respect.
6. Coal is raised by our Direct management.
7. There is no contractor.
8. Miners' *sardar* have small holdings under the owners and they get some weekly *Baksis*.
9. In our "Incline" it takes only 5 minutes time to reach the workings.
10. Mine is newly started, hence no such system as yet.
11. 7 hours.
12. Each tub contains 14 cwts. Miners are paid at annas 7 per tub. The mine has been started only a few months before and there was no system of raising coal here by tubs.
13. We have engaged separate gangs of labourers to unload tubs quickly on surface and to supply them to miners at underground.
14. There is no weighing machine. We calculate the quantity of coal according to carrying capacity of tubs.
15. No.
16. 6 to 8 *Kamins* were working here before. Now 2 to 4 *kamins* are working in supplying Boiler coal and serving on surface, at annas 3 per day.
17. Miners are getting such more rate to provide their women and children.
18. Before the exclusion of women labour the rate per tub was annas 5. Now it is annas 7.
19. Wages are wholly paid in cash daily. No wages are paid on the rest day. They are paid annas 1 per head as *khoraakee* for the day of rest.

Reply to the supplementary questionnaire of the Bihar Labour Enquiry Committee on Coal by Tewaris Beldanga Khas Colliery, Barhra P. O.

1. 4.
2. Chief price of commodities.
3. By walk from 10 minutes to one hour.
6. Carrying on by head (b) directly.
9. No time.
11. 5 hours.
12. No tub.
13. No.
14. (a) No. (b) by cubical measurement on surface ground.
15. No.
16. (a) 2 or 3. I cannot find any employment for them.
17. (c) have been reduced.
18. Same.
19. Wholly in cash. (b) No.

Replies to the supplementary questionnaire on labour in coal mines, submitted by National Coal Company, Kuldea Colliery.

1. Coal cutters, loaders and carriers (underground) average five days and all others six days.

2. Persons found absent at the time of and one hour after the roll call are marked absent and they are treated as absentees.

3. Some persons live in their villages very close by and some in their houses four or five miles away from the colliery and all of them come on foot, the men living farthest away reach the mine nearly one and half hour's time.

4. No arrangement for conveyance is made. However, the attendance is very regular.

5. This colliery has no land to assign to miners as the surface right entirely belongs to the superior landlords.

6. The coal raising is done directly by the management.

7. No raising is done through contractor.

8. There is no miners' *sardar* in this colliery at present.

9. & 10. There is no pit in this colliery but inclines and no working is more than 300 feet away from the opening so at the best within 10 to 15 minutes' time all miners reach their working places and neither anybody is detained nor paid for detention.

11. Five hours time.

12. No tubs are used in this colliery, coal is raised in *kudis* (small round stack) containing nearly 13 cwt. and the rate is not fixed. There are several small mines and the rates vary according to the load. The prevalent rate now is eight annas to 13 annas per *kudi*. Rates are frequently increased and there has been no change in the size of *kudi* since 1929.

13. The question does not arise.

14. No. There is no weighing machine at the colliery. The *kudi* measures 8 feet across.

15. There is absolutely no overloading and no remuneration paid for overloading or deduction made for short loading for the miners are given measuring tapes to check for themselves and as well as all measurements are done in their presence. The miners

bring out their coal from the working places in standard baskets, stack the coal in *kudis* and the number of baskets brought is counted at three places. Short loading occurs only when the basket loads are not uniform. Such shortages are mutually settled but invariably no deduction is made, they being given time to make up the shortages whenever they choose.

16. There was no female labour employed underground during the last six years or seven years time and mostly they work on surface.

17. & 18. The colliery, having no female labour employed underground during the recent years, is not in a position to state the effect of the exclusion of the female labours.

19. Wages are strictly paid in cash and at the closing time of the end of the working day (previous to the day of rest to which the miners are entitled).

Replies to the supplementary questionnaire on coal by the Equitable Coal Company, Limited, Hurriladih Colliery.

1. Five days a week.
2. It is customary for the miners to go home periodically and so a break occurs in their attendance.
3. By train and bus, 3 to 5 hours.
4. Yes.
5. No small holdings are allotted to miners on condition they work in the mines. When the Company has small holdings available, miners are given first consideration amongst applicants.
6. Coal raising is under the direct control of the management, raising contractors are not employed.
7. We find direct control, and direct contract with the labour, is advantageous as compared to employing intermediaries, such as raising contractors.
8. They control to some extent the movement and routine of their respective gangs, and in most cases are men with experience and so inspire confidence in their less experienced fellow workers. Yes.
9. Only a few minutes.
10. As only a few minutes are taken to conduct all miners to the pit bottom, and to their working places, there is no detention.
11. 2 to 3 hours.
12. The capacity of the tubs used is 15 cwts. and the rates per tub vary as below :—
 - Machine coal. No coal cutting machine.
 - Hand cut coal, 7 annas.
 - C. P. coal. No. C. P. system.

There has been no change in the size of tubs since 1929, but the rates per tub have been increased, machine cut coal tubs from 3 annas to 4 annas and hand cut coal from 5 annas and 6 pies to 7 annas and 6 pies.

13. Ample supplies of tubs are always available, and haulages and subsidiary haulages maintain regular supplies right to the working face.

14. There is no weighing machine at the pit mouth, nor is one necessary. It is not necessary to calculate the quantity of coal raised by each miner or each gang of miners, as each miner is paid so much per tub, fully loaded.

15. There can be no overloading of coal tubs as they cannot be loaded more than full. No deductions are made for underloading but miners appreciate they are paid for a full tub, and they are readily amenable to ordinary discipline in this respect.

16. 40 to 50. 40 shale picking, road repairing, jungle clearing handloading wagons and general cleaning up work.

17(a). Increase in family earning, (b) more time available for care of children, (c) somewhat improved.

18. Increased by 30 to 45 per cent.

19. Wages are paid wholly in cash. As miners are paid so much per tub, it follows that on rest days, when they do not load tubs, they earn no wages. In cases of sickness however they are provided with free medical attention, including hospital accommodation when necessary, and are paid a daily allowance known as sick *khoraki*.

Replies to the supplementary questionnaire of the Bihar Labour Enquiry Committee on coal by Merrah Colliery, Chirkunda P. O.

1. On the average a miner works for five days.
2. We can account for absenteeism among the miners by the daily attendance of labour.
3. They come on foot and 15 minutes time require for it.
4. Yes.
5. Three persons assigned small holdings and no abuse.
6. By direct management.
7. No contractor.
8. Some reward. Yes, I am in favour of retaining it.
9. This is our open workings and 2 minutes time sufficient to reach the working faces.
10. Yes, they who cut floor coal get higher rates.
11. Five hours.
12. No tub.
16. Women are working as we are working in quarry.
17. No need.
18. No exclusion.
19. Partly in cash and partly in kind according to the will of the labour. No, they are not paid on rest day.

Replies to the supplementary questionnaire on labour in coal mines, submitted by the Equitable Coal Company, Limited, Kendwadih Colliery.

1. Five days a week.

2. It is customary for the miners to go home periodically, and so a break occurs in their attendance.

3. By train and bus, three to five hours, or on foot from near-by villages half to three-fourth hour.

4. Yes.

5. No small holdings are allotted to miners on condition they work in the mines. When the Company has small holdings available, miners are given first consideration amongst applicants.

6. Coal raising is under the direct control of the management, raising contractors are not employed.

7. We find, direct control and direct contract with the labour is advantageous as compared to employing intermediaries, such as raising contractors.

8. They control to some extent the movement and routine of their respective gangs, and in most cases are men with experience and so inspire confidence in their less experienced fellow workers. Yes.

9. Only a few minutes.

10. As only a few minutes are taken to conduct all miners to the pit bottom, and to their working places, there is no detention.

11. Two to three hours.

12. The capacity of the tubs used is 15 cwts. and the rates per tub vary as below :—

	Rs. a. p.		
Machine Coal	...		No coal cutting machine.
Hand cut coal	0	7	0
C.P. coal.	..		No. C.P. system.

There has been no change in the size of tubs since 1923, but rates per tub have been increased for hand cut coal tubs from annas 5 to annas 7.

13. Ample supplies of tubs are always available and haulages and subsidiary haulages maintain regular supplies right to the working face.

14. There is no weighing machine at the pit mouth, nor is one necessary. It is not necessary to calculate the quantity of coal raised by each miner or each gang of miners, as each miner is paid so much per tub, fully loaded.

15. There can be no overloading of coal tubs as they cannot be loaded more than full. No deductions are made for unloading but the miners appreciate they are paid for a full tub, and they are readily amenable to ordinary discipline in this respect.

16. 40 to 50. 40 shale picking, road repairing, jungle clearing, handloading wagons and general cleaning up works.

17. (a) Increase in family earning, (b) more time available for care of children, (c) somewhat improved.

18. Increased by 40 to 45 per cent.

19. Wages are paid wholly in cash. As miners are paid so much per tub, it follows that on rest days, when they do not load tubs, they earn no wages. In cases of sickness however, they are provided with free medical attention, including hospital accommodation when necessary, and are paid a daily allowance known as sick *khoraki*.

Replies to the general questionnaire by the Equitable Coal Company, Limited Agent's Office, Jharia, (Manbhum).

NATURE AND RECRUITMENT OF LABOUR.

12. The establishment of labour exchanges in the coalfields is wholly unnecessary and undesirable. During recent years, improvements in underground workings, better wages, better housing, water supply and sanitation, etc., have all contributed to make the mines more attractive to labour, with the result that although there is now more labour employed than in former years, it is more easily obtained than formerly, and a permanent mining population is being built up rapidly. It is obvious that within a comparatively short number of years, the Coal Industry will not be dependent upon the old methods of recruitment, but will be in possession of a permanent mining population.

HOURS OF WORK.

34. The hours of work in mines are as laid down in the Indian Mines Act. The hours prescribed are reasonable and I do not favour any alteration.

WAGES.

58. There is no necessary connection between the cost of living and the capacity of the industry to pay wages. The cost of living might be high at a time when the Industry was incurring heavy losses.

59. I am opposed to legislation to establish a minimum wage for the same reason that the Whitley Commission and the Government of India opposed this in the past.

WELFARE WORK.

81. I am of opinion that employers can only consider schemes for insurance against sickness on a contributory basis, the State, workers and employers all to contribute.

82. Women are not allowed to be employed underground in mines and the few employed on the surface receive maternity benefits from most employers.

INDEBTEDNESS.

92. There is no reason why co-operative stores should not be run by the workers.

93. I am in agreement with the views expressed by the Whitley Commission that unduly long wage periods are undesirable. In mines the general practice is to pay weekly.

TRADE UNION.

116. I am prepared to co-operate with properly registered trade unions if such unions conduct their affairs on sound trade union lines and comprise actual workers as members and office bearers.

INDUSTRIAL PEACE.

128. I see no objection to an Act being framed on the lines of the Bombay Trade Disputes Conciliation Act, 1934.

134. An improvement in the level of wages must be dependent upon an improvement in the Industry itself. It is my opinion that improvement cannot be effected so long as mines operated by the State continue to compete with private enterprise.

Summary of Replies
to the
Questionnaire
of
The Bihar Labour Enquiry Committee
(b)O—res.

(b)

Serial no.	Name	Number of workers.	Recruitment.	Labour office.	Labour exchange.
1	2	3	4	5	6
1	Noamundi Ore Mines.	833 M. 136 W. 1,692 M. 1,000 W.	Comp. .. Cont. ..	.. ..	.. ....
2	Gua Ore Mines ..	2,000 M. 700 W.	..	..	Against

Serial no.	Name.	Sick leave.			Privilege leave.		
		To whom given.	Period.	Allowance.	To whom given.	Period.	Allowance.
1	2	7	8	9	10	11	12
1	Noamundi Ore Mines.	Against ..		As in Jamshedpur.			
2	Gua Ore Mines ..	Not stated	1 month 2 months	Full .. Half ..	Not stated	15 days ..	Full

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
1	Noamundi Ore Mines.	As in Jamshedpur.			
2	Gua Ore Mines ..	..	..	..	..

Serial no.	Name.	Provident Fund.			Fines fund.
		To whom given.	Contribution.	Interest.	
1	2	17	18	19	20
1	Noamundi Ore Mines.	As in Jamshedpur.			
2	Gua Ore Mines ..	Provident fund to staff, pension scheme for labour u. c.			

(c)

Serial no.	Name.	Co-operative stores.	Credit Society.	Houses.		Schools.
				Number.	Rent.	
1	2	21	22	23	24	25
1	Noamundi Ore Mines.	..	..	411 65 per cent co's 50 per cent contractors.	Housed in them free.	One school— 104 boys 16 girls.
2	Gua Ore Mines ..	..	..	All housing..	Free ..	School under construction.

Serial no.	Name.	Medical aid.			
		Doctor or compounder.	Hospital or dispensary.	Treatment.	Medicine.
1	2	26	27	28	29
1	Noamundi Ore Mines.	Doctor, nurse, etc.	1 hospital ..	Free only ..	Free to staff
2	Gua Ore Mines ..	..	1 hospital ..	Free ..	Free ..

Serial no.	Name.	Sickness Insurance.		Hours.	Minimum wage.		
		For or against.	Basis.		For or against.	Amount.	Principle or machinery.
1	2	30	31	32	33	34	35
1	Noamundi Ore Mines.	..	..	..	For but on tub basis.		
2	Gua Ore Mines ..	..	..	8 hours (practice).	..	..	..

(d)

Serial no.	Name	Wages of unskilled labour.	Number of daily, weekly or monthly rated.	Proportion of wages to total cost.	Bonus or profit sharing bonus.	Profit.
1	2	36	37	38	39	40
1	Noamundi Ore Mines.	..	..	..	..	..
2	Gua Ore Mines ..	8 15 0 M. 6 8 0 W.	..	..	..	..

Serial no.	Name.	Accidents 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	Noamundi Ore Mines.	..	19	..	19 cases ..
2	Gua Ore Mines ..	..	Total 19	..	9 cases ..

Serial no.	Name.	Trade union.	Works committee.	Conciliation or arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	Noamundi Ore Mines.	In existence. Not registered and recognised.	..	..	..
2	Gua Ore Mines ..	Being formed	..	..	..

ORE.

Replies to the questionnaire of the Labour Enquiry Committee, Bihar, for Noamundi Ore Mine by the Tata Iron and Steel Company, Limited.

INTRODUCTION.

The Tata Iron and Steel Company, Limited, owns several iron ore mines and quarries. Only one iron ore mine, the Noamundi Iron Ore Mine, is situated in the province of Bihar. There are also in Bihar three small quarries, of schist rock, stone ballast and chrome ore, respectively, the last two having been opened only in April 1938. All the other iron mines and quarries are situated in the territories of Indian States or in provinces other than Bihar. The three quarries situated in Bihar are comparatively speaking so small that it has not been thought necessary to prepare answers in respect of the questions of the Labour Enquiry Committee. The Noamundi Iron Ore Mine is the largest of the iron ore mines owned and worked by the Company. A small part of this mine is situated in the Keonjhar State. Complete answers in respect of the labour employed on this mine in the areas included in the Bihar province have been prepared.

2. Except where otherwise distinctly stated to the contrary, all information supplied in these answers refers only to the employees of the Company at the Noamundi Mine and not to the employees of the contractors.

3. To some of the questions, more particularly those concerning questions of policy or where an expression of opinion is asked for, the answers given by the Tata Iron and Steel Company, Limited, to the questions of the Labour Enquiry Committee so far as they relate to the Jamshedpur Works, apply either entirely or *mutatis mutandis* to the Noamundi Mine. In all such cases the answers in this booklet merely refer to the answers for the Jamshedpur Works.

4. Wherever the Factories Act is referred to in these questions, the answers have been framed as though the reference is to the Indian Mines Act of 1923 (Act IV of 1923).

August 1938.

A.—NATURE OF RECRUITMENT OF LABOUR.

Question 1.—

Answer.—The information is given below :—

The figures below are as on 1st April, 1938.

Superior Supervisory Establishment (in addition the Noamundi Mine is under the administrative control of the Superintendent, Ore Mines and Quarries and the General Superintendent of Ore Mines and Quarries and Prospecting)				..	1
Other Supervising Establishment				..	9
Clerks	..	..	..	..	17
Female Nurse	..	..	..	..	1
Work people.				Standard sanctioned force.	Temporary casual labour.
Men	..	..	..	483	350
Women	..	..	..	43	93
Children	..	..	..	Nil	Nil

These figures do not include contractor's labour. The strength of such labour varies. On the 1st April, 1938, it was 2,692 made up of 1,692 men and 1,000 women.

The Company work part of the mine in Keonjhar State outside the province of Bihar. The above figures do not include the workers in Keonjhar State. On 1st April 1938 the numbers of workers in Keonjhar were 141 men and 50 women.

Question 2.—

Answer.—The whole of the standard force of 554 employees is permanently settled at Noamundi and the surrounding villages. Of the temporary and casual departmental labour about 43 per cent are permanently settled at Noamundi the remainder are migratory. Of the contractor's labour about 1,300 work people are permanently settled at Noamundi and the remainder are migratory.

Question 3.—

Answer.—The migratory labourers, vide details given in answer to question 2, live in village homes.

Question 4.—

Answer.—The supervisory and clerical establishment belong to almost all the provinces of India. The work people are mainly drawn from the Kolhan and Keonjhar areas.

Question 5.—

Answer.—In 1937 the annual 'turn over' among employees of the sanctioned Standard Force was just under 10 per cent

With the introduction of the Profit Sharing Bonus Scheme, the 'turn over' is expected to fall appreciably.

The 'turn over' for casual and temporary labour varies considerably with reference to the programme of new construction and miscellaneous temporary jobs.

Question 6.—

*Answer.—*The information required is given below :—

1936.		1937.	
From standard force.	From temporary and casual labour.	From standard force.	From temporary and casual labour.
(a) Retirement	Nil.	Nil	Nil
(b) 1. Dismissal	19	19	2
2. Discharges	24	52	16
(c) Sickness or accident.	5	Nil	3
(d) Slackness or stoppage of operations including discharges when particular temporary work on which employed ceased.	Nil	208	3
(e) Own account	161	105	27
			315
			112

A large number of the casual labourers whose services terminated on account of the completion of the particular works on which they were employed, were engaged again on other temporary work undertaken during the year.

Question 7.—

*Answer.—*Departmental workers are recruited directly by the management. No intermediaries or jobbers are in any way

connected with such recruitment. The contractors recruit their own labourers.

Question 8.—

*Answer.—*We prefer the existing arrangements as they have worked satisfactorily.

Question 9.—

Answer.—(1) Yes.

(2) Records are maintained of all applications of recent dates.

(3) Complete records are maintained of new entrants.

Question 10.—

*Answer.—*No. The recruitment is made by reference to the records referred to in answer to question 9, due consideration being given to qualifications of the applicants.

Question 11.—

*Answer.—*No.

Question 12.—

*Answer.—*No.

Question 13.—

*Answer.—*Casual labour is employed for work of a temporary or casual nature such as new construction works, for handling an abnormal rush of work for a short period or when there is temporary increase in despatches. The percentage of casual and temporary labour to the total force of labour varies from time to time considerably, principally with reference to the size of programme of new construction works. The percentage on the 1st April, 1937 was about 15, and on the 1st April, 1938, it was 45.

Question 14.—

*Answer.—*Skilled labourers are also employed for work of a temporary character.

The proportion so employed varies considerably, principally with reference to the programme of new construction. At a rough estimate about 7 per cent of the total number of all skilled labourers during the year 1937-38 in service for less than 6 months.

B.—CONDITIONS OF EMPLOYMENT.

Question 15.—

*Answer.—*Same as for the Jamshedpur Works.

Question 16.—

*Answer.—*No formal system has been arranged for the training of apprentices, but our fitter helpers, machinist helpers, hammermen, moulder helpers, electrical fitter helpers, carpenter helpers and firemen are all on a five-year graded scale of pay rising from annas eight per day to rupee one and in some cases to Rs. 1-4-0 per day. This five-year period is a training period and vacancies for fitters, machinists, blacksmiths, moulders, electrical fitters, carpenters and locomotive drivers are filled as far as possible from suitable men who have completed these five years' training.

Question 17.—

*Answer.—*For most categories of workers the sanctioned rates of pay are on an incremental basis. Details of the sanctioned rates of pay at present in force are given in Appendix 'A'

Details of the promotions during the last five years are contained in Appendix 'B'.

Question 18.—

*Answer.—*The answer for the Jamshedpur Works applies *mutatis mutandis*.

Question 19.—

*Answer.—*Same as for the Jamshedpur Works.

Question 20.—

*Answer.—*Same as for the Jamshedpur Works.

Question 21.—

*Answer.—*Same as for the Jamshedpur Works.

Question 22.—

*Answer.—*Same as for the Jamshedpur Works.

Question 23.—

*Answer.—*Every Monday, or a substituted day within three days immediately preceding or succeeding a Monday, is a holiday

for every worker. (These holidays are with pay for monthly-rated workers and without pay for daily-rated employees.)

The Founder's Day, which is celebrated on the 3rd of March, is a holiday for all employees. A few who are called upon to work on that day are given another day during the year as a holiday in lieu of it. The Founder's Day is a holiday with pay for both monthly-rated and daily-rated employees.

Question 24.—

Answer.—Safety posters are posted in different places in the mining area and a list of the safety posters is given in Appendix 'C'.

The question of issuing a self-contained set of rules affecting discipline and conduct of workers in other matters is under consideration.

Question 25.—

Answer.—Rules and standing orders are put up on the Notice Board and circulated amongst the employees concerned who are able to read the notices. The provisions of these notices are explained to others in their own vernacular by their superiors.

Question 26.—

Answer.—Such cases are reported to the Manager by the Sectional Heads concerned. The Manager investigates the cases giving full opportunity to the accused to explain his conduct. Punishment is meted out if necessary, by the Manager. If the party concerned feels aggrieved, he can appeal to the Superintendent, Ore Mines and Quarries, the General Superintendent of Ore Mines and Quarries and Prospecting, and to the General Manager.

Question 27.—

Answer.—Same as for the Jamshedpur Works.

Question 28.—

Answer.—The answer given to question 26 for the Jamshedpur Works applies.

Question 29.—

Answer.—Same answer as for the Jamshedpur Works.

Question 30.—

Answer.—Punishments during the year ending 31st March 1938:—

Punishments.	Number punished.
Reduction in pay,	1.
Discharges and dismissals excluding discharges of casual and temporary labour on cessation of work .. .	2

Question 31.—

Answer.—(a) If a skilled labourer is absent for more than a month without permission, he is written to requesting his return to duty within 15 days. If he does not return within that time or does not give good reasons justifying the grant of leave, he is discharged.

(b) In the case of unskilled labour, absences without leave are a method of resignation. If a man is absent without leave for more than a month, his services are terminated.

Question 32.—

Answer.—If more than five minutes late in attendance, a warning is given for the first offence. For subsequent offences one hour is cut from attendance. Habitual late attendance is treated as an offence and dealt with accordingly. (See answer to question 26.)

Question 33.—

Answer.—No fines are imposed.

C.—HOURS OF WORK.

Question 34.—

Answer.—(a) See answer to question 35.

(b) We consider the existing hours of work satisfactory and are, therefore, not in favour of shorter hours of work. We have no specially strenuous or hazardous jobs.

Question 35.—

Answer.—The hours of work for the employees of the Noamundi Iron Mine are detailed below. The hours of the former notice are for the cold weather months and in the latter notice the hours are for the hot weather months.

NOTICE No. NL 1469/25 of 17-8-37.

	Working Hours.	Interval.
Office	{ 7 A.M. to 12 noon 2 P.M. to 5 P.M.	12 noon to 2 P.M.
Anti-malaria gang ..	Will follow Office Relays	Ditto.
Blasting	{ 9 A.M. to 12 noon. 3 P.M. to 8 P.M.	12 noon to 3 P.M.
Public Works Department Shop, Traffic, Survey and Laboratory (Labour Section only) to follow the following Relays: Office Section.	Same as Office	Same as Office.
First Relay	{ 7 A.M. to 12 noon 1 P.M. to 4 P.M.	12 noon to 1 P.M.
Second Relay	{ 4 P.M. to 10 P.M. 11 P.M. to 1 A.M.	10 P.M. to 11 P.M.
Third Relay	1 A.M. to 7 A.M.	Nil.
All persons working in load- ing, Telephone, Power House and Boiler House a continuous shift of	8 hours beginning 7 A.M.	
Chowkidars with guns ..	{ Stretch of four hours within the above Relays.	
Mines Foreman	Same as Office Relays	Same as Office Relays
Mining Department ..	Same as first Relay	Same as first Relay.
Medical Officer, Compoun- der, Nurse, and Dresser.	{ 7 A.M. to 11 A.M. 4 P.M. to 6 P.M.	11 A.M. to 4 P.M.
Sanitary Overseer	Same as Office Relays	Same as Office Relays
Sanitary gang	{ 6 A.M. to 11 A.M. 2 P.M. to 6 P.M. 11 A.M. to 2 P.M. 5 P.M. to 10 P.M.	11 A.M. to 2 P.M. 2 P.M. to 5 P.M.
Filter plants	{ Same as the 1st, 2nd and 3rd relays.	Same as the 1st, 2nd and 3rd relays.
Night Choukidars	{ 8 P.M. to 9-30 P.M. 10-30 P.M. to 5 A.M.	9-30 P.M. to 10-30 P.M.

REVISED NOTICE No. 528/25 of 1-4-38.

	Working Hours.	Interval.
Office	{ 6 A.M. to 12 noon. 3 P.M. to 5 P.M.	12 noon to 3 P.M.
GENERAL RELYAS :—		
First Relay .. .	{ 6 A.M. to 12 noon. 1 P.M. to 3 P.M.	12 noon to 1 P.M.
Second Relay .. .	{ 3 P.M. to 9 P.M. 10 P.M. to 12 P.M.	9 A.M. to 10 P.M.
Third Relay .. .	12 P.M. to 6 A.M.	Nil.
Mines Foreman, P. W. Inspector, Survey and Engineering (Office Sec- tion), Traffic, Workshop (Office Section), Sani- tary Overseer, Anti- malaria gang. }	Same as Office ..	Same as Office.
Public Works Department Shop, Traffic, Survey and Engineering (Labour Section only). }	Same as General Relay	Same as General Relay.
Chowkidars on duty with gun. }	Stretch of four hours within the above Relays.	
Medical Officer, Compoun- der, Nurse, and Dresser. {	6 A.M. to 10 A.M. 4 P.M. to 6 P.M.	10 A.M. to 4 P.M.
Mining Staff .. .	{ 6-30 A.M. to 11-30 A.M. 1 P.M. to 4 P.M.	11-30 A.M. to 1 P.M.
Blasting .. .	{ 8 A.M. to 11 A.M. 3 P.M. to 8 P.M.	11 A.M. to 3 P.M.
Sanitary Gang .. .	{ 5 A.M. to 11 A.M. 3 P.M. to 5 P.M.	11 A.M. to 3 P.M.
Filter Plant .. .	{ 5 A.M. to 11 A.M. 3 P.M. to 5 P.M.	11 A.M. to 3 P.M.
Dam Guard .. .	8 A.M. to 4 P.M.	
Night Chowkidars .. .	8 P.M. to 4 A.M.	

Question 36.—

Answer.—The mine is not a 'continuous process mine. Every Monday is a rest day as explained in the answer to question 23. Full details of shifts worked are given in answer to question 35.

It is not necessary to have overlapping shifts for the same kind of work.

Question 37.—

Answer.—Yes, we do change the hours of shift according to seasons.

See answer 35.

Question 38.

Answer.—Yes, when necessary. Overtime is calculated on the basis of daily hours worked extra and at the ordinary hour rate. All work people are bound by the provision of the Indian Mines Act, 1923, regarding hours of employment:

Question 39.—

Answer.—No workmen are regularly called upon to work overtime. Generally overtime is only necessary when the Railway Company supply empties late; then the loading staff may have to work overtime and are paid for the overtime worked at the ordinary hour rate.

Question 40.—

Answer.—No.

Question 41.—

Answer.—

	1933	1934	1935	1936	1937
No. of days mine worked ..	313	313	313	314	312

There was no stoppage on account of overhauling and breakdown and no enforced idleness.

D.—CONDITIONS IN FACTORIES.

Question 42.—

Answer.—Yes, we do all that is required by us by the provisions of the Indian Mines Act and the Rules, Regulations and Bye-laws framed thereunder.

Question 43.—

*Answer.—*The provisions of the Indian Mines Act and the Rules and Regulations made thereunder bearing on this subject are strictly adhered to. We are satisfied with the existing Rules and Regulations.

Question 44.—

*Answer.—*No.

Question 45.—

*Answer.—*The question does not arise.

Question 46.—

*Answer.—*No objection.

Question 47.—

*Answer.—*No answer.

Question 48.—

*Answer.—*We have no suggestion to make.

E.—WAGES.

Question 49.—

*Answer.—*1. The information required is given in Appendix 'D'. The Wage Statements form adopted gives in addition to the information required in the form prescribed by the Committee certain additional information which we consider will be useful to the Committee.

2. The Wage Statements show the rates of pay as actually drawn of the different categories in the six months selected by the Committee. In regard to coolies (male), *rejas* (women), male sweepers and women sweepers, information in regard to the month of March 1938 is included in the Wage Statements. This has been done in view of the fact that with effect from the 1st February 1938 the wage rates of these categories have been considerably improved, see the concluding portion of the answer to question 55.

3. All the employees in the mine work on a time basis and receive the profit sharing bonus. The medical staff receive the following monthly allowances ;—

(a) Medical Officers	..	Rs. 40 per month.
(b) Nurses	..	.. 15 per month.
(c) Compounders	..	.. 10 per month.

Fuel is supplied in reasonable quantity at the expense of the Company to all employees at the mine drawing a wage of eight annas per day and over. Full information regarding the other benefits, the more important of which are the Provident Fund, the retiring gratuity and leave privileges, is given in the answers to other questions.

4. The figures in the following table show the increases and decreases per cent per worker on wages actually drawn when comparing January and March 1938 with January 1929 :—

Category of workers.	Number of workers in January 1938.	Increase or decrease (—) per cent per worker of wages proper of January 1938 and March 1938 compared with January 1929.	Increase or decrease (—) per cent per worker on total of wages proper plus profit sharing bonus of January 1938 and March 1933 compared with January 1929.
Foremen and office staff drawing Rs. 100 and above.	5	11.91	22.74
Foremen and office staff drawing below Rs. 100.	35	56.82	75.75
Drivers	19	5.62	13.22
Fitters	11	5.73	18.83
Mates	52	—4.66	4.96
Helpers and Khalasis ..	52	16.78	31.07
Miscellaneous categories	25	1.56	13.02
Chowkidars	31	—4.18	7.32
Coolies (men)	508	—37.31	—32.33
Sweepers (male)	42	—10.87	—0.54
Rejas (women)	85	—26.40	—24.80

5. When considering the results brought out in the Wage Statements and in the above table it is necessary to bear in mind

that from 1924 to some time in 1929 the wage rates for unskilled labour were abnormally high as the demand for labour in Noamundi and the neighbouring areas was very great. The main cause for this was the construction of the Amda Jamda Railway and the opening of the Noamundi Iron Ore Mines, the Gua Iron Ore Mines and Messrs. Bird and Company's Iron and Manganese Ore Mines nearby in the Keonjhar State. A further reason for the higher average earnings in January and July 1929 of each of the categories referred to was the higher average attendance.

Instead of average earnings which depend on attendance, if we take average wages, the position of coolies, sweepers and rejas would be as follows :—

		Increase or decrease (—) per cent per worker in March 1938 com- pared with January 1929 (average pay + share of profit sharing bonus).
Coolies (men)..	..	+ 4.59
Sweepers (male)	..	— 6.24
Rejas (women)	..	— 10.00

6. From February 1938 the wages of unskilled labour, coolies, *rejas* and sweepers have been increased from a graded scale of four annas per day rising by annual increments to a maximum of seven annas six pies per day for men, and three annas per day rising by annual increments to a maximum of five annas for women, to a graded scale of five annas per day rising by annual increments of six pies to seven annas six pies per day for men and four annas per day rising by annual increments of three pies to five annas six pies per day for women. As this scale of wages has only recently been introduced and rises by annual increments, the average rate of earnings for this class of labour is likely to be much better in the near future than at present.

7. Apart from unskilled labour there has been a general improvement in recent years in the wage rates of other categories. Attention in this connection is invited to information supplied in answer 17 and the wage rates in the Wage Statements.

Question 50.—

*Answer.—*No change. All employees are on time-rate basis.

Question 51.—

*Answer.—*In fixing the rates of pay the local rates for similar type of work are considered. The rates paid by the Company are usually higher than the local rates.

Overtime is paid for as stated in the answer 39.

Question 52.—

Answer.—No.

Question 53.—

Answer.—

			Standard sanctioned force.	Temporary casual labour.
(a) On daily basis	..	..	92%	Cent per cent.
(b) On monthly basis	..	..	8%	Nil.

There is no demand on the part of the men for a change in the system of rating from a daily to a monthly basis. Any such change would mean a departure from ordinary practice and would complicate the calculation of the rate of wages, especially in the case of temporary hands.

If all the daily rated employees of the sanctioned standard force are made monthly rated without any adjustment in their wages, the additional expenditure involved will be Rs. 23,000 approximately per year. The conversion would not affect the efficiency and stability of the labour force.

Question 54.—

*Answer.—*Both men and women coolies are paid weekly and the rest are paid monthly. The number of workers in each weekly pay period is 795 and in each monthly pay period is 202.

About a week elapses between the end of the weekly wage period and the date of payment. In the case of the daily rated monthly paid staff, about a week elapses between the end of the wage period and the date of payment. In the case of the monthly rated staff, the end of the pay period and the date of payment almost coincide. The present system is satisfactory.

Question 55.—

*Answer.—*For the reasons explained in answer 49, the cooly rates in 1929 were 8 annas for men and 5 annas for *rejas*. With the decrease in the demand for labour, the fall in prices and the prevailing depression, wages were reduced between 1929 and 1932. Men were recruited on rates varying from 5 annas to 8 annas and *rejas* from 4 annas to 5 annas. Towards the end of 1932 coolies were recruited at 4 annas and *rejas* 3 annas. The rates of men who were already drawing higher wages than these

were not reduced but only new recruits were taken up at these rates. In July 1937 these rates were raised as follows :—

For men 4 annas a day on the first appointment and after one year's service 5 annas a day ; for women 3 annas a day on first appointment and after one year's service 3 annas 6 pies a day. And thereafter for both an increase of 3 pies a day every year until they reach the maximum rates of 7 annas 6 pies and 5 annas a day, respectively.

From February 1938 the cooly rates have been revised as follows :—

For men 5 annas a day on first appointment and thereafter 6 pies per day increase after every year until they reach 7 annas 6 pies a day ; and for women 4 annas a day on first appointment and thereafter 3 pies per day increase after every year until they reach 5 annas 6 pies a day.

During the period 1929 to 1934 incremental scales replaced fixed rates of pay for many categories. (Appendix 'A'.)

Question 56.—

Answer.—The deductions to which the wages of the workers are subjected are :—

1. Income-tax and Sur-tax.
2. Court attachments and any other deductions required to be made by order of a Court or other authority competent to make such order.
3. Deductions for absence from duty when no leave is due to the credit of an employee.
4. Deductions for damage to or loss of "goods" expressly entrusted to the employee for custody or for loss of money for which he is required to account, where such damage or loss is directly attributable to his neglect or fault.
5. Deductions on account of electric power supply.
6. Deductions for repayment of temporary advances and overpayment of wages.
7. Deductions on account of subscriptions to the Provident Fund and repayment of loans taken from the Provident Fund.

8. Deductions for payment to Co-operative Societies.
9. Deductions in respect of payment of stores bills.
10. Subscription to the Tisco Review Magazine.
11. Penalties for failure to give due notice of leaving service.

Question 57.—

*Answer.—*The only bonus paid is the profit sharing bonus. Particulars regarding this bonus are contained in the answer 57 of the Jamshedpur Works.

Questions 58—65.—

*Answer.—*The answers to these questions for the Jamshedpur Works apply *mutatis mutandis*.

F.—RATIONALIZATION.

Question 66.—

*Answer.—*There are none.

Question 67.—

*Answer.—*This question does not arise.

Question 68.—

*Answer.—*This question does not arise.

Question 69.—

*Answer.—*This question does not arise.

G.—WELFARE.

I.—EDUCATION.

Question 70.—

Answer.—(a) No children are employed.

(b) Yes, one free primary school maintained at the Company's cost.

104 boys and 16 girls are on the rolls of the free primary school maintained for the children of the employees.

Question 71.—

*Answer.—*No,

II.—HEALTH.

Question 72.—

Answer.—(a) Nil.

(b) Well-equipped hospital with three wards for in-patients ; staff—one Medical Officer, one Compounder, one Dresser and one qualified Nurse. All treatment and medicines are free to all comers. Treatment is not confined to Company's staff only. In serious cases consultations are arranged with Jamshedpur Medical Staff or patients are transferred to the Jamshedpur Hospital.

(c) Nil.

A Special Female Ward exists in the hospital and the nurse is a trained Midwife.

We consider the existing facilities are adequate and satisfactory.

Question 73.—

Answer.—No charge is made.

Question 74.—

Answer.—No.

Question 75.

Answer.—The chief diseases are Malaria, Pyrexia, and diseases of the Respiratory System and of the Intestines.

The figures of deaths that occurred in 1936 and 1937 from various diseases show that the mortality is small.

Mortality table.

Diseases.	1936.	1937.
Malaria	1	Nil
Blackwater Fever .. .. .	..	..
Small-pox	1	..
Kalazar	1	..
Pneumonia	1	5
Pyrexia of uncertain origin and diseases due to infection	4	3
Other diseases due to deficiency or disorder of nutrition or metabolism	1	..

Diseases.	1936.	1937.
Diseases of the Liver	2	..
Labour abnormal	1	..
Diseases of the Areolar Tissue .. .. .	..	1
Disease of the Respiratory System other than Pneumonia and Tuberculosis	1	2
Diseases of the intestines including Diarrhoea, dysentery and Tumors	1	3
	<hr/>	<hr/>
Total	14	14
	<hr/>	<hr/>

Question 76.—

Answer.—Except Malaria, there are no epidemic or industrial diseases here and therefore no particular measures are needed to combat them. Special measures exist to prevent malaria. A very active anti-malaria campaign has reduced the incidence of malaria from a very grave condition to almost negligible proportions. (Appendix 'E'.)

When Small-pox or Cholera occur in the neighbouring areas, vaccines are provided by the Company.

As a general measure of precaution against disease, the water-supply to the workers is purified and chlorinated.

Question 77.—

Answer.—Deficiency diseases are very rare.

Question 78.—

Answer.—(a) A fair supply of latrines are maintained, and more are being provided but many workers prefer to use the jungle.

(b) Nil. (c) Yes, privacy is provided for all latrines and bathing places.

Question 79.—

Answer.—Drinking water is supplied at work places and at workers' quarters. Cold water is available at mining faces during the hot season,

Question 80.—

*Answer.—*Same answer as for the Jamshedpur Works.

Question 81.—

*Answer.—*Same answer as for the Jamshedpur Works.

Question 82.—

*Answer.—*Same answer as for the Jamshedpur Works.

III.—HOUSING.

Question 83.—

Answer.—(a) 411 quarters are provided by the employer. Appendix 'F' gives the information required by the latter part of the question for the quarters provided.

(b) Nil.

(c) Nil.

(d) Nil.

Question 84.—

*Answer.—*Yes ; quarters have been provided for all except those living in neighbouring villages. Quarters exist for 65 per cent of the Company's employees and 50 per cent of the contractor's employees.

Question 85.—

*Answer.—*All quarters are provided rent free.

Question 86.—

*Answer.—*None. As none is required.

Question 87.—

*Answer.—*Not necessary.

IV.—REST AND RECREATION

Question 88.—

Answer.—(a) A football ground and a *maidan* for other games have been provided. A playground for children with swings, etc., has also been provided.

(b) The employees' club arranges for indoor games.

(c) Occasional theatrical entertainments and *Puja* performances are arranged by the employees.

Arrangements are being made for a Cinema Machine to visit the mine occasionally. This will be at the Company's expense.

(d) The employees arrange refreshments for themselves.

Question 89.—

Answer.—Shelters are provided but not separately for men and women.

Question 90.—

Answer.—There are no creches for children.

H.—INDEBTEDNESS.

Question 91.—

Answer.—Most of the daily-rated workers obtain a large portion of their requirements by cash purchases on bazar days. The rest of their requirements they obtain on credit from local shop-keepers. Other categories of workers obtain most of their requirements on a month's credit from the local shop-keepers.

Credit prices are generally about 5 per cent higher than cash prices.

Question 92.—

Answer.—See answer 92 for the Jamshedpur Works. Co-operative Stores have been established by the employees at our other mines but not at Noamundi. The employees at Noamundi will be encouraged to do so by the Company.

Question 93.—

Answer.—The answer 93 of the Jamshedpur Works applies *mutatis mutandis*.

Question 94.—

Answer.—Same as for the Jamshedpur Works.

Question 95.—

Answer.—Same as for the Jamshedpur Works.

Question 96.—

Answer.—Same as for the Jamshedpur Works.

Question 97.—

Answer.—Same as for the Jamshedpur Works.

Question 98.—

Answer.—We think that where there is a large permanently settled industrial population, establishment of Co-operative Societies is desirable. Please see answer to this question for the Jamshedpur Works in that connection. In a small place like Noamundi, a Credit Society and Co-operative Stores may be opened if suitable and reliable men to run them are forthcoming.

I.—WORKMEN'S COMPENSATION.

Question 99.—

Answer.—The number of accidents in respect of the Company's employees were as follows :—

5 in 1935	}	All minor accidents resulting in temporary disablement only.
3 in 1936		
11 in 1937		

Question 100.—

Answer.—5 in 1935.

3 in 1936.

11 in 1937.

No case was referred to the Commissioner.

Question 101.—

Answer.—No difficulties have been experienced.

Question 102.—

Answer.—No.

J.—TRADE UNION.

Question 103.—

Answer.—One Trade Union was established in June 1937 with the object of remedying the grievances mentioned in answer to question 120. Although the majority of the workers on the standard force were members of the so-called Union, it was a badly organised and incoherent body. As far as we are aware, no proper rules were framed or constitution laid down. This so-called Union has not functioned since the attainment of the objects mentioned in answer to question 120 and the Union is now being dissolved voluntarily. The Union was not registered and was not recognised.

Question 104.—

*Answer.—*Not registered.

Question 105.—

*Answer.—*No.

Question 106.—

*Answer.—*There is only one Trade Union which is being voluntarily dissolved.

Question 107.—

*Answer.—*No.

Question 108.—

*Answer.—*No.

Question 109.—

*Answer.—*It is not affiliated to any organisation.

Question 110.—

*Answer.—*The latter portion of the answer 110 for the Jamshedpur Works applies.

Question 111.—

*Answer.—*Please see answer 103. The majority of the members of the standard force were members of the Trade Union but it was a body formed for a specific purpose only and is now being dissolved as the purpose has been achieved.

Question 112.—

*Answer.—*As stated in answer 103, the Union was not properly organised and it is not known whether any Executive Committee was formally constituted at all.

Question 113.—

*Answer.—*Please see answers 103 and 110.

Question 114.—

*Answer.—*There are no Works Committees.

Question 115.—

*Answer.—*No.

Question 116.—

*Answer.—*Same as for the Jamshedpur Works.

Question 117.—

*Answer.—*No restrictions are placed.

K.—INDUSTRIAL PEACE.

Question 118.—

*Answer.—*One.

Question 119.—

*Answer.—*The strike in June 1937 lasted only one day. It ended on the management promising to enquire into the grievances of the men. Such an enquiry was made and the grievances rectified.

Question 120.—

*Answer.—*The grievances were—

- (a) personal complaints of bad treatment against the Manager,
- (b) the de-roofing of the huttings in storm, and,
- (c) low rates of wages which were asked to be increased.

Question 121.—

*Answer.—*The strike was settled in the following manner :—

- (a) The Manager was dismissed.
- (b) The huttings were repaired.
- (c) The wage increase was granted.

Question 122.—

*Answer.—*Please see answer 121.

Question 123.—

*Answer.—*No special arrangement was necessary as the strike lasted only for one day.

Question 124.—

*Answer.—*As the strike lasted only one day the loss was negligible.

Question 125.—

Answer.—Workers can approach the Manager, Superintendent of Ore Mines and Quarries or General Superintendent of Ore Mines and Quarries and Prospecting, direct and can petition the General Manager.

Question 126.—

Answer.—The Manager himself is in direct touch. No jobbers are employed.

Question 127.—

Answer.—There is no permanent joint machinery for the settlement of disputes. As there has been only one dispute which has been settled in the manner described in answer 121, no need either for a permanent machinery or an *ad hoc* authority has been experienced.

Question 128.—

Answer.—Same reply as for the Jamshedpur Works.

Question 129.—

Answer.—Attention is invited to the reply for the Jamshedpur Works. We are of opinion, however, that for a small place like Noamundi, where trade disputes are rare, Labour Officers and Conciliators are not required locally.

Question 130.—

Answer.—Please see answer 129.

Question 131.—

Answer.—Same reply as for the Jamshedpur Works.

Question 132.—

Answer.—No separate balance sheets and profit and loss accounts are maintained for the Noamundi Ore Mines as they are part of the Tata Iron and Steel Company's Works and supply raw materials for the manufacture of iron. The accounts of the Mines are merged in the accounts of the Company for which a reference is invited to the answer to this question for the Jamshedpur Works.

Question 133.—

Answer.—No answer.

Question 134.—

Answer.—Same as for the Jamshedpur Works.

Question 135.—

Answer.—We have no alterations or improvements to suggest.

APPENDIX ' A ' TO ANSWERS 17 AND 55.
Grading System of Outdoor and Mechanical Staff, etc.

SURVEYORS.

(G. M.'s Sanction no. L.2919/34, dated 16th August 1934.)

" A " Class Surveyors	Rs. 120—6—150.
Surveyors	Rs. 90—5—120.
Assistant Surveyors	Rs. 70—5—85.

OUTDOOR STAFF.

(G. M.'s Sanction no. L.-3644/34, dated 10th October, 1934.)

Traffic Inspector	Rs. 60—5—100.
Loading Assistants	Re. 1-0-0 to Rs. 1-8-0 per day.
Loading Mates	Re. 0-8-0 to Re. 1-0-0 per day.
Permanent Way Inspector	Rs. 70—5—100. E. B.—5—120.
Head Line Mate	Re. 1-0-0 to Rs. 1-5-0 per day.
Line Mates	Re. 0-8-0 to Re. 1-0-0 per day.
Mines Foreman	Rs. 70—5—100. E. B.—5—125.
Assistant Mines Foreman	Rs. 40—5—70.
Mining Mates	Re. 0-10-0 to Re. 1-0-0 per day.
Overseers	Rs. 50—5—70.
Sub-overseers	Rs. 30—5—50.
Tracer	Rs. 40—5—55.
Survey Mates	Re. 0-8-0 to Re. 1-0-0 per day.
Blasting Inspector	Rs. 50—5—80.
Blasting Mates	Re. 0-10-0 to Re. 1-0-0 per day.
Sanitary Overseer	Rs. 50—4—75.
Sanitary Mates	Re. 0-8-0 to Re. 1-0-0 per day.
Chemist	Rs. 90—5—120.
Head Sampler	Rs. 30—3—45.
Sampling Helpers	Re. 0-10-0 per day.
Head Jamadar	Re. 1-0-0 per day.
Chowkidars	Re. 0-8-0 by 0-2-0 to Re. 0-12-0 per day.

APPENDIX 'A'—contd.**OUTDOOR STAFF.**

(G. M.'s Sanction no. L.-3284/37, dated 2nd June 1937.)

Head Timekeeper	Rs. 55—4—75.
Assistant Timekeeper	Rs. 35—3—50.

MECHANICAL STAFF, ETC.

(G. M.'s Sanction no. L.-3643/34, dated 10th October 1934.)

SHOP SECTION.

Head Fitter	Rs. 2-8-0 to Rs. 3-8-0 per day.
Fitter (Min. 5 years' experience)	Rs. 1-4-0 to Rs. 2-8-0 per day.
Fitter Helpers 5 years' training Annual Rates ..	Re. 0-8-0, 0-10-0, 0-12-0 per day, Re. 1-0-0, Rs. 1-4-0 per day.
Boiler Maker and Fitter	Rs. 1-8-0 to Rs. 3-0-0 per day.
Machinist (Min. 5 years' experience)	Rs. 1-8-0 to Rs. 3-0-0 per day.
Machinist Helper 5 years' training Annual Rates ..	Re. 0-8-0, 0-10-0, 0-12-0 per day, Re. 1-0-0, Rs. 1-4-0 per day.
Compressor Engine Driver	Rs. 1-7-0 per day (fixed salary).
Master Blacksmith (able to read drawings) ..	Rs. 2-0-0 to Rs. 3-0-0 per day.
Blacksmith (5 years' experience)	Rs. 1-0-0 to Rs. 2-0-0 per day.
Hammerman (5 years' training)	Re. 0-8-0 by 0-2-0 annually to Re. 1-0-0 per day.
Moulder	Rs. 1-8-0 to Rs. 3-0-0 per day.
Moulder Helper	Re. 0-8-0, by 0-2-0 annually to Re. 1-0-0 per day.

ELECTRIC.

Assistaat Electric Foreman (with diploma) ..	Rs. 75-0-0, Rs. 5-0-0 annually to Rs. 120-0-0.
Switchboard Operator (with diploma) ..	Rs. 45-0-0, Rs. 5-0-0 annually to Rs. 70-0-0.

APPENDIX ' A '—*contd.*

Switchboard Operator (with practical training only) ..	Rs. 1-8-0 to Rs. 2-0-0 per day.
Electrical Head Fitter	Rs. 2-8-0 to Rs. 3-8-0 per day.
Electrical Fitters	Rs. 1-4-0 to Rs. 2-8-0 per day.
Electrical Fitter Helpers* (5 years' training Annual Rates) ..	Re. 0-8-0, 0-10-0, 0-12-0, Re. 1 0-0, Rs. 1-4-0 per day.
Carpenters	Same as Blacksmiths.
Carpenters Helpers	Same as Hammermen.
Masons	Re. 0-12-0 to Rs. 1-8-0 per day.
Plumbers and Pipe Fitters	Rs. 1-8-0 to Rs. 2-8-0 per day.

MECHANICAL RUNNING SECTION.

Loco Driver (with knowledge of fitting) ..	Re. 1-0-0 to Rs. 2-0-0 per day.
Fireman (after 5 years promoted to Drivers as vacancies occur) ..	Re. 0-8-0 to 0-2-0 annually to Re. 1-0-0 per day.
Boiler Driver	Re. 1-0-0 to Rs. 1-8-0 per day.
Drum Drivers (already engaged) ..	If suitable bring up by annas two annual increments to the scale. Unsuitable transfer.
Drum Drivers (new appointments) ..	Re. 1-0-0 to Rs. 1-8-0 per day.
Crusher Driver	Re. 1-0-0 to Rs. 1-8-0 per day.
Khalassies	Re. 1-0-0 to Rs. 2-0-0 per day.

MISCELLANEOUS.

Dresser	Re. 1-0-0 to Rs. 1-4-0 per day.
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(G. M.'s Sanction no. L.-1086/38, dated 17th February 1938.)

Mason Helpers	Re. 0-8-0 by annas 2 annually to Re. 1-0-0 per day.
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*All helpers interchangeable. Electric-fitters helpers in 4th and 5th years will drive Crusher-Motor, Tipple-Motor, Compressors, etc.

APPENDIX ' A '—*contd.*

MEDICAL STAFF.

Medical Officer	Rs. 80—10—200 <i>plus</i> Rs. 40 allowance (with efficiency bars at Rs. 120 and 170).
Compounder	Rs. 35—5—70 <i>plus</i> 10 allowance.
Nurse	Rs. 30—5—70 <i>plus</i> 15 allowance.

WATER-SUPPLY.

(G. M.'s Sanction no. L.-459/36, dated 13th February 1938.)

Water Inspector	Rs. 30—3—45.
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Rates of Coolies and Rejas.

Letter no. MQ-3121/26-A., dated Jamshedpur, the 15th June 1937, from the Superintendent, Ore Mines and Quarries, to the Manager, Noamundi Iron Mine.

From the 1st of July 1937, the rates of daily-rated coolies and *rejas* will be as follows :—

	Coolies.	Rejas.
	Rs. a. p.	Rs. a. p.
1st year	0 4 0 per day.	0 3 0 per day.
2nd year	0 5 0 per day.	0 3 6 per day.
3rd year onwards	0 0 3 pies per year upto a maximum of Re. 0-7-6 per day.	0 0 3 pies per year upto a maximum of Re. 0-5-0 per day.

The necessary changes should be made in the rates of labour as explained above from the 1st of July 1937.

Piecework rate should be so fixed that the new coolies employed on the piecework would get Re. 0-4-0 a day and *rejas* Re. 0-3-0 a day if they work a full day of 8 hours.

Please announce this by posting a notice to this effect on your camp notice board.

APPENDIX 'A'—contd.

Letter no. MQ.-224/26-A., dated Jamshedpur, the 13th January 1938, from General Superintendent, Ore Mines and Quarries and Prospecting, to the Manager, Noamundi Iron Mines.

In our letter no. MQ-3121/26-A., dated the 15th June 1937, we advised you of certain alterations in the rates of daily-raited coolies and rejas in the Mines Department.

With effect from 1st February 1938, the following rates of wages for coolies and rejas at the Ore Mines and Quarries will be brought into force, superseding the rates above referred to:—

Coolies: Minimum 5 annas per day rising by increments of 6 pies per day per annum to 7 annas 6 pies per day.

Rejas: Minimum 4 annas per day, rising by increment of 3 pies per day per annum to 5 annas 6 pies per day.

Please notify your staff accordingly.

Grades of Clerical Staff.

Letter no. MQ.-34/26-A., dated Jamshedpur, the 4th January 1938, from the General Superintendent, Ore Mines and Quarries and Prospecting, to the Manager, Noamundi Iron Mine.

The clerical staff at Jamshedpur are graded as follows:—

Junior Clerk	Rs. 35—3—50
Clerk	„ 55—4—75
Typist	„ 55—4—75
Stenographer	„ 70—4—90
Senior Clerk	„ 80—5—100
Chief Clerk 'A'	„ 110—5—130
„ 'B'	„ 120—5—160
„ 'C'	„ 150—10—200

In considering increments for the clerical staff at the Mines, I am influenced by the fact that free quarters are granted to your staff. These free quarters I am considering as roughly equal to 10 per cent of the pay of the post concerned. On that

APPENDIX 'A'—concl.

account I consider the following should be the maxima for the clerical staff at the Mines:—

Junior Clerk	Rs. 45
Clerk	„ 67
Typist	„ 67
Stenographer	„ 81
Senior clerk	„ 90
Head clerk	„ 120

Will you please bear this in mind when recommending increments in future? I may add that Shed Clerks, Haulage Clerks and Weigh Bridge Clerks should be considered as on Junior Clerk's grade.

APPENDIX ' B ' TO ANSWER 17.
Promotions during the last five years ending the 31st March, 1938.

	Designation.		Rate of pay:		Remarks.
	Before promotion.	After promotion.	Before promotion.	After promotion.	
1	2	3	4	5	6
			Rs. a. p.	Rs. a. p.	
May, 1933	P. W. Inspector	Sr. P. W. Inspector	85 0 0 per month	100 0 0 per month.	
	Time Keeper	Head Time Keeper	49 0 0 "	60 0 0 "	
	"	Ast. Time Keeper	42 0 0 "	50 0 0 "	
	"	"	45 0 0 "	50 0 0 "	
	"	"	1 6 0 per day	50 0 0 "	
November, 1933	Fitter Helper	Moulder	0 10 0 "	1 0 0 per day.	
	Daftry	Mining Mate	0 9 0 "	0 10 0 "	
December, 1933	Fitter Helper	Telephone Attendant	0 9 6 "	0 12 0 "	
January, 1934	Time Keeper	A. M. Foreman	50 0 0 per month	55 0 0 per month.	
	Ast. Surveyor	Surveyor	90 0 0 "	110 0 0 "	
May, 1934	Elect. Shifts Boss	Ast. Elect. Foreman	2 4 0 per day	80 0 0 "	
	Pointsmen	Cabinman	0 8 0 "	0 10 0 per day.	
	Fireman	Drum Driver	0 12 0 "	1 0 0 "	

September, 1934	... Fireman	... Loco Driver	... 0 10 0	..	1 0 0	..
	... Hind clerk	... Clerk	... 60 0 0	per month	63 0 0	per month.
October, 1934	... Carpenter Helper	... Carpenter	... 0 12 0	per day	0 14 0	per day.
	... Sampler	... Head Sampler	... 0 14 0	..	30 0 0	per month.
	... Survey Mate	... Sub-overseer	... 0 14 0	..	30 0 0	..
	... Fitter Helper	... Elec. Fitter Helper	... 1 0 0	..	1 4 0	per day.
	... Time Keeper	... Head Line Mate	... 1 0 0	..	1 2 0	..
	... Cooly	... Sampling Helper	... 0 8 0	..	0 10 0	..
	... Fitter Helper	... Elect. Fitter Helper	... 0 12 0	..	1 0 0	..
	... Boiler Fireman	... Fireman	... 0 11 0	..	0 12 0	..
	... Loco Fitter	... Fitter	... 2 4 0	..	2 6 0	..
January, 1935	... Line Mate	... Head Line Mate	... 1 0 0	..	1 2 0	..
	... Head Line Mate	... P. W. Inspector	... 1 2 0	..	60 0 0	per month.
April, 1935	... Fireman	... Loco Driver	... 0 9 0	..	1 0 0	per day.
June, 1935	... Aast. Store Keeper	... Junior Clerk	... 0 14 0	..	35 0 0	per month.
	... Telephone Attender	... Store Mate	... 0 12 0	..	0 14 0	per day.
	... Weigh Bridge clerk	... Shed Clerk	... 49 0 0	per month	60 0 0	per month.
July, 1935	... Hammerman	... Blacksmith	... 0 14 0	per day	1 0 0	per day.
	... Blacksmith	... Fitter	... 1 0 0	..	1 4 0	..
	... Aast. Mines Foreman	... Blasting Inspector	... 40 0 0	per month	50 0 0	per month.

APPENDIX 'B'—concl'd.

1	Designation.		Rate of pay.		Remarks,
	Before promotion.	After promotion.	Before promotion.	After promotion.	
2	3	4	5	6	
			Rs. a. p.	Rs. a. p.	
October, 1935	Machinist Helper	Machinist	1 4 0 per day	1 8 0 per day.	
February, 1936	Sanitary Mate	Water Inspector	1 0 0 "	33 0 0 per month.	
	Fireman	Driver	0 9 0 "	1 0 0 per day.	
	Machinist Helper	Machinist	1 4 0 "	1 8 0 "	
October, 1936	F. Helper	S. B. Operator	0 12 0 "	1 8 0 "	
April, 1937	Asst. Loading Foreman	Asst. Time Keeper	1 8 0 "	50 0 0 per month.	
June, 1937	Blasting Mate	Asst. Loading Foreman	0 10 0 "	1 0 0 per day.	
August, 1937	Office Boy	Blasting Mate	0 9 0 "	0 10 0 "	
September, 1937	Telephone Attender	Weigh Bridge Clerk	0 12 0 "	30 0 0 per month.	
	"	Store Mate	0 12 0 "	0 14 0 per day.	
	Store Mate	Asst. Time Keeper	1 0 0 "	35 0 0 per month.	
	Pointman	Cabinman	0 8 0 "	0 10 0 per day.	
	Blasting Mate	Blasting Inspector	1 2 0 "	50 0 0 per month.	
October, 1937	Hammerman	Blacksmith	0 14 0 "	1 0 0 per day.	
	Fireman	Loco Driver	0 12 0 "	1 0 0 "	
February, 1938	Comp. Driver	Fitter Helper	0 12 0 "	0 14 0 "	

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APPENDIX 'C' TO ANSWER 24.

List of Safety Posters.

1. 'No thoroughfare' (English, Hindi and Uriya).
2. WARNING TO ALL LOCO DRIVERS :
 - (i) Interlock yard and all Crossovers and Trestle Bridges
—Speed limit four miles per hour.
Main Line—Speed limit 10 miles per hour.
 - (ii) All places where men are working, drive cautiously.
All signals and signboards must be obeyed.
Any violation will be severely dealt with.
3. CAUTION TO WORKMEN :
 - (i) 'Keep off Tramline.'
 - (ii) 'Beware of Running Tubs.'
 - (iii) 'No one except the following persons are allowed to travel in a locomotive without a written authority' :—
All persons working in the traffic department, loco maintenance staff and supervising staff.
Not more than five persons are allowed inside the locomotive at any time.
 - (iv) 'Beware of Trains'—'no one is to cross the open line carrying ore or *mutti* during loading hours'.
 - (v) 'Notice—Not to trespass or loiter around track or mining faces.'
4. CAUTION TO LOCO DRIVERS :
 - (i) 'WARNING: DEAD STOP: Drivers to watch for traffic signals.'
 - (ii) 'SLOW: Watch for Signal and proceed.'
 - (iii) 'Drive slowly—Crossing ahead.'
5. Whistle Posts are posted along the track where necessary.
6. Trap-sidings are provided to prevent run-away of tubs.

APPENDIX 'D' TO ANSWER 49.

Wage earnings for different periods for various categories of workers.

CATEGORY. FOREMAN AND OFFICE STAFF. (Drawing Rs. 100 p.m. and above.) (ALL MEN.)

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...						
2. WAGES RATE, PIECE OR TIME RATE, MONTHLY RATED.						
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	500 0 0	550 0 0	300 0 0	500 0 0	550 0 0	425 0 0
(b) Minimum ...	100 0 0	145 0 0	115 0 0	100 0 0	115 0 0	205 0 0
(c) Average (Mean of Maximum and Minimum).	300 0 0	332 8 0	207 8 0	300 0 0	332 8 0	265 0 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	1,141 10 0	1,224 0 0	1,065 0 0	1,230 0 0	1,455 0 0	1,484 0 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	103 5 0	...	...	142 2 0
(c) Total monthly earnings (a+b)	1,141 10 0	1,224 0 0	1,168 5 0	1,230 0 0	1,455 0 0	1,606 2 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	190 4 0	245 0 0	218 0 0	205 0 0	207 14 0	244 0 0
(b) Total earnings including Special and Profit Sharing Bonus.	190 4 0	245 0 0	233 11 0	205 0 0	207 14 0	267 11 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ...	128.78.
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 ...	122.83.
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...	101.40.
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...	130.55.

APPENDIX 'D'—contd.

Wage earnings for different periods for various categories of workers.

CATEGORY. FOREMAN AND OFFICE STAFF. Drawing below Rs. 100 p. m. (ALL MEN.)

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	86	37	35	37	29	33
2. WAGES RATE, PIECE OR TIME RATE, MONTHLY RATED.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
3. RATE OF WAGES PER MONTH.—						
(a) Maximum	85 0 0	85 0 0	95 0 0	85 0 0	85 0 0	95 0 0
(b) Minimum	80 0 0	30 0 0	30 0 0	30 0 0	30 0 0	30 0 0
(c) Average (Mean of Maximum and Minimum).	57 8 0	57 8 0	62 8 0	57 8 0	57 8 0	62 8 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper	1,483 14 0	2,166 9 0	2,263 0 0	1,963 0 0	1,740 0 0	1,933 13 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	273 8 0	...	...	242 9 0
(c) Total monthly earnings (a+b)	1,483 14 0	2,166 9 0	2,536 8 0	1,963 0 0	1,740 0 0	2,176 6 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper	41 4 0	58 9 0	64 11 0	53 1 0	60 0 0	58 10 0
(b) Total earnings including Special and Profit Sharing Bonus.	41 4 0	58 9 0	72 8 0	53 1 0	60 0 0	65 15 0
6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—						
(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	...	...	...	...	141.97
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	...	...	...	...	...	175.76
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	...	...	...	...	...	118.07
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	...	...	...	...	...	124.26

APPENDIX ' D ',—contd.

**Wage earnings for different periods for various categoriss of workers.
CATEGORY. DRIVERS. (ALL MEN.)**

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
I	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	13	13	19	12	10	14
2. WAGES RATE, PIECE OR TIME RATE. TIME.	Rs. a. p. 1 2 0 to 1 8 0	Rs. a. p. 1 0 0 to 1 9 0	Rs. a. p. 1 0 0 to 2 0 0	Rs. a. p. 1 0 0 to 1 8 0	Rs. a. p. 1 2 0 to 1 9 0	Rs. a. p. 1 0 0 to 2 0 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	42 0 0	43 12 0	56 0 0	42 0 0	43 12 0	56 0 0
(b) Minimum ...	31 8 0	28 0 0	28 0 0	28 0 0	31 8 0	28 0 0
(c) Average (Mean of Maximum and Minimum.)	36 19 0	35 14 0	42 0 0	35 0 0	37 10 0	42 0 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	534 10 0	540 0 0	825 12 0	495 2 0	335 11 0	519 6 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year.)	...	...	59 1 0	...	...	69 1 0
(c) Total monthly earnings (a+b) ...	534 10 0	540 0 0	884 13 0	495 2 0	335 11 0	578 7 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	41 2 0	41 9 0	43 7 0	41 4 0	33 9 0	37 2 0
(b) Total earnings including Special and Profit Sharing Bonus.	41 2 0	41 9 0	46 9 0	41 4 0	33 9 0	41 5 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	...	101.05
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	...	113.22
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	...	81.36
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	...	100.15

APPENDIX 'D'.—contd.

**Wage earnings for different periods for various categories of workers.
CATEGORY. FITTERS. (ALL MEN.)**

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	12	8	11	7	10	10
2. WAGES RATE, PIECE OR TIME RATE. TIME.	Rs. a. p. 1 8 0 to 3 8 0	Rs. a. p. 1 10 0 to 3 0 0	Rs. a. p. 1 4 0 to 3 8 0	Rs. a. p. 1 8 0 to 2 4 0	Rs. a. p. 1 8 0 to 3 0 0	Rs. a. p. 1 4 0 to 3 8 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	98 0 0	84 0 0	98 0 0	63 0 0	84 0 0	98 0 0
(b) Minimum ...	32 8 0	45 8 0	35 0 0	42 0 0	42 0 0	35 0 0
(c) Average (Mean of Maximum and Minimum).	68 4 0	62 12 0	66 8 0	52 8 0	63 0 0	66 8 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	589 9 0	532 11 0	571 5 0	371 5 0	522 10 0	518 8 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	70 14 0	...	...	62 9 0
(c) Total monthly earnings (a+b) ...	589 9 0	532 11 0	642 3 0	371 5 0	522 10 0	579 1 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.						
(a) Pay proper ...	49 2 0	66 9 0	51 15 0	53 1 0	52 4 0	51 11 0
(b) Total earnings including Special and Profit Sharing Bonus.	49 2 0	66 9 0	58 6 0	53 1 0	52 4 0	57 15 0

6. RELATIONS BETWEEN EARNINGS OF DIFFERENT PERIODS.—

- (a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ... 135.50.
- (b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 ... 118.83.
- (c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ... 98.59.
- (d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ... 109.30.

APPENDIX 'D'.—contd.
Wage earnings for different periods for various categories of workers.
CATEGORY. HELPERS AND KHALASIS. (ALL MEN.)

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
	1	2	3	4	5	6
1. NUMBER OF WORKERS ...	34	36	52	29	49	41
2. WAGES RATE, PIECE OR TIME RATE. TIME.	Rs. a. p. 0 8 0 to 1 2 0	Rs. a. p. 0 8 0 to 1 2 0	Rs. a. p. 0 8 0 to 1 4 0	Rs. a. p. 0 8 0 to 1 2 0	Rs. a. p. 0 8 0 to 1 4 0	Rs. a. p. 0 8 0 to 1 4 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum	31 8 0	31 8 0	35 0 0	31 8 0	35 0 0	35 0 0
(b) Minimum	14 0 0	14 0 0	14 0 0	14 0 0	14 0 0	14 0 0
(c) Average (Mean of Maximum and Minimum).	22 12 0	22 12 0	24 8 0	22 12 0	24 8 0	24 8 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper	594 5 0	849 11 0	1,063 3 0	686 1 0	945 0 0	898 9 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	129 7 0	...	...	110 2 0
(c) Total monthly earnings (a+b)	594 5 0	849 11 0	1,192 10 0	686 1 0	945 0 0	1,008 11 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper	17 8 0	23 10 0	20 7 0	23 11 0	19 5 0	21 15 0
(b) Total earnings including Special and Profit Sharing Bonus.	17 8 0	23 10 0	22 15 0	23 11 0	19 5 0	24 10 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929	... 135.00.
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929	... 181.07.
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929	... 115.2.
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929	... 103.95.

APPENDIX 'D'.—contd.

**Wage earnings for different periods for various categories of workers.
CATEGORY. CHOWKHIDARS. (ALL MEN.)**

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	28	29	31	33	25	29
2. WAGES RATE, PIECE OR TIME RATE. TIME.	Rs. a. p. 0 10 0	Rs. a. p. 0 7 0	Rs. a. p. 0 8 0	Rs. a. p. 0 10 0	Rs. a. p. 0 7 0	Rs. a. p. 0 6 0
3. RATE OF WAGES PER MONTH.—	to 1 0 0	to 1 0 0	to 1 0 0	to 1 0 0	to 1 0 0	to 1 0 0
(a) Maximum	28 0 0	28 0 0	28 0 0	28 0 0	28 0 0	28 0 0
(b) Minimum	17 8 0	12 4 0	14 0 0	17 8 0	12 4 0	10 8 0
(c) Average (Mean of Maximum and Minimum)	22 12 0	20 2 0	31 0 0	22 12 0	20 2 0	19 4 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper	502 10 0	603 9 0	533 0 0	734 10 0	547 5 0	495 3 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	.....	.....	83 10 0	.....	.....	58 8 0
(c) Total monthly earnings (a+b)	502 10 0	603 9 0	593 10 0	734 10 0	547 5 0	553 11 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper	17 15 0	20 13 0	17 3 0	22 4 0	21 14 0	17 1 0
(b) Total earnings including Special and Profit Sharing Bonus.	17 15 0	20 13 0	19 4 0	22 4 0	21 14 0	19 9 0
6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.						
(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929...				116.02.		
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929...				107.31.		
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929...				98.31.		
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929...				85.95.		

APPENDIX 'D'.—contd.

Wage earnings for different periods for various categories of workers.

CATEGORY. MATES. (ALL MEN.)

	January 1929.	January 1938.	January 1939.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	40	33	52	39	29	36
2. WAGES RATE, PIECE OR TIME RATE.	Rs. a. p. 0 8 0 to 1 4 0	Rs. a. p. 0 8 0 to 1 4 0	Rs. a. p. 0 8 0 to 1 4 0	Rs. a. p. 0 8 0 to 1 4 0	Rs. a. p. 0 8 0 to 1 4 0	Rs. a. p. 0 8 0 to 1 4 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	35 0 0	35 0 0	35 0 0	35 0 0	35 0 0	35 0 0
(b) Minimum ...	14 0 0	14 0 0	14 0 0	14 0 0	14 0 0	14 0 0
(c) Average (Mean of Maximum and Minimum).	24 8 0	24 8 0	24 8 0	24 8 0	24 8 0	24 8 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	857 9 0	849 13 0	1,083 12 0	967 11 0	601 2 0	790 11 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	104 13 0	...	...	114 6 0
(c) Total monthly earnings (a+b)	857 9 0	849 13 0	1,163 9 0	967 11 0	601 2 0	905 1 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	21 7 0	25 12 0	20 7 0	24 13 0	20 12 0	21 15 0
(b) Total earnings including Special and Profit Sharing Bonus.	21 7 0	25 12 0	22 8 0	24 13 0	20 12 0	25 2 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ...	...	120:12.
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 ...	...	104:96.
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...	...	88:41.
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...	...	101:26.

APPENDIX 'D'—contd.

**Wage earnings for different periods for various categories of workers.
CATEGORY. COOLIES (MEN).**

	January 1929.	January 1933.	January 1938.	March 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7	8
1. NUMBER OF WORKERS	314	238	501	508	326	228	399
2. WAGES RATE, PIECE OR TIME	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
RATE. TIME.	0 6 0	0 4 0	0 4 0	0 5 0	0 6 0	0 4 0	0 4 0
	to 0 8 0	to 0 8 0	to 0 8 0	to 0 8 0	to 0 8 0	to 0 8 0	to 0 8 0
3. RATE OF WAGES PER MONTH—							
(a) Maximum ...	14 0 0	14 0 0	14 0 0	14 0 0	14 0 0	14 0 0	14 0 0
(b) Minimum ...	10 8 0	7 0 0	7 0 0	8 12 0	10 8 0	7 0 0	7 0 0
(c) Average (Mean of Maximum and Minimum).	12 4 0	10 8 0	10 8 0	11 6 0	12 4 0	10 8 0	10 8 0
4. ACTUAL MONTHLY EARNINGS—							
(a) Pay proper ...	3,938 10 0	2,520 8 0	3,497 6 0	3,991 7 0	4,475 9 0	2,148 9 0	2,985 14 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	274 15 0	274 15 0	...	...	258 7 0
(c) Total monthly earnings (a+b) ...	3,938 10 0	2,520 8 0	3,772 5 0	4,266 6 0	4,475 9 0	2,148 9 0	3,244 5 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH—							
(a) Pay proper ...	12 9 0	10 11 0	6 15 0	7 14 0	13 6 0	9 7 0	7 7 0
(b) Total earnings including Special and Profit Sharing Bonus.	12 9 0	10 11 0	7 8 0	8 7 0	13 6 0	9 7 0	8 2 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS—

- (a) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 85.07
- (b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 59.71
- (c) Ratio of Column 5(b) for March 1938 to Column 5(b) to January 1929 67.16
- (d) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ... 70.56
- (e) Ratio of Column 5(b) for July 1937 to Column 5(b) of July 1929 ... 60.75

APPENDIX 'D'—contd.

Wage earnings for different periods for various categories of workers.

CATEGORY: COOLIES (WOMEN).

	January 1929.	January 1933.	January 1938.	March 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7	8
1. NUMBER OF WORKERS ...	54	3	82	85	57	12	36
2. WAGES RATE, PIECE OR TIME RATE.	Rs. a. p. 0 5 0	Rs. a. p. 0 3 0	Rs. a. p. 0 3 0	Rs. a. p. 0 4 0	Rs. a. p. 0 5 0	Rs. a. p. 0 3 0	Rs. a. p. 0 3 0
3 RATE OF WAGES PER MONTH—		to 0 5 0	to 0 4 0		to 0 6 0	to 0 5 0	to 0 3 6
(a) Maximum ...	8 12 0	8 12 0	7 0 0	7 0 0	10 8 0	8 12 0	6 2 0
(b) Minimum ...	...	5 4 0	5 4 0	...	8 12 0	5 4 0	5 4 0
(c) Average (Mean of Maximum and Minimum).	8 12 0	7 0 0	6 2 0	7 0 0	9 10 0	7 0 0	5 11 0
4. ACTUAL MONTHLY EARNINGS—							
(a) Pay proper ...	420 5 0	21 1 0	390 4 0	489 9 6	565 11 0	66 10 0	162 5 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	7 4 0	7 4 0	...	...	7 4 0
(c) Total monthly earnings (a+b) ...	420 5 0	21 1 0	397 8 0	496 13 6	565 11 0	66 10 0	169 9 0
AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH—							
(a) Pay proper ...	7 13 0	7 0 0	4 10 0	5 12 0	9 15 0	5 9 0	4 8 0
(b) Total earnings including Special and Profit Sharing Bonus.	7 13 0	7 0 0	4 12 0	5 14 0	9 15 0	5 9 0	4 12 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS—

(a) Ratio of Column 5 (b) for January 1933 to Column 5 (b) to January 1929	89·60
(b) Ratio of Column 5 (b) for January 1938 to Column 5 (b) to January 1929	60·80
(c) Ratio of Column 5 (b) for March 1938 to Column 5 (b) to January 1929	75·20
(d) Ratio of Column 5 (b) for July 1933 to Column 5 (b) to July 1929	55·97
(e) Ratio of Column 5 (b) for July 1937 to Column 5 (b) of July 1929	47·80

APPENDIX 'D'.—contd.

Wages earnings for different periods for various categories of workers.

CATEGORY. SWEEPERS. (MALE.)

	January 1929.	January 1933.	January 1938.	March 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7	8
1. NUMBER OF WORKERS ...	28	19	42	...	37	19	25
2. WAGES RATE, PIECE OR TIME RATE. TIME.	Rs. a. p. 0 7 0	Rs. a. p. 0 5 0	Rs. a. p. 0 4 0	Rs. a. p. 0 5 0	Rs. a. p. 0 7 0	Rs. a. p. 0 5 0	Rs. a. p. 0 4 0
	to 0 8 0	to 0 8 0	to 0 7 6	to 0 7 6	to 0 8 0	to 0 8 0	to 0 8 0
3. RATE OF WAGES PER MONTH.							
(a) Maximum ...	15 8 0	15 8 0	14 8 6	14 8 6	15 8 0	15 8 0	15 8 0
(b) Minimum ...	13 9 0	9 11 0	7 12 0	9 11 0	13 9 0	9 11 0	7 12 0
(c) Average (Mean of Maximum and Minimum).	14 8 6	12 9 6	11 2 3	12 1 9	14 8 6	12 9 6	11 10 0
4. ACTUAL MONTHLY EARNINGS.—							
(a) Pay proper ...	322 3 0	255 3 0	421 9 0	...	569 15 0	244 12 0	236 11 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year.	...	...	31 12 0	...	...	...	30 5 0
(c) Total monthly earning (a+b) ...	322 3 0	255 3 0	453 5 0	...	569 15 0	244 12 0	267 0 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—							
(a) Pay proper ...	11 8 0	13 7 0	10 1 0	10 4 0	15 6 0	12 14 0	9 8 0
(b) Total earnings including Special and Profit Sharing Bonus.	11 8 0	13 7 0	10 13 0	11 7 0	15 6 0	12 14 0	10 11 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—

(a) Ratio of Column 4(b) for January 1933 to Column 5(b) to January 1929 ...	116.85.
(b) Ratio of Column 5(b) for January 1938 to Column 5(b) to January 1929 ...	94.02.
(c) Ratio of Column 5(b) for March 1938 to Column 5(b) to January 1929 ...	99.46.
(d) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...	83.74.
(e) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...	69.51.

APPENDIX 'D'.—concl'd.
Wage earnings for different periods for various categories of workers.
CATEGORY. MISCELLANEOUS (ALL MEN).

	January 1929.	January 1933.	January 1938.	July 1929.	July 1933.	July 1937.
1	2	3	4	5	6	7
1. NUMBER OF WORKERS ...	19	17	25	19	21	21
2. WAGES RATE, PIECE OR TIME RATE	Rs. a. p. 0 14 0 to 2 4 0	Rs. a. p. 0 10 0 to 2 4 0	Rs. a. p. 0 12 0 to 3 0 0	Rs. a. p. 0 14 0 to 2 14 0	Rs. a. p. 0 10 0 to 2 0 0	Rs. a. p. 0 12 0 to 3 0 0
3. RATE OF WAGES PER MONTH.—						
(a) Maximum ...	63 0 0	63 0 0	84 0 0	80 8 0	56 0 0	84 0 0
(b) Minimum ...	24 8 0	17 8 0	21 0 0	24 8 0	17 8 0	21 0 0
(c) Average (Mean of Maximum and Minimum).	43 12 0	40 4 0	52 1 0	52 8 0	36 12 0	52 8 0
4. ACTUAL MONTHLY EARNINGS.—						
(a) Pay proper ...	684 2 0	766 2 0	914 15 0	880 10 0	676 3 0	809 15 0
(b) Special or Profit Sharing Bonus (1/12th of the Bonus paid during the year).	...	...	101 13 0	...	...	95 11 0
(c) Total monthly earnings (a+b) ...	684 2 0	766 2 0	1,016 12 0	880 10 0	676 3 0	905 10 0
5. AVERAGE ACTUAL EARNINGS PER WORKER PER MONTH.—						
(a) Pay proper ...	36 0 0	45 1 0	36 9 0	43 10 0	32 3 0	38 9 0
(b) Total earnings including Special and Profit Sharing Bonus.	36 0 0	45 1 0	40 11 0	43 10 0	32 3 0	43 2 0

6. RELATION BETWEEN EARNINGS OF DIFFERENT PERIODS.—	
(a) Ratio of Column 5(b) for January 1933 to Column 5(b), to January 1929 ...	125.17.
(b) Ratio of Column 5(b) for January 1933 to Column 5(b) to January 1929 ...	113.02.
(c) Ratio of Column 5(b) for July 1933 to Column 5(b) to July 1929 ...	73.78.
(d) Ratio of Column 5(b) for July 1937 to Column 5(b) to July 1929 ...	98.85.

APPENDIX ' F ' TO ANSWER 83.

Main Types of Houses constructed by the Company.

Type and number of houses provided in each Building.	Average room space, etc.	Average number of persons in each.
3 Blocks—4A, 4B and 4C—each block consisting of 8 units.	Each unit consisting of front verandah 10'×6', one bed room 10'×10', kitchen 6'×5', back verandah 6'×4', latrine 3'-6"×3'-6", cemented yard and compound wall.	Employee with wife and one or two children.
One Block—type 4D—consisting of 4 units.	Each unit consisting of front verandah 20'-6"×6', two bed rooms 10'×10', platform in back attached to bed room, kitchen 7'-6"×7', bath room 7'-6"×4', latrine 3'-6"×3'-6" with cemented yard and compound wall.	Ditto.
One Block—type 4E—consisting of 8 units.	Each unit consisting of front verandah 10'×6', two bed rooms one 10'×10' and another 10'×8', back verandah 7'×4'-3", kitchen 5'6"×5'-4", latrine 3'-6"×3'-4" with cemented yard and compound wall.	Ditto.
One Block—type 4F—each block consisting of 4 units.	Each unit consisting of front verandah 20'-6"×6', back verandah 20'×4'-3", two bed rooms 10'×10', kitchen 7'×6', store room 6'-6"×6', latrine 4'×3', bath room 7'-9"×5' with cemented yard and compound wall.	Ditto.
Two blocks—type 5A and 5B—each block consisting of 4 units.	Each unit consisting of front and back verandah 11'3"×5'-6", two bed rooms 12'×11'-3", kitchen 7'×7', store room and servants' room each 8'×7', latrine 3'-6"×3', both room, cemented yard and compound wall.	Ditto.

APPENDIX 'F'—contd.

Type and number of houses provided in each building.	Average room space, etc.	Average number of persons in each.
<p>3 Blocks—type 5C, 5D and 5E.</p> <p>5C has 3 units. 5D has 4 units. 5E has 2 units.</p>	<p>Each unit consisting of front verandah 11'×10', back verandah 11'×5'-6", two bed rooms 12'×11', kitchen 7'×7', store room and servants' room each 8'×7', latrine 3'-6"×3', bath room, cemented yard and compound wall.</p>	<p>Employee with wife and one or two children.</p>
<p>3 Blocks—type 12A, 12E and 12F each consisting of 8 units.</p>	<p>Each unit consisting of front common verandah 88'-9"×5'-4", one bed room 10'×10', kitchen 8'×6'.</p>	<p>One in each unit.</p>
<p>3 Blocks—type 12B, 12C and 12D.</p>	<p>Each unit consisting of one bed room 10'×10', kitchen 10'×8'-6", common verandah in the front 88'-9"×7'.</p>	<p>Ditto.</p>
<p>4 Blocks Chowkidar line—3 blocks of 8 units each and one block of 4 units.</p>	<p>Common verandah in front 88' 9"×7'-3", each unit consisting of one bed room 10'×10', kitchen 6'-2½"×5', back verandah 7'-3"×4'-2".</p>	<p>2 or 3 persons.</p>
<p>Teachers' quarters one block of two units.</p>	<p>Each unit consisting of front verandah 10'×6', one bed room 10'×10', kitchen 7'×5', latrine 3'×3'.</p>	<p>One in each unit.</p>
<p>Coolie lines 15 blocks—each block of 8 units.</p>	<p>Each unit consisting of front verandah 10'×6', one bed room 10'×10', back verandah 6'×5', kitchen made with screen wall 5'×5'.</p>	<p>2/3 persons.</p>
<p>Coolie lines 2 blocks—of 8 units each.</p>	<p>Description same as 15 bks. coolie lines but under construction.</p>	<p>Ditto.</p>
<p>Coolie line 1 Block of 8 units.</p>	<p>Front common verandah for the block 90'×6', each unit consisting of one bed room.</p>	<p>Ditto.</p>

APPENDIX ' F '—contd.

Type and number of houses provided in each Building.	Average room space, etc.	Average number of persons in each.
Coolie line—6 blocks, each block of 8 units.	One unit consisting of one room each. <i>N. B.—These are to be remodelled with R. C. roof with addition of verandahs.</i>	
Mess Building 2 blocks.	Each block consisting of front verandah 20'-8"×7'-3", one common room 13'×12', 4 bed rooms of which two are 13'×12' and the other two are 12'×8'-9", kitchen 11'×9', verandah for kitchen 11'×6' 7", servant's room 7'-6"×7', store room 7'×7', bath room 7'×7', 3 latrines 4'×4' each.	3 in each room.
Senior A type—One block.	Consisting of a front verandah 14'×9'-two bed rooms 14'×14', one drawing room 15'×14', one box room 8'×6', one lavatory and bath room 8'×6', kitchen 8'×8', servant's room 8'×8', outhouse verandah 19'-4"×5'-6".	One small family.
Senior B type—Two blocks.	Each block consisting of front verandah 12'-7"×6', one drawing room 13'×13', two bed rooms each 13'×13', kitchen 9'×7', store 7'×7', servant's room 7'×7', bath room 7'×6', latrine 3'-6"×3'-6".	One small family in each-block.
Temporary kutcha huttings—8 blocks.	Each unit consisting of one room 10'×10' and one small	

APPENDIX F—concl'd.

Besides the above we have at Noamundi the following Bungalows :—

- (1) Director's Bungalow with outhouses.
- (2) Superintendent's Bungalow with outhouses.
- (3) Manager's Bungalow with outhouses.
- (4) Senior Medical Officer's Bungalow with outhouses.
- (5) Dak Bungalow with outhouses.

DETAILS OF CONTRACTOR'S COOLIE HUTTINGS.

Hutting no. 1 (Semi-pucca)	.. 10 Blocks ..	200	rooms.
.. no. 2 ..	.. 17 ..	340	..
.. no. 5 ..	.. 18 ..	360	..
		900	

Jo-Jo Huttings—11 Blocks kutcha huttings 105 rooms with Bhogra walls and C. I. sheet roofing.

Hutting no. 3—6 Blocks, 55 rooms with Bhogra walls and C. I. sheet roofing.

Hutting no. 3A—Bazar Huttings 50 units with Bhogra walls and C. I. sheet roofing.

Hutting no. 4—Baleswar Huttings 23 units with Bhogra walls and straw thatching.

Hutting no. 4A—Temporary 137 rooms.

Hutting no. 6—Girija Huttings 5 blocks with Bhogra walls and C. I. sheet roofing.

Replies to the general questionnaire of the Labour Enquiry Committee, Bihar, by the Indian Iron and Steel Company, Limited, Gua Ore Mines, Gua P. O.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers—12.
Clerks—15.
Work people—
Men—2,000.
Women—700.
Children—Nil.
2. (a)—1,250.
(b)—1,450.
3. Not more than three per cent.
4. Singhbhum, Keonjhar, Gangpur.
5. No. 2 answer shows the approximate position. Most workers leave the mines for cultivation purposes.
6. The numbers leaving under heads of (a), (b), (c) and (d) are very small but a few do leave on their own account.
7. (a) by contractors.
(b) also directly by the management.
No jobbers.
8. For unskilled labour by contractor as he maintains personal touch with the labour and I have found that contractors' labour is usually satisfied labour.
Skilled labour by the management as that class of labour is more or less permanent and soon gets into personal contact with the management.
9. (1) No.
(2) Yes.
(3) Yes.
- 10—12. No.
13. Practically nil. Only at odd times are casual labour employed for moving mining machinery, etc. There is little change in the number being so employed.
- 14 No.
16. Apprentices are employed but there is no special condition. When the apprentice is thought fit for journeymen's work he is given a trial at that work,

17. Where possible posts are filled from the lower grades.

19. Leave with pay for 15 days per year.

20. Sick leave, one month full pay. Second month, half pay ; any further leave, pay at management's discretion.

21. No rule but on Doctor's recommendation help is given when necessary.

22. This is now under discussion and a provident fund is provided for the staff. A pension scheme is being offered to the labour in general.

23. All Sundays. Other holidays are optional.

24. No.

26. A warning is usually given.

27. The heads of departments have instructions to hear all complaints and in case of difficulty to refer to the higher authorities who are always available to the labour.

28. Most offences are usually dealt with by a small fine.

29. No.

30. 74.

31. No payment is made for any period of unauthorised absence.

32. Wages are paid at the rate of eight hours per day. Wages are cut for the actual time absent.

33. A proper fine fund is maintained. In firm people get help from fund and the sports club also gets help.

34. Eight hours per day. Not possible to reduce this further.

35. This varies for different classes of workers. Clerk one shift from 7 A.M. to 12 A.M. and 2 P.M. to 5 P.M. Mechanical Department is subdivided but all have eight hours' work with some getting one hour's rest during the day while others get two hours' rest but no one gets more than two hours between his periods of work.

37. Yes.

38. Overtime is calculated on a shift of eight hours per day, and paid accordingly.

39. Mostly mechanical department. Overtime allowances—
see 38.

40. No.

41. No complete stoppages.

50. No.

51. The rates are standard. An effort is made to pay one class of work one rate.

52. No.

53. Only weekly and monthly payments made. All piece workers paid weekly also some skilled labour paid weekly but the method of payment is left to the worker to decide. Leaving the workers to decide when he wants payment seems the best method of satisfying the labourers.

54. See answer to 53. There is usually a lapse of 10 days between the end of the wage period and payment being made for the monthly-paid staff, while weekly-paid staff are seven days after the wages period.

55. Wages were reduced in 1930 but again increased in 1937. Wages have fluctuated and increases have been granted at various times.

56—57. Nil.

58. Not practicable.

70. A school is contemplated and will be built soon. This will be a free school and will teach up to the fourth standard. Books and writing materials will be supplied by the pupils.

71. There is a reading room and library, attendance is small. This requires a monthly subscription graded from two annas to Rs. 5 according to wages earned, this is for the staff only.

72. Free medical attention to all employees with free medicines. Adequate.

73. No charge made.

74. No.

75. There is no special disease and no occupational diseases.

76. At special seasons care has to be taken to prevent cholera and small-pox.

77. No.

78. Some latrines and urinals provided with privacy. The improvement of this is going steadily forward.

79. Water is taken to within easy reach of all working places.

80. Yes. A hospital is provided. Inoculations against disease are given free but the labour shows great reluctance in attending hospital, having injections, or inoculations.

82. No.

83. All housing is provided by the employers. The types vary from brick built Ranigunj Roof rooms to mud walls with corrugated iron sheet roofs, The average room space is 100 square feet with 1,000 cubic feet air space.

84. This varies at different times of the year ; on the average most workers are housed.

85. All houses are rent free.

86. No help is given to the workers to build their own houses. This is often due to the difficulty experienced by the employer in procuring the land for such dwellings.

87. In view of the migratory nature of the workers neither of the schemes can be successfully installed.

89-90. No.

92. This should be settled by the members of the various bodies mentioned as there will be a heavy liability in running co-operative stores.

93—99. No.

100. All reported. In nine cases compensation paid.

101. No difficulty.

102. No.

103. One now being formed.

107. No.

112. Unknown but all activities are referred to outside parties by the union officials.

116. The Company is in favour of a properly-constituted union of workmen. It is recognised that to start with, such union cannot do without outside help but efforts should be made to minimise such outside interference as much as possible. The Company would welcome union representation from duly-constituted executives comprising the actual workmen in the employ of the Company. Such organisation would undoubtedly help both the management and the workmen in their future relationship.

117. No.

118. Nil.

131. Lightning strikes should be made prohibitive if necessary by legislation.

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WAGES FORM.

WAGES

Category of work.	January 1929. July 1929.					January 1933. July 1933.				
	Number of workers.	Wage Rate T. Daily.	Monthly earnings.			Number of workers.	Wage Rate T. Daily.	Monthly earnings.		
			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.
1	2	3	4	5	6	7	8	9	10	11
		Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.		Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.
Miscellaneous cooly and labour unskilled.	619	0 7 0 to 0 10 0	16 4 0	11 6 0	13 6 9	39	0 4 6 to 0 6 0	9 12 0	7 5 0	8 3 3
	616	0 7 0 to 0 10 0	16 4 0	11 6 0	12 0 0	64	0 4 6 to 0 6 0	9 12 0	7 5 0	8 5 9
Semi-skilled labour (Loco drivers, Brake gear attendants, etc.).	93	0 9 0 to 1 0 0	26 0 0	14 10 0	16 9 0	43	0 7 0 to 0 14 0	22 12 0	11 6 0	13 7 3
	133	0 9 0 to 1 0 0	26 0 0	14 10 0	16 0 0	53	0 7 0 to 0 14 0	22 12 0	11 6 0	14 1 3
Fitters ...	29	1 2 6 to 3 1 3	60 0 0	30 0 0	41 10 6	2	1 2 6 to 2 5 0	60 0 0	30 0 0	45 0 0
	27	1 2 6 to 3 1 3	60 0 0	30 0 0	46 3 3	2	1 2 6 to 2 5 0	60 0 0	30 0 0	45 0 0
Sweepers (Men) ...	19	0 6 9	10 15 6	10 15 6	11 0 0	10	0 4 6 to 0 6 9	11 0 0	7 9 0	8 11 6
	17	0 6 9	10 15 6	10 15 6	11 4 3	18	0 4 6 to 0 6 9	11 0 0	7 9 0	8 9 6
Sweepers (Women)	16	0 4 9	7 11 6	7 11 6	7 4 6	6	0 3 0	4 14 0	4 14 0	5 4 6
	25	0 4 9	7 11 6	7 11 6	7 5 3	6	0 3 0	4 14 0	4 14 0	5 0 6
Miscellaneous (Women).	23	0 4 6 to 0 6 0	9 12 0	7 11 6	7 9 6	8	0 3 0	4 14 0	4 14 0	4 5 0
	53	0 4 9 to 0 6 0	9 12 0	7 11 6	7 8 3	19	0 3 0	4 14 0	4 14 0	4 7 6
Quarrymen ...	...	...	...	...	...	...	...	...	...	...
Earthcutters ...	...	...	...	...	...	...	...	...	...	...
Loaders (Women)	...	...	...	...	...	...	...	...	...	...

All labour provided with free

FORM.

January 1938, July 1937.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
Number of workers.	Wage rate 7. Daily.	Monthly earnings. *					
		Maxi- mum.	Mini- mum.	Average.			
12	13	14	15	16	17	18	19
	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.			
789	0 4 6 to 0 8 0	18 0 0	7 5 0	8 4 3	131 : 214	132 : 214	Maximum figures are given from 26 days' work at the highest daily rate.
879	0 4 6 to 0 8 0	18 0 0	7 5 0	8 4 9	133 : 192	132 : 192	
198	0 9 0 to 1 0 0	26 0 0	18 0 0	16 9 0	215 : 205	240 : 265	Minimum figures are also given from 26 days' work at the lowest daily rate.
200	0 8 0 to 1 0 0	26 0 0	13 0 0	15 13 6	225 : 288	253 : 288	The average figure is given from actual payments made to labour during the months specified.
20	1 2 6 to 3 1 3	60 0 0	20 0 0	44 10 0	720 : 606	714 : 666	All January 1938 and July 1937 rates have been increased by one anna per rupee or part of a rupee.
17	1 2 6 to 3 1 3	60 0 0	30 0 0	45 5 0	720 : 739	725 : 739	
41	0 5 0 to 0 9 9	16 0 0	8 2 0	9 10 0	159 : 176	154 : 176	
55	0 5 0 to 0 0 9	18 0 0	8 2 0	9 1 3	187 : 180	145 : 180	
24	0 3 6	5 11 0	5 11 0	5 7 3	84 : 116	109 : 116	
33	0 3 6	5 11 0	5 11 0	5 5 3	60 : 117	85 : 117	
74	0 3 0 to 0 3 6	5 11 0	4 14 0	4 14 6	69 : 121	78 : 121	
67	0 3 0 to 0 3 6	5 11 0	4 13 0	5 2 6	71 : 120	82 : 120	
648	Wage Rate. P.			8 14 0			The figures shown under Quarrymen, Earthcutters and Loaders are all contractors' labour. There are no figures available for 1929 and 1935 as the system and contractors have been changed since then. The average figure shown for this labour is actual earnings as shown in contractors' books but a large number of this labour do not work 26 days per month. The working day per month is nearer 20 days. The maximum and minimum figures are not shown as these figures from separate contractors vary a good deal. The maximum is approximately Rs. 15 and the minimum is approximately Rs. 8 for miners.
47	...	...	...	8 8 6	...	...
682	...	...	...	9 1 3	...	...
571	...	...	...	11 12 0	...	...
799	...	...	...	7 4 0	...	...
569	...	...	...	5 12 0	...	...	Earthcutter figures are approximately similar to the above figures while woman loaders may be taken as follows :- Maximum Rs. 8. Minimum Rs. 6-8-0.

Summary of Replies
to the
Questionnaire
of
The Bihar Labour Enquiry Committee

(c)—Quarries.

(b)

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.	Labour exchange.
1	2	3	4	5	6
1	(a) Bhangia Lime Stone Quarry.	1,077 M. 233 W.	Contract	..	Against
	(b) Chunhatta Lime Stone Quarry.	..	Do. ..	..	Do.
	(c) Rohtas Fort Lime Stone Quarry, no. 1.	..	Do. ..	..	Do.
	(d) Rohtas Fort Lime Stone Quarry, no. 2.	..	Do. ..	..	Do.
2	Kalyanpur Lime Works, Banjari.	200 M. 50 W.	Do. ..	..	Do.
3	Kuchwar Lime-Stone Co., Banjari.	396 M. 179 W.	Do. ..	..	..
4	Rajdhar Lime Stone Works, Boullia.	89 M. 34 W.	Sub-contract	..	....

Serial no.	Name.	Sick leave.			Privilege leave.		
		To whom given.	Period.	Allowance.	To whom given.	Period.	Allowance.
1	2	7	8	9	10	11	12
1	(a) Bhangia Lime Stone Quarry.	No allowance for any kind of leave. on full pay for each year's service.			But staff given one month's leave		
	(b) Chunhatta Lime Stone Quarry.		Ditto	ditto	ditto	ditto	..
	(c) Rohtas Fort Lime Stone Quarry no. 1.		Ditto	ditto	ditto	ditto	..
	(d) Rohtas Fort Lime Stone Quarry no. 2.		Ditto	ditto	ditto	ditto	..
2	Kalyanpur Lime Works, Banjari.	No leave with pay			..	..	..
3	Kuchwar Lime-Stone Co., Banjari.	..	..	..	..	One month Full (Discretionary).	..
4	Rajdhar Lime-Stone Works, Boullia.	..	..	..	No leave to daily rated.		..

(c)

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
1	(a) Bhangla Lime-stone Quarry.	..	..	2 months ..	Half ..
	(b) Chunhatta Lime-Stone Quarry.	..	..	Ditto ..	Do. ..
	(c) Rohtas Fort Lime-Stone Quarry, no. 1.	..	..	Ditto ..	Do. ..
	(c) Rohtas Fort Lime stone Quarry, no. 2.	..	..	Ditto ..	Do. ..
2	Kalyanpur Lime-Works, Banjari.	..	..	....	..
3	Kuchwar Lime-Stone Co., Banjari.	..	..	..	..
4	Rajdhar Lime-Stone Works, Boulia.	..	..	..	..

Serial no.	Name.	Provident Fund.			Fines fund.
		To whom given.	Contribution.	Interest.	
1	2	17	18	19	20
1	(a) Bhangla Lime-Stone Quarry.	Only staff ..	..	..	No fines.
	(b) Chunhatta Lime-Stone Quarry.	Ditto ..	..	..	"
	(b) Rohtas Fort Lime Stone Quarry no. 1.	Ditto ..	..	..	"
	(d) Rohtas Fort Lime Stone Quarry, no. 2.	Ditto ..	..	..	"
2	Kalyanpur Lime Works, Banjari.	....	..	..	..
3	Kuchwar Lime Stone Co., Banjari.	....	..	..	..
4	Rajdhar Lime Stone Works, Boulia.	....	..	..	..

(d)

Serial no.	Name.	Co-operative stores.	Credit Society.	Houses.		Schools.
				Number.	Rent.	
1	2	21	22	23	24	25
1	(a) Bhangia Lime Stone Quarry.	Favoured State management.	Favoured	360 rooms pucca, 265 rooms katcha.	Free ..	One school.
	(b) Chunhatta Lime Stone Quarry.	Ditto ..	Do. ..	Ditto ..	Do. ..	Ditto
	(c) Rohtas Fort Lime Stone Quarry, no. 1.	Ditto ..	Do. ..	Ditto ..	Do. ..	Ditto
	(d) Rohtas Fort Lime Stone Quarry, no. 2.	Ditto ..	Do. ..	Ditto ..	Do. ..	Ditto
2	Kalyanpur Lime Works, Banjari.	..	..	12 houses ..	Do. ..	..
3	Kuchwar Lime Stone Co., Banjari.	State managed.	Do. ..	..	..	..
4	Rajdhar Lime Stone Works, Boullia.	Not favoured	Do. ..	16 rooms ..	Free ..	..

Serial no.	Name.	Medical aid.			
		Doctor or compounder.	Hospital or dispensary.	Treatment	Medicine.
1	2	26	27	28	29
1	(a) Bhangia Lime Stone Quarry.	Doctor ..	Hospital ..	Free ..	Free ..
	(b) Chunhatta Lime Stone Quarry.	Do. ..	Do. ..	Do. ..	Do. ..
	(c) Rohtas Fort Lime Stone Quarry, no. 1.	Do. ..	Do. ..	Do. ..	Do. ..
	(d) Rohtas Fort Lime Stone Quarry, no. 2.	Do. ..	Do. ..	Do. ..	Do. ..
2	Kalyanpur Lime Works, Banjari.	Do. ..	Dispensary ..	..	..
3	Kuchwar Lime Stone Co., Banjari.	Do. ..	Do. ..	..	..
4	Rajdhar Lime Stone Works, Boullia.	..	..	..	..

(e)

Serial no.	Name.	Sickness Insurance.		Hours.	Minimum wage.		
		For or against.	Basis.		For or against.	Amount.	Principle or machinery.
1	2	30	31	32	33	34	35
1	(a) Bhangia Lime Stone Quarry.	Against	..	8 hours in practice.	..	..	..
	(b) Chunhatta Lime Stone Quarry.	Do. ..	..		For ..	..	..
	(c) Rohtas Fort Lime Stone Quarry, no. 1.	Do. ..	..	Against reduction.	..	..	..
	(d) Rohtas Fort Lime Stone Quarry, no. 2.	Do. ..	..		..	..	..
2	Kalyanpur Lime Works, Banjari.	..	..	..	..	..	..
3	Kuchwar Lime Stone Co., Banjari.	Against	..	..	Against	..	..
4	Rajdhar Lime Stone Works, Boullia.	Do. ..	..	8 hours	For ..	..	..

Serial no.	Name.	Wages of unskilled labour.	Number of dally, weekly or monthly rated	Proportion of wages to total cost.	Bonus or profit sharing bonus.	Profits.
1	2	36	37	38	39	40
1	(a) Bhangia Lime Stone Quarry.	11 6 0 M. 9 12 0 W. 16 4 0 Miner. 9 12 0 Beldar. 6 4 0 Reja.	15 per cent monthly 85 per cent dally.	..	Staff bonus	..
	(b) Chunhatta Lime Stone Quarry.	Ditto ..	Ditto ..	..	Ditto ..	..
	(c) Rohtas Fort Lime Stone Quarry, no. 1.	Ditto ..	Ditto ..	..	Ditto ..	..
	(d) Rohtas Fort Lime Stone Quarry, no. 2.	Ditto ..	Ditto ..	..	Ditto ..	..
2	Kalyanpur Lime Works, Banjari.	..	..	..	..	..
3	Kuchwar Lime Stone, Co., Banjari.	..	..	..	..	..
4	Rajdhar Lime Stone Works, Boullia.	7 1 0 Miners. 10 9 0 Beldars. 7 1 0 Reja.	All dally	..	..	..

(f)

Serial no.	Name.	Accidents, 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	(a) Bhangia Lime Stone Quarry.	2	..	2	2
	(b) Chunhatta Lime Stone Quarry.	..	..	..	..
	(c) Rohtas Lime Stone Quarry no. 1.	..	..	..	..
	(d) Rohtas Lime Stone Quarry no. 2.	..	..	..	..
2	Kalyanpur Lime Works, Banjari.	1	3	..	..
3	Kuchwar Lime Stone Co., Baanjri.	..	49 in all	..	..
4	Rajdhar Lime Stone Works, Boulia.	..	..	..	..

Serial no.	Name.	Trade union.	Works committee.	Conciliation arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	(a) Bhangia Lime Stone Quarry.	Yes. R.	No ..	Compulsory.	
	(b) Chunhatta Lime Stone Quarry.	....	..	..
	(c) Rohtas Lime Stone Quarry, no. 1.	....	..	..
	(d) Rohtas Lime Stone Quarry, no. 2.	....	..	..
2	Kalyanpur Lime Works, Banjari.	No	No ..	..
3	Kuchwar Lime Stone Co., Baanjri.	No	..	Compulsory.	
4	Rajdhar Lime Stone Works, Boulia.	No	No ..	Do.	

QARRIES.

Replies to the general questionnaire of the Labour Enquiry Committee, Bihar by lime stone quarries of Sone Valley Portland Cement Company, Ltd., Boulia (Shahabad).

A.—NATURE AND RECRUITMENT OF LABOUR.

1. Officers—

Indian—	2.	
Clerks—	54 (together	with subordinates).

Works people—

Men—	1,077.
Women—	233.
Children—	Nil.

2. (a) Bhangia Gurusote Quarry—116.

R. F. G. E. Quarry no. 1— 10.

Ditto no. 2— Nil.

Chunhatta Quarry— 101.

They may be said to be permanently settled as they are with their family members but even they may be regarded as they change their residence from one industrial centre to another.

(b) Bhangia Gurusote Quarry—211.

R. F. G. E. Quarry no. 1— 37.

Ditto no. 2— 6.

Chunhatta Quarry— 116.

3. About 50 per cent.

4. Shahabad, and Palamau districts. (Bengal, C. P., U. P. and N.-W. F. P. small).

5. Proportion is 10 to 1.

6. (a) to (d) Nil. (e) About 100.

7. (a) By contractors. (b) So far as required by Company. (c) Nil. (a) and (b) Nil. Winning of limestone is let out to contractors on piece rate and they employ their own coolies, etc.

8. Both by the contractors and the Company, because it is to the benefit of the labour.

9. (1) Yes. (2) No. (3) Yes.

10. Does not arise.

11-12. No.

13. For removing overburden, repairing works and any constructional works according to the necessities the number increases and decreases. Proportion is 12 to 1.

14. No.

B.—CONDITIONS OF EMPLOYMENT.

15. No.

16. Yes. Apprentices are trained. They are employed permanently when vacancy occurs.

17. No, but promotion is given according to the merit of employees.

18. Services of workers are secure as long as trade is in prosperous condition.

19. Yes. Leave is granted for a reasonable period for daily workers, casual workers and during sickness. No allowance is paid for any kind of leave. Staff members are granted leave with pay for one month after completion of full one year's service. They are also allowed casual and sick leave with half pay.

20. No.

21. Yes. For two months half pay.

22. Provident fund system is in force for the staff.

23. Each worker gets rest for 52 days besides 10 days on holidays during a year.

24. No.

25. Standing rules translated in various languages are fixed in prominent places. Any fresh orders are explained to workers through the staff and contractors.

26. The matters are reported to the Quarry Manager who deals with them after hearing the parties—the contractors and the labour.

27. The worker is asked to explain the charge before the officer-in-charge.

28. *Suspension and dismissal.*—Warnings are given after the first offence or minor offence. Compulsory leave or suspension is given when there is any act of indiscipline on the part of the workers such as serious quarrel with another worker, disobedience of orders of immediate superior, etc., and violation of Mining Act. The workers are dismissed when after repeated warnings and compulsory leave is found incorrigible or when any act of serious bad conduct or moral turpitude is discovered.

29. Punishment (suspension or dismissal) is given according to the nature of offence. No fines under any circumstances.

30. Suspension of about 10 men. No dismissal.

31. They are only warned to be regular.

32. Five minutes' grace is allowed, for more than five minutes late attendance wages for half an hour is deducted. No deduction for partial attendance.

33. No fines collection under any circumstances.

C.—HOURS OF WORK.

34. 8 hours. We are not in favour of shorter hours of works. In night shift relays also the workers work for 8 hours but on special occasion and in some season they work for $7\frac{1}{2}$ hours only. When there is contract work at night they are allowed full wages after doing the contract work even when it is done within less than 8 hours.

35. *Two Shifts.*—First shift—Work begins 6 A.M. ends 11 A.M.

Interval for rest begins 11 A.M. ends 2-30 P.M.

Work begins 2-30 P.M. ends 5-30 P.M.

Second shift—Work begins 7 P.M. ends 9 P.M.

Interval for rest 9 P.M. ends 10 P.M.

Work begins 10 P.M. ends 2-30 A.M.

Quarring stones, overburden removing, ropeway running, electrical work, tramline work and constructional work are done in both shifts. Clerical work is done only in the day time, and constructional work is done rarely at night.

36. Each worker is allowed one day compulsory rest during a week and it is so arranged that different workers get rest on different days. The same worker is not allowed to work in both shifts.

38. We change the working hours according to the season and it appears desirable.

38. No.

39. No special group.

40. No.

41. Continuous, throughout the five years, no stoppage. When there is any stoppage of work the labour concerned with that department is employed on some other job. No enforced idleness.

42. Yes.

43. For preventing and classifying accidents the Indian Mines Act and special rules strictly in force and adhered to. The serious accidents as required by Mining Rules are immediately reported to the Chief Inspector of Mines as well as to the District Magistrate. We are satisfied by the measures, in addition we have framed certain special rules for the safeguard of the workers.

44. No.

45. Does not arise.

49. Attached. As our payments to workers are made weekly on daily-rate basis, daily wages have been shown. (*Not printed.*)

50. No.

51. Rates are fixed according to merit and experience.

52. No.

53. The clerical, supervision, electrical, explosives, mechanical, medical staff, whose percentage is about 15, wages are calculated on monthly basis and rest 85 per cent of the workers' wages are calculated on daily basis.

54. Company pay their workers weekly and five days elapse between the end of wage period.

55. The rates of wages of the workers have increased 10 to 15 per cent according to the merits of the various workers.

56. No other deductions except employees' deposit which is done according to the wishes of the employees and sanction has been obtained from Government through *Bihar Gazette*.

57. The staff members are paid bonus once in a year.

58. No.

59. Yes.

60. On local conditions.

61. Legal steps by Government.

62. Yes.

63. Legal steps by Government.

65. We agree.

70. Yes. (a) No. (b) Yes. (c) No. But we have a proposal of opening one night school for the adults. Number of children at Gurisote Bhangia 50 ; Chunhatta 30. At present no fees are charged.

71. Yes. About 25 to 30.

72. (a) No. (b) Fully equipped hospital with a doctor, compounder, dressers, etc., provided by the Company. We have got a female ward for women and maternity cases. The provisions are quite adequate and satisfactory. The workers of the Company get medical aid, free of charge.

73. The contractors have to pay nominal price of medicines supplied to their sick labourers. The medical officer attends the sick workers free of any charge.

74. No.

75. Malaria and intestinal troubles are chief diseases mortality very few. No occupational diseases.

76. Yes. The workers are inoculated against cholera and vaccinated against small-pox every year and every alternate year respectively, free of charge.

77. No.

78. Yes. Latrines, etc., have been provided.

79. There are arrangements for the supply of drinking water in work places and at workers' quarters. There is also proper arrangements of cold water. The Company has also arranged supply of ice at a reduced rate of six pies per seer. Regular customers are charged four pies per seer.

80. No difficulty experienced.

81. No.

82. Yes.

83. (a) 360 *Pucca* rooms.

265 *Kutch* rooms.

(b) and (c) No. (d) Nil.

Stone wall having corrugated roofs. Size of the rooms are 10' x 10' on the average 2 to 3 persons.

84. We are making adequate housing accommodations for the total number of workers. The arrangements are in hand. The proportion of the workers who have been provided is 50 per cent.

85. Free of rent.

86. The workers who make their own huts, the cost is borne by the employer.

87. No.

88. (a) Two football grounds and two tennis courts have been provided. (b) and (c). There is arrangement for indoor games and other amusements. (d) Sweets are distributed during festivals.

89. During the resting hours the workers go to their respective quarters.

90. No.

91. The workers have practically no direct dealings with the local shopkeepers. Whatever they get they get on the authority of their employers.

92. Co-operative stores by the Government appear desirable.

93 and 94. No advance is made to the workers by the Company.

95. No.

96-97. Money lenders have nothing to do with this area.

98. Yes ; for meeting the demands of the workers when in need.

99. Four accidents took place during the last three years, of which two turned fatal and the rest was cured.

100. Compensation was paid for the two fatal cases. No case was reported to Commissioner.

101-102. No.

103. No. A labour union was started in November 1937.

104. No.

105. Yes, from the time it was started.
106. Two (Works and Quarry) and both recognised by the Company.
- 107-108. No.
109. Dose not arise.
110. We are in favour of one single labour union comprising of the representatives of the workers, contractors and the Company. The proposal is under consideration.
111. The number of members of the workers' union is about 300. Total number of workers 1,364.
112. Existing Executive Committee composed of 15 members in which 3 are outsiders, the proportion is 5 to 1.
113. There has been no particular activities on the part of the union. We would like that the union should undertake to impress on the workers the importance and value of temperance, economy, discipline, respect for authorities, better work, sanitary habits, mutual helps, etc.
114. No.
115. Yes. They refer their grievances, if any, to the Manager and these are promptly looked into.
116. Reconciliating attitude. Yes.
117. No.
- 118—124. No.
125. Free access to the Quarry Manager and the General Manager.
126. The officers of the Company are in direct touch with the workers.
127. No. No particular difficulty was experienced in dealing with the differences or disputes directly.
128. Yes. Government should intervene.
130. Yes.
131. Government should devise measures for the safety of the industry as well as workers.
133. We are continually improving the conditions of the workers. Improvement of better housing, latrines, etc., is in progress and the estimated cost is Rs. 20,000.
134. See no. 131.
135. Yes.

Replies to the general questionnaire of the Bihar Labour Enquiry Committee by Kalyanpur Lime Works. Ltd., Banjari (Shahabad).

1. Officers—5.

Clerks—10.

Men about 200 on an average.

Women about 50 on an average.

2. (a) About 90 per cent.

(b) ,, 10 per cent.

3. About 50 per cent.

4. Locally ; mainly from Akbarpur side and from Tilothoo side.

5. About 5 per cent.

6. (a) 1 per cent.

(b) Nil.

(c) 1 per cent.

(d) and (e) 10 per cent.

7. Workers are recruited mainly by contractors. But the Company keeps a direct touch with the workers and provides in many cases their housing conditions and health requirements.

8. We prefer recruitment by contractors, as this enables us to determine the working expenses more satisfactorily. As we also exercise strict supervision over the contractors, this system provides adequate safeguard for a just and sympathetic handling of labour.

9. Under the mining rules we have to maintain a list of the persons employed in the quarries.

23. On Sundays the quarries are not worked and certain festival holidays are also allowed in the year.

34. Hours of work 7 hours.

Hours of rest 1 hour.

43. Accident cases have to be reported to the Collector of Shahabad and to the Inspector of Mines, Dhanbad.

58. Certain wages are paid by the contractors on a weekly basis, other wages on a fortnightly basis.

72. Medical facilities are arranged by the employer i.e., the Company under the supervision of a whole-time Medical Officer of the Company.

73. The Medical Officer does not charge any fees for treatment in Company's dispensary and medicines are usually supplied free of cost.

75. Sanitation in the locality is good except that there are occasional outbreaks of malaria, pox, etc.

76. Yes, for preventing epidemics.

77. No.

79. Drinking water is supplied from wells. Water is good and cool during hot season.

83. About 12 houses are provided by the employer with room space in each measuring roughly 10'x8'.

84. Yes.

85. No rent is payable by the labourers or by the clerks and officers.

99. Four serious accidents occurred of which one proved fatal. In the case of the fatal accident only compensation was paid through the Commissioner.

101. Workmen's Compensation Act should be modified in its application to quarry labour.

119. We have had no strikes since the time that we commenced business.

Replies to the general questionnaire of the Bihar Labour Enquiry Committee by the Kuchwar Lime and Stone Company, Banjari (Shahabad).

1. Manager—1.
 Assistants—5.
 Clerks—3.
 Work people—
 Men—396.
 Women—179.
2. (a) 533 ; (b) 42.
3. About 75 per cent of the total labour force.
4. (1) Gaya. (2) Palamau. (3) Shahabad. (4) Pratapgarh. (5) Jahalpur.
5. About seven per cent which cannot be avoided.
7. By contract and not directly ; separate salary and no commission paid for recruitment.
8. Recruitment directly by contractor as that simplified the work of the management.
9. (1) No. (2) No. (3) No.
10. Does not arise.
11. No.
12. I do not consider labour exchanges would serve any useful purpose for this nature of work.
13. *Dhowrah* repairing, Railway siding clearing, clearing of well and such other sanitary purposes, etc. About five per cent which is increasing a little.
- 14—16. No.
17. No graded promotion but promotion is given on merit and efficiency of the workers.
18. Nothing to suggest.
19. No definite system but usually a month's leave is granted per annum on full pay and also leave in case of emergency.

20. Leave is allowed during genuine sickness.
21. Usually they do not come to work during maternity period.
22. No.
- | | |
|-------------------|--------------|
| 23. Sundays only | ... 52 days. |
| Holi festival | ... 1 day. |
| Dasahara festival | ... 1 „ |
| | — |
| Total | ... 54 days. |
| | — |
24. No.
25. Placed in conspicuous places in respective mines and circulated among the workers through quarry assistants.
26. Contractors are made responsible for this.
27. The worker is at liberty to approach Management for redress of their grievances.
28. Rates with contractors.
29. Nil.
34. Copy of the notice for working hours attached.
42. First-aid boxes along with "Lexin" are provided in each mine.
43. Strict observations of Mines' Act are adopted for preventing accidents and as regards classifying and reporting accidents are done in accordance with the Mines' Act, Regulations, Rules, etc.
44. No.
46. No objection.
- 47-48. Nothing to suggest.
- 49—57. As the work is done on contract basis no accurate figure could be supplied.
58. Automatic adjustment of wages to the cost is desirable but very difficult to act in practice.
59. No, it would encourage lethargy of the workers.
- 60—62. Do not arise.

63. Already answered in question 59.

65. Even in protection industries minimum wage will tend to reduce efficiency of the workers.

66. Not at the present moment.

67—69. Do not arise.

70. Not within the Company's area but the lower primary schools at the locality.

71. No.

72. A qualified medical officer with an equipped dispensary provided by the Company.

73. No charges are made to the employees.

74. No.

75. There is no occupational disease. The general health of the locality is also very good.

76-77. No.

78. The number of settled labour is very few and proper latrines are provided for them.

79. From well provided by the Company. Yes.

80. Proper medical aid and subsistence allowance is given.

81. No.

82. In favour of under control of the medical officer of the Company.

83. Proper and adequately ventilated houses are provided for staff and settled labour by the Company.

84. Yes, to the whole of the settled population which is 25 per cent of the total labour force.

85. No rent is levied. (Free quarters.)

87. Does not arise.

88. Facilities are provided for outdoor sports and indoor games.

89. Yes.

91. No doubt, workers obtain credit from shopkeepers.

92. Yes, by the workers helped by the Government.

93. No.
94. Rests with the contractors.
95. Yes.
- 96-97. No comment to offer.
98. Yes.
99. 49 accidents.
100. Did not arise.
101. No.
102. No comment to make.
103. No.
- 104—115. Do not arise.
116. Not in favour of Trade Union as it would not help in dealing with the labour in the Company's factory.
117. No.
118. Nil.
- 119—124. Do not arise.
125. The workmen can approach management direct for redress of their grievances.
126. Rests with contractors.
127. No.
128. Yes, equal representation from both sides.
132. Copies attached. (*Not printed—Vidyabhushan Shukla.*)

The notice of hours of work under sub-section (a) of section 9 of Amendment Act V of 1935 and sub-section 23(b) of Indian Mines Act, 1923.

Day Shift only.

Surface.					Open working or quarry.				
Kind of labour	Commencement of work.	Rest.		End of work.	Kind of labour.	Commencement of work.	Rest.		End of work.
		Begin.	End.				Begin.	End.	
1	2	3	4	5	6	7	8	9	10
Blacksmith ...	8 A.M. ...	1 P.M.	2 P.M.	6 P.M.	Drillers	7 A.M. ...	1 P.M.	2 P.M.	4 P.M.
Line Mistry ...	Do. ...	Do. ...	Do. ..	Do.	Hammermen and Shot-firers.	8-30 A.M....	Do. ...	Do. ...	5-30 P.M.
Line cooly ...	Do. ...	Do. ...	Do. ...	Do.	Lifters	Do. ...	Do. ...	Do. ...	Do.
					Carriers	Do. ...	Do. ...	Do. ...	Do.
					Trolleyman ...	Do. ...	Do. ...	Do. ...	Do.
					Miscellaneous labour...	Do. ...	Do. ...	Do. ...	Do.

N.B.—“ No person shall be allowed to work in a mine otherwise than in accordance with this notice.”

Replies to the General Questionnaire of the Bihar Labour Enquiry Committee by Rajdhar Lime & Stone Works (Shahabad).

1. Officer 1.
Clerks 6. (Including subordinates.)
Work people. Men 89.
Women 34.
Children Nil.
2. (a) About 25.
(b) „ 100.
3. About 75 per cent.
4. Bihar and the Central Provinces.
5. Roughly 15 to 1.
6. (a)—(d) Nil. (e) About 20.
7. (a) By sub-contractors. (c) Nil.
(a) Nil. (b) Nil. Sub-contractors supply the lime stones on piece rate and they engage these coolies.
8. By the sub-contractors as they actually require the coolies.
9. (1) Yes. (2) and (3) No.
- 11-12. No.
13. For petty repairing, etc., occasionally.
- 14—17. No.
19. Yes. Sick-leave and other leave. No allowance is paid to the daily-rated workers.
- 20—22. No.
23. Each worker gets one day rest in every week.
24. No.
25. Standing Mining Rules explained to the labourers through the staff.
26. The matters are attended by the proprietor or his agents.

27. He is given chance to defend.
28. Working, suspension and dismissal according to the nature of offence.
29. No fine under any circumstances.
30. No.
31. No action is taken for this.
32. $3/4$, $1/2$, $1/4$ wages is cut if they work 6 hours, 4 hours and 2 hours and rest are paid full.
33. Does not arise.
34. 8 hours. No. In case of contract work they work off as soon as they complete which they generally do in 6 hours, etc.
35. My quarry work runs in day general shift according to the working hours of Messrs. S. V. P. C. and Company as the quarries are side by side.
36. It is arranged to get days rest in one week.
37. It is already changed as per season.
38. No.
- 39-40. Do not arise.
41. There is no stoppage during last five years.
42. Yes.
43. Prescribed Mines rules are followed to avoid the accidents and reports are made as per Act.
- 44-45. No.
49. Shown in the attached form.
50. No.
51. Rates are fixed according to the nature of work.
53. All wages are calculated on daily basis.
54. Fortnightly. About four days.
55. The wages rates increased to some extent.
56. No deduction is made.
- 57-58. No.
59. Yes.
60. On local circumstances.

61. Legitimate steps by the Government.
62. Yes.
63. See 61.
- 70-71. Yes. By Messrs. S. V. P. C. and Company in their premises.
72. (a) No. (b) Messrs. S. V. P. C. Company's hospital which is too close to my quarry and arrangements are made to attend any patient of my quarry.
73. The *Babus* are not to pay anything for this treatment or medicine. All expenses are borne by the proprietor.
74. No.
75. Malaria, etc.
76. Measures are taken against cholera and pox by S. V. P. C. Company for any quarry *Babus* also.
- 77-78. No.
79. Drinking water is supplied.
80. Does not arise.
81. No.
82. Yes.
83. (a) 8 rooms by Messrs. S. V. P. C. and Company.
 (b) 8 „ „ the proprietor.
 (c) and (d) Nil.
84. I think so. 25 per cent.
85. Free on any charge.
86. The cost is paid to workers who make these rooms.
87. No.
88. (a) Messrs. S. V. P. C. and Company has provided at Baulia a football ground. (b) and (c) No.
89. No. (They go to their own quarters.)
90. No.
91. No credit system.
92. No.

93-94. Advances are paid to the *Babus* according to their requirements and realised gradually.

95. No.

96-97. Do not arise.

98. Yes, for the benefit of the *Babus*.

110. Yes.

113. Unions should see the hut of the *Babus* and as well as the employees.

114. No.

115. They are allowed to S. V. P. C. and Company, authorities who are employed to decide any dispute that arises.

116. Friendly attitude.

117. No.

118—124. No.

125. Allowed to see the proprietor.

126. Proprietor is always in close touch with the workers.

127. No.

128. Yes.

130. Yes.

131. Government help.

134. See 131.

Wages form.

AVERAGE RATE.

Piece rate daily.	1929.			1933.			1938.		
	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.
Miners	0	14	6	0	9	6	0	10	6
Beldars	0	8	6	0	7	0	0	6	6
Rejas	0	4	6	0	4	0	0	4	0
Trolleyman	0	9	0	0	8	0	0	7	6
Munshis	1	0	0	0	13	0	0	14	0

Summary of Replies
to the
Questionnaire
of
The Bihar Labour Enquiry Committee
(MICA.)

(b)

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.
1	2	3	4	5
1	F. F. Chrestien and Company, Limited, Domchanch.	1,900 M. 2,100 W. 920 C.	Direct ..	Not desirable. Not neces- sary.
2	Chrestien Mining Company, Dem- chanch.	3,500 M. 50 W. 80 C.	Do. ..	Ditto ..
3	Bihar and Orissa Mica Association.	..	Th rough Sirdars.	Ditto ..
4	The Chota Nagpur Mica Syndicate.	500	Direct ..	Not neces- sary.
5	Biswanath and Com- pany, Giridih.	15	..	..

(c)

Labour exchange	Sick leave.			Privilege leave.		
	To whom given.	Period	Allow- ance.	To whom given.	Period.	Allow- ance.
6.	7	8.	9	10	11	12.
..	Discretionary	..	..	Monthly paid only	One month.	Full.
..	Ditto	..	..	Staff only	30 days.	Do.
..	No	..	..			..
..
..	..	Leave with- out pay.	..			..
..

(d)

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allow- ance.
1.	2	18	14	.5	16
1	F. F. Ohrestien and Company, Limited, Domchanch.	..	..	No Maternity leave with pay.	..
2	Ohrestien Mining Company Domchanch.	..	..	Ditto ..	..
3	Bihar and Orissa Mica Association.	..	..	Ditto ..	..
4	The Chota Nagpur Mica Syndicate.	..	..	Ditto ..	..
5	Biswanath and Company, Giridih.	..	..	Ditto ..	..

(e)

Provident Fund.			Fines Fund.	Co-operative stores.	Credit Society.
To whom given.	Contri- bution.	Interest.			
17	18	19	20	21	22
No ..	No ..	No ..	No Fines	In existence 18 years.	Favoured on Co-operative basis.
"	"	"	"	In existence	Favoured on Co-operative basis.
"	"	"	"	Favoured ..	..
"	"	"	"
"	"	"	"

(f)

Serial no.	Name.	Houses.		Scho. ls.	Medi
		Number.	Rent.		Doctor or compounder.
1	2	23	24	25	26
1	F. F. Chrestien and Company, Limited, Domchanch.	A few	Free	None..	Two Doctors
2	Chrestien Mining Company, Domchanch.	Do. . .	Do.	„	Ditto ..
3	Bihar and Orissa, Mica Association.	..	..	„	..
4	The Chota Nagpur Mica Syndicate.	Unoccupied.	..	„	First Aid ..
5	Biswanath and Company, Giridih.	..	..	„	..

(g)

cal aid.			Sickness Insurance.		
Hospital or dispensary.	Treatment.	Medicine.	For or against.	Basis.	Hours.
27	28	29	30	31	32
Two Hos- pitals.	Free ..	Free to labourers only.	Impossible	..	No change.
Do. ..	Do. ..	Do. ..	Against..	..	Do. ..
..	..	..	For ..	..	8 hours generally.
..	..	..	..	..	8 hours shifts.
..

(h)

Serial. nc.	Name.	Minimum wages.		
		For or against.	Amount.	Principle or machinery.
1	2	33	34	35
			Rs.	
1	F. F. Chrestien and Company, Limited, Domchanch.	For ..	..	..
2	Chrestien Mining Company, Dom- chanch.	Against..	..	..
3	Bihar and Orissa Mica Association.	For ..	..	Cost of living
4	The Chota Nagpur Mica Syndicate.	For ..	..	Strict enforce- ment.
5	Biswanath and Com- pany, Giridih.	.. ..	.. ..	..

(i)

Wages of unskilled labour.	Number of daily, weekly or monthly rated.	Proportion of wages to total cost.	Bonus or profit sharing bonus.	Profit.
36	37	88	39	40
				Rs.
4-3-6 M. 4-2-0 W. 1-11-0 C.	Piece work	..	None	..
10-15-0 Mines 7-9-6 S. M. 5-1-0 W.	Labour daily Staff monthly.	..	..	..
..	All should be monthly.	..	..	..
12-3-0 M. 6-8-0 W.	..	..	..	..
10-0-0 M. 4-0-0 W.	..	..	..	..

(j)

Serial no.	Name.	Accidents, 1935, 1936 and 1937.		
		Fatal.	Serious.	Minor.
1	2	41	42	43
1	F. F. Chrestien and Company, Limited, Domchanch.	..	Nil ..	..
2	Chrestien Mining Company, Dom- chanch.	..	Total—12 ..	..
3	Bihar and Orissa Mica Association.	...	..	..
4	The Chota Nagpur Mica Syndicate.	..	Nil ..	..
5	Biswanath and Com- pany, Giridih.	..	..	..

(k)

Compensation paid.	Trade Union.	Works committee.	Conciliation or arbitration.	
			Reference.	Award.
44	45	46	47	48
..	None ..	None ..	Comp. ..	Comp.
One case ..	" ..	"
..	" ..	"
..	" ..	"
..	" ..	"

MICA.

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**Replies to the questionnaire by Messrs. F. F. Chrestien and
Company, Limited, Domchanch.**

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	...	4
Clerks and supervisors	...	...	...	45
Workpeople	{	Men	...	1,900
		Women	...	2,100
		Children	...	920

2. (a) Officers, clerks and/or supervisors, and about 90 per cent of workpeople. (b) Not more than 10 per cent of work people.

3. About 90 per cent.

4. A radius of 5 miles from the location of the factory.

5. Less than 1 per cent.

6. (a) None.

 (b) None.

 (c) None.

 (d) Practically none.

 (e) 1936—30 persons

 1937—60 persons.

7. (a) Nil. (b) Workers are recruited directly by or apply voluntarily to the management.

8. We prefer direct system of recruitment to obviate the evils attendant on recruitment by jobbers, such as middleman's commission, blackmail, etc.

9. No. (1), (2), (3) No.

10. Question has never arisen.

11. None.

12. Undesirable and not necessary.

13. Only for cutting mica dumps.

14. Skilled labourers are not employed casually. We endeavour to employ them permanently except when adverse business conditions make it impossible for us to do so.

CONDITIONS OF EMPLOYMENT.

15. No.

16. We take on a limited number of apprentices, who are paid during the period of their learning. When they learn the work they are put on; the apprentices are transferred to the regular list of employees.

17. An advancement depends upon ability.

18. Security of service in mica industry is impossible unless the local Government legislate (1) to safeguard the property and output, and (2) to establish minimum export sale rates for all varieties of mica, fixing same at such level as to allow the mineowners to recover their outlay and earn a profit.

19. The monthly-paid employees are granted one month's leave on pay on completion of 12 months' work. No leave on pay is generally granted to daily-paid labour.

20. Sick leave is generally granted on production of a medical certificate. The length of leave and whether with or without pay depends on individual merits of the case.

21. All women employed by us live in their village homes, and are engaged on piece-work system. Consequently, when they absent themselves during maternity they do not receive any pay.

22. None.

23. The number of holidays including Sundays and festival holidays allowed in our factories in a year are about 58.

24. None.

25. Does not arise.

26. The offender is warned on the first two occasions, but if he persists in his misbehaviour he is discharged. Seldom occurs.

27. Every employee is given a chance to explain his case before any action is taken on same.

28. No specific schedule.

29. See 26 above.

30. None.

31. There is no punishment for unauthorised absence. Labourers are simply not paid for that period.

32. Late attendance not exceeding five minutes is not taken notice of. Above that; labourers are merely warned for the first two or three occasions. Any incorrigibles are shut out on the days they come late after warning. Piece-workers, of course come and go as they like generally.

33. We have no fining system.

HOOR OF WORK.

34. Hours of work are 7-30 A.M. to 12 noon and 2 P.M. to 5 P.M. during October to March and 2-30 to 5-30 P.M. during April to September. There are no night shifts generally in mica factories. Mica dressing, sorting and manufacturing are neither strenuous nor hazardous jobs, and we are not in favour of reducing the working hours.

35. See 34 above. The hours of work for clerical establishment are the same as for the labourers. On Saturdays the hours of work are 7-30 A.M. to 12-30 P.M.

36. Saturday afternoons are invariably holidays. Sundays are general rest days, but upon occasions when there is pressure of work, labour is given the opportunity to work on Sundays.

37. We adjust the hours of work to seasons.

38. There is no regular system of working overtime, but if and when worked due to accumulated work, the method adopted in calculating overtime is on the basis of daily hours upon 25 per cent overtime.

39. Any department of group of workmen may be called upon to work overtime when necessary. The rates of overtime allowances are calculated on the basis of daily hours, as per above.

40. No.

41. 1933	327	} takes account of regular holidays and overtime.
1934	...	...	325
1935	...	...	329
1936	...	...	326
1937	...	...	340

CONDITIONS IN FACTORIES.

42. Nature of work does not entail any risk and so calls for no special equipment.

43. All cases of accidents are immediately attended to by the Company's doctor and if pronounced by him as sufficiently

serious it is reported to the proper authorities, meantime, attended to at our own hospital at our expense.

44. Not qualified to express opinion.

WAGES.

49. See schedule.

50. There has been no change in the system of wage calculation.

51. In fixing the rate of wages for ordinary work we take into account the degree of skill in the various categories of factory work.

52. There is no night work except on piece work basis. No work on holidays.

53. Categories of work and proportion of workers calculated on various bases are :—

- (a) Daily—
- (b) Weekly—Nil.
- (c) Fortnightly—Nil.
- (d) Monthly—

As the majority of the labourers absent themselves when attending to their agriculture or other household works and other work on the piece work basis it is not feasible to convert the daily-rated workers to monthly-rated ones.

54. The system of wage payment adopted by our factory in regard to various categories of work is weekly. Three days elapse between the end of the wage period and date of payment. We do not favour a change in the present system, especially as the labourers themselves prefer weekly payments.

55.	T.			P.		
	Rs.	a.	p.	Rs.	a.	p.
1929	9	4	0	8	8	0
1930	9	0	0	8	4	0
1931	8	12	0	8	0	0
1932	8	6	0	7	14	0
1933	8	0	0	7	12	0
1934	8	0	0	7	12	0
1935	8	12	0	8	0	0
1936	9	8	0	8	4	0
1937	10	4	0	8	8	0

56. There are no deductions from wages.

57. None.

58. An automatic adjustment of wages to the cost of living indices is neither desirable nor practicable, as in the present state of the mica industry prices are always fluctuating, and until some method is discovered for making it a universal practice in the trade it is impossible.

59. A minimum wage might be established provided it is seen that there are no evasions. We personally have no objection to paying whatever wage is fixed if our competitors in the industry do the same, as in that event the basic cost of the material is automatically raised for everyone in the mica industry in like proportions. But we believe that it will never be possible to establish a minimum wage in an industry where there are so many categories of work and so much seasonal labour as in the mica business.

60. Practically impossible of solution on any basis.

61—64. See no. 60.

65. Question does not arise in the mica industry.

RATIONALISATION.

66. None.

67—69. Do not arise.

WELFARE WORK.

70. No schools are provided as almost all the labourers live in their village homes. Attempts are, however, being made to educate the illiterate adults but so far without much success.

71. None.

72. The Company maintains two hospitals manned with qualified doctors. There are no special arrangements for treatment of women or for maternity cases. As far as we are concerned we consider our arrangements adequate.

73. There is no charge for treatment. Medicine is supplied free to labourers, just the cost being realised from the clerical and supervising staff and officers.

74. None.

75. Chief disease is malaria and tuberculosis. We do not know of any occupational disease peculiar to this industry.

76. Preventive measures in inoculating the labourers are taken as soon as any epidemic disease is evident.

77. Not to our knowledge.

78. The present arrangements are considered sufficient.

79. Pure cold water is supplied in plenty at work places.

80. None beyond that described under no. 73.

81. Impossible in the present unregulated industrial state.

82. Question is made too premature in the case of the mica industry.

83. Houses are provided by the Company for the officers and married clerks and supervisors, and such labourers as live on the Company's premises. Officers are, of course, provided with bungalows. The houses provided for clerical staff have generally three, living rooms 12' x 10' with a kitchen, store room, bath-room and lavatory. Unmarried clerks, etc., and labourers who live on the premises are housed in barracks consisting of rooms measuring approximately 12' x 10'. Not more than two in case of clerks, etc., and not more than three in case of labourers who live in the barracked rooms.

84. Yes. The Company provides housing for all workers who live on the premises.

85. No rent is charged by the Company for housing accommodation provided by it.

86—87. Do not arise.

88. (a) Facilities for football and hockey are provided for workers, but very few avail themselves of same. (b), (c) and (d) None.

89. No. Not necessary because we are not a city industry.

90. No. Question does not arise.

INDEBTEDNESS.

91. As the labourers live mostly in their village homes we cannot answer this for lack of precise information.

92. The employees of the Company have been maintaining a Co-operative Stores for the last 18 years.

93. As weekly market system is prevalent in this district we think regular weekly payments would minimise indebtedness. Our system is weekly.

94. No advances are made to workers.

95. We are not in favour, unless absolutely necessary, of making recruiting advances, but if any such advances are made they should be made receivable from the first few wage payments.

96. We are not in a position to say.

97. We have no suggestion to make because the conditions which lead to the question have never been brought to our notice.

98. Where there is a large permanently-settled industrial population we advocate the establishment of Co-operative Societies for giving credit facilities to the workers and at the same time preach and encourage thrift.

99. None.

100. Does not arise.

101. From the experience of our affiliates (Chrestien Mining Company) we do not anticipate any difficulty either in the working or administration of the Workmen's Compensation Act.

102. None to suggest.

TRADE UNION.

103. No.

104—117. Do not arise.

INDUSTRIAL PEACE.

119—124. Do not arise.

125. The workers have free access to the officers of the Company to ventilate their grievances.

126. We have no special officers to keep in touch with the workers, but generally the supervisors who are in constant touch with them act as liaison when occasion demands.

127. No. We have had no disputes with the workers and consequently had no occasion to consider the question.

128. Yes. We are in favour of disputes not settled by the parties concerned being referred to arbitration. The composition of the arbitration board to be one each representing the employer and workers and a third unconnected with either

preferably one having magisterial or judicial powers. Majority opinion of the arbitration board should be binding on both employer and workers. Suitable legislation may be enacted that the award of the arbitration board should have the same legal sanction as the decree of a competent court. But the question is premature seeing that there is no legally organised body of labour upon whom decision would be enforced.

129. Cannot express an opinion.

130. We can see no objection.

131. None to suggest.

132. Regret, we cannot supply.

133. Question does not arise.

134. Very complex problem which can only be discussed in person.

135. No complaints to offer. Nothing new to suggest.

WAGES

Category of work.	January 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Monthly
			Maximum.	Minimum.	Average.			Maximum.
1	2	3	4	5	6	7	8	9
			Rs. a. p.	Rs. a. p.	Rs. a. p.			Rs. a. p.
January.								
Mica Sorters, men ...	1,085	T	22 8 0	7 8 0	9 4 0	732	T	18 0 0
Ditto boys ...	279	T	5 0 0	3 0 0	4 0 0	126	T	4 8 0
Mica Packers, men ...	347	T	21 0 0	7 4 0	9 0 0	221	T	17 0 0
Do. Sievers, boys ...	105	T	4 12 0	3 0 0	4 0 0	81	T	4 4 0
Do. Splitters, men ...	270	P	13 8 0	6 8 0	8 8 0	167	P	12 8 0
Ditto women ...	2,012	P	8 8 0	5 0 0	6 0 0	1,635	P	8 0 0
Ditto boys ...	82	P	4 0 0	3 0 0	3 4 0	63	P	4 0 0
Ditto girls ...	428	P	4 0 0	3 0 0	3 2 0	310	P	4 0 0
July.								
Mica Sorters, men ...	721	T	22 8 0	7 8 0	9 4 0	612	T	18 0 0
Ditto boys ...	156	T	5 0 0	3 0 0	4 0 0	89	T	4 8 0
Mica Packers, men ...	171	T	21 0 0	7 4 0	9 0 0	123	T	17 0 0
Do. Sievers, boys ...	62	T	4 12 0	3 0 0	4 0 0	49	T	4 4 0
Do. Splitters, men ...	129	P	13 8 0	6 8 0	8 8 0	118	P	12 8 0
Ditto women ...	1,177	P	8 8 0	5 0 0	6 0 0	926	P	8 0 0
Ditto boys ...	39	P	4 0 0	3 0 0	3 4 0	27	P	4 0 0
Ditto girls ...	217	P	4 0 0	3 0 0	3 2 0	181	P	4 0 0

FORM.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		July 1937.							
Earnings.		No. of workers.	Wage-rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. s. p.	Rs. s. p.			Rs. s. p.	Rs. s. p.	Rs. s. p.			
6 4 0	8 0 0	1267	T	22 8 0	7 8 0	10 4 0	...	...
3 0 0	3 12 0	398	T	5 0 0	3 0 0	4 0 0	...	...
6 0 0	7 12 0	321	T	21 0 0	7 4 0	9 4 0	...	...
3 0 0	3 12 0	67	T	4 12 0	3 0 0	4 0 0	...	...
5 12 0	7 12 0	283	P	13 0 0	6 4 0	8 8 0	...	...
4 8 0	5 12 0	2,098	P	8 4 0	5 0 0	6 0 0	...	...
3 0 0	3 4 0	105	P	4 0 0	3 0 0	3 4 0	...	...
3 0 0	3 2 0	418	P	4 0 0	3 0 0	3 2 0	...	...
6 4 0	8 0 0	669	T	22 8 0	7 8 0	10 4 0	...	...
3 0 0	3 12 0	200	T	5 0 0	3 0 0	4 0 0	...	...
6 0 0	7 12 0	337	T	21 0 0	7 4 0	9 4 0	...	...
9 0 0	3 12 0	49	T	4 12 0	3 0 0	4 0 0	...	...
5 12 0	7 12 0	187	P	13 0 0	6 4 0	8 8 0	...	...
4 8 0	5 12 0	1,221	P	8 4 0	5 0 0	6 0 0	...	...
3 0 0	3 4 0	73	P	4 0 0	3 0 0	3 4 0	...	...
3 0 0	3 2 0	302	P	4 0 0	3 0 0	3 2 0	...	...

Replies to the general questionnaire by Messrs. Chrestien Mining Company, Limited, Domchanch, Hazaribagh district.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	6	
Technical staff	...	...	100	
Clerks	...	...	25	
Workpeople—Men	...	...	3,500	Approximate.
Women	...	...	50	„
Children	...	...	80	„

2. (a) 100 per cent. (b) None.
3. About 90 per cent.
4. Locally.
5. All casual labour. Can suggest no remedies.
6. Impossible to reply to.
7. Directly by the management.
8. The system now in use.
9. No. (1), (2) and (3) no.
10. Question has never arisen.
11. No.
12. Not desirable or practicable.
13. All work.
14. Yes.

CONDITIONS OF EMPLOYMENT.

15. No.
16. Yes, in case of staff. Several paid apprentices are appointed annually on probation. If they turn out satisfactorily, they are appointed permanently.
17. Yes, depending on the man's ability.
18. Security of service in mica industry impossible unless the local Government legislate (1) to safeguard the property and output, and (2) to establish minimum export sale rates for

all varieties of mica, fixing same at such level as to allow the mine-owners to recover their outlay and earn a profit.

19. In case of staff only, 30 days per year *plus* majority of public holidays on full pay and travelling allowance.

20. Cases treated on their merits.

21. No.

22. In case of staff only, cases treated on their merits. No provident fund.

23. Between 60 and 70 days per year.

24. Each case treated according to its gravity.

25. Does not apply.

26. See answer to 24.

27. Enquiries always held by responsible officers.

28. No specific schedule.

29. No.

31. In case of staff, subject to dismissal or no pay. Labour is not paid for unauthorised absence.

32. Given $\frac{1}{2}$ or $\frac{2}{3}$ shift as case may be.

33. No fining system.

HOURS OF WORK.

34. Normally, 9 A.M., to 6 P.M., and 9 P.M., to 6 A.M. (two separate shifts) with one hour's rest for surface workers. We are not in favour of shorter hours.

35. Factories—one shift. Mines—two.

36. Does not apply.

37. This is done.

38. No.

39. Does not apply.

40. No.

41. 1933—308, 1934—308, 1935—310, 1936—322, 1937—

CONDITIONS IN FACTORIES.

- 42. There are no risks.
- 43. Cases attended to by our own doctor.
- 44. No.
- 46. No.
- 48. No.

WAGES.

- 49. See schedule.
- 50. There has been no change.
- 51. Skill of worker.
- 52. No.
- 53. All labour is daily paid and staff monthly.
- 54. (a) Weekly and fortnightly in case of labour.
(b) Monthly in case of staff.
(a) About 50 per cent of each.
(b) About 7 days. - The present system of payment is preferable.
- 56. None.
- 57—59. No.

RATIONALISATION.

- 56. No.

WELFARE WORK.

- 70-71. No.
- 72. (a) Hospital at Kodarma.
(b) The company maintains two hospitals and two doctors.
(c) No. We consider our arrangements adequate.
- 73. Free in case of labour.
- 74. None.
- 75. Malaria and tuberculosis.

76. Yes, by Government. We take preventative precautions immediately an outbreak occurs amongst our own employees.

77. Not to our knowledge.

78. We consider present arrangements adequate.

79. Provided in accordance with Mines Act.

80. See 73.

81. No.

83. Houses are provided by the company for the officers and married clerks and supervisors, and such labourers as live on the company's premises. Officers are, of course, provided with bungalows. The houses provided for clerical staff have generally three living rooms 12'×10' with a kitchen, store room, bath room and lavatory. Unmarried clerks, etc., and labourers who live on the premises are housed in barracks consisting of rooms measuring approximately 12'×10'. Not more than two in the case of clerks, etc., and not more than three in the case of labourers who live in the barracked rooms.

84. Company provides housing for those who need it.

85. Rent free.

86-87. Do not apply.

88. (a) Football and Hockey but few participate.

(b), (c) and (d) nil.

89-90. No.

INDEBTEDNESS.

91. Workers are advanced up to 100 per cent of their pay by the company as *mudi kharcha*.

92. Already established.

93. We make prompt weekly and fortnightly payments.

94. Yes, occasionally advances are made when recruiting labour. There are no terms.

95. Occasionally done.

96. Cannot say.

98. Where there is a large permanently settled industrial population we advocate the establishment of Co-operative Societies for giving credit facilities to the workers and at the same time preach and encourage thrift.

WORKMEN'S COMPENSATION.

99. None in factories. In mines 1935—1, 1936—4, 1937—7.
100. In one case.
- 101-102. No.

TRADE UNION.

103. No.
104. to 109. Do not arise.
110. Considered impracticable in view of the fact that labour is so casual.
- 111 to 117. Do not arise.

INDUSTRIAL PEACE.

118. None.
- 119 to 124. Do not arise.
125. Investigation made by responsible officer.
126. All do. We have no jobbers.
127. Not necessary.
128. Do not arise.
132. Regret, cannot supply.
135. Mica Act should be strengthened and stricter supervision exercised.

WAGES FORM.

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WAGES

Category of work.	January 1929. July 1929.					January July			
	No. of workers.	Wage rate. P. or T.	Monthly earnings.			No. of workers.	Wage rate P. or T.	Monthly Maximum.	
			Maximum.	Minimum.	Average.				
1	2	3	4	5	6	7	8	9	
JANUARY.			Rs. s. p.	Rs. s. p.	Rs. s. p.			Rs. s. p.	
Foremen and Mates	Men	122	T	31 4-0	11 12-0	17-4-0	24	T	23 7 0
Skilled	"	132	T	31 4 0	11 12 0	17 11 0	57	T	23 7 0
Miners	"	2,106	T	18 12 0	10 15 0	13 9 0	558	T	14 1 0
Unskilled	"	319	T	12 8 0	7 10 0	9 11 0	364	T	10 15 0
Uperschella workers	"	926	P	45 0 0	9 4 0	16 18 0	80	P	25 0 0
Mine Mica Cutters	"	132	T	15 0 0	9 0 0	11 4 0	103	T	13 2 0
Ditto	"	644	P	16 14 0	6 12 0	12 8 0	550	P	14 1 0
Dump Mica Cutters	"	113	P	15 2 0	10 2 0	12 10 0	...	...	...
Do. Sorters	"	...	...	...	...	...	...	...	...
Surface workers	Women	186	T	7 12 0	4 4 0	5 7 0	15	T	6 4 0
Mine Mica Cutters	Boys	76	P	7 1 0	2 8 0	4 5 0	72	P	5 10 0
Dump Do.	"	81	P	7 10 0	5 1 0	6 5 0	...	...	...
JULY.									
Foremen and Mates	Men	53	T	31 4 0	11 12 0	17 4 0	27	T	23 7 0
Skilled	"	63	T	31 10 0	11 12 0	17 14 0	53	T	24 0 0
Miners	"	963	T	19 2 0	10 2 0	13 9 0	653	T	14 8 0
Unskilled	"	112	T	13 0 0	6 12 0	9 12 0	356	T	11 8 0
Uperschella Workers	"	526	P	31 4 0	9 6 0	12 2 0	...	...	...
Mine Mica Cutters	"	75	T	15 0 0	9 0 0	11 4 0	59	T	13 2 0
Ditto	"	349	P	16 6 0	10 2 0	12 0 0	455	P	14 1 0
Dump Mica Cutters	"	235	P	11 12 0	10 2 0	11 0 0	...	...	...
Surface workers	Women	27	T	6 0 0	4 4 0	5 9 0	11	T	6 8 0
Mine Mica Cutters	Boys	72	P	7 1 0	2 8 0	4 5 0	64	P	5 10 0
Dump Do.	"	120	P	5 14 0	4 4 0	4 10 0	...	...	...

ORM.

1933.		January 1933.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1932.		No. of workers.	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Rs. s. p.	Rs. s. p.			Rs. s. p.	Rs. s. p.	Rs. s. p.			
8 7 0	12 7 0	143	T	28 2 0	11 13 0	17 11 0	...	...
8 7 0	12 4 0	202	T	28 2 0	11 13 0	18 2 0	...	...
6 12 0	9 1 0	1,179	T	16 14 0	10 15 0	13 7 0	...	...
4 4 0	7 0 0	650	T	10 15 0	7 10 0	9 5 0	...	...
9 6 0	10 15 0	871	P	18 4 0	6 4 0	11 7 0	...	...
8 0 0	9 6 0	78	T	15 15 0	11 4 0	12 0 0	...	...
2 9 0	7 15 0	338	P	18 12 0	6 12 0	12 11 0	...	...
...	...	68	P	27 0 0	6 4 0	15 8 0	...	...
...	...	15	T	18 0 0	6 8 0	9 12 0	...	...
4 11 0	5 7 0	49	T	7 13 0	4 4 0	5 18 0	...	...
1 11 0	3 7 0	76	P	8 0 0	1 11 0	4 6 0	...	...
...	...	7	P	4 4 0	3 6 0	3 13 0	...	...
8 7 0	12 7 0	101	T	28 2 0	11 13 0	17 11 0	...	...
8 7 0	12 7 0	149	T	28 2 0	11 13 0	18 2 0	...	...
6 12 0	9 5 0	700	T	16 1 0	11 0 0	13 4 0	...	...
4 4 0	7 1 0	323	T	11 8 0	7 10 0	9 6 0	...	...
...	...	1,016	P	25 0 0	6 4 0	11 6 0	...	...
8 0 0	9 6 0	43	T	15 15 0	11 4 0	12 0 0	...	...
3 6 0	8 6 0	223	P	18 12 0	6 12 0	13 8 0	...	...
...	...	78	P	20 4 0	6 4 0	13 13 0	...	...
3 6 0	4 11 0	39	T	8 0 0	4 4 0	6 14 0	...	...
1 11 0	3 7 0	50	P	8 0 0	1 11 0	4 5 0	...	...
...	...	13	P	4 4 0	3 6 0	3 13 0	...	...

Replies to the general questionnaire by the Bihar and Orissa
Mica Association, Post Office Jhumri-Telaiya.

NATURE AND RECRUITMENT OF LABOUR.

1. It refers to the Individual mine and factory owners.
2. 99 per cent of them are permanently settled in the industrial areas.
3. 99 per cent of the workers live in their village homes.
4. Thanas Barhi, Chauparan, Itkhori, Kodarma, Jainagar, Dhanwar, Jamua, Gawan, Satgawan, Giridih, Bengabad, Pirtand and Dumri of Hazaribagh district, and certain adjoining Thanas of Nawadah and Jamui subdivisions of Gaya and Monghyr districts respectively.
5. They frequently go from one place to another. It is very difficult to check unless there is uniform wages and facilities.
6. It refers to individual person.
7. Workers are recruited through *Sirdars*, directly and voluntarily. No commission or salary is paid for this particular work. But some advance money is to be paid to them which is called "Dadan". *Sirdars* have influence over them and the workers generally move according to their directions.
8. The direct system is preferable as otherwise the workers do not possess any freedom and have got to pay something in coin or kind to them.
- 9—11. It refers to individual parties.
12. It is not desirable or feasible.
13. For extra works. It is very difficult to give any estimate as it depends entirely on demands. The proportion is generally normal.
14. Very seldom.

CONDITION OF EMPLOYMENT.

- 15—16. Practically none.
17. There is no system of graded promotion in any firm.
18. Substantial compensation for unjust removal.
19. The system is no work no pay. No allowance is paid.

20. No.
21. No maternity leave.
22. Nothing of the kind.
23. Two days each in Durga Puja, Basant Puja, Holi, Chhat and Tilshankrant and without wages.
24. No.
25. Does not arise.
26. Wage-cut, fine and dismissal.
27. All facilities to prove his innocence.
28. It refers to the parties concerned.
29. Yes.
30. Refers to individual parties.
31. Without pay.
32. Proportion to the allotted working hours.
33. It is not known to us.

HOURS OF WORK.

34. Generally 8 hours.
35. In factory generally one shift. But in mines 2-3 shifts, at interval of 8 hours, in all cases. No shorter period of work on Saturdays.
36. In some works once in a week, some at fortnight, and some once in a month, all without pay.
37. It is practicable and also desirable.
38. Yes, in some cases. It is calculated in the process of daily hours.
39. In cases of sorters and packers, and splitters. Rates are according to each worker's wages. But in the case of the splitters it is according to the contract rate per seer.
40. No.
41. It refers to individual.

CONDITION OF FACTORIES.

42. There is no such system.

43. Particular care is taken according to the Mining Act. There being no Factory Act is enforced here.

44. Yes.

45. Both women and men are allowed to work together, even with sucking children in unsanitary and ill-ventilated places.

46. It should be enforced according to the nature of the work of such factories.

47. As the Act is not enforced here it is very difficult to state the defects and its violation.

48. Yes, most drastically.

WAGES.

49. This is supplied by individual.

50. No.

51. In both cases living wages must be paid and for the overtime work it should be at least 50 per cent more.

52. Shorter by couple of hours only.

53. It is desirable that all wages be on monthly basis. It will increase the efficiency and stability of the labour force.

54. Generally weekly and fortnightly.

55. It is not possible for us to supply.

56. In case of slump in the business.

57. Nothing of the kind.

58. For the individual to answer.

59. Yes, living wages.

60. According to the nature of work.

61. Scheduled living wage.

62. Yes, according to the local condition, living and prices of foodstuff.

63. Gradation.

64. Effect will be encouraging, efficient and industrious.

65. Certainly.

RATIONALISATION.

66. No.
 67. Good.
 68. The mica industry is helpless in the matter.
 69. It is not feasible in this industry.

WELFARE WORK.

- 70-71. No.
 72. (a) One district board and Government aided dispensary and hospital at Kodarma, (b) nil, excepting Messrs. F. F. Chrestien and Company, Limited, who have got a dispensary for their own employees, (c) Nil. No. All big mine-owners must appoint a doctor with the minimum qualification of L.M.P. and a dispensary with emergency beds.
 73. Does not arise.
 74. No.
 75. Malaria, Typhoid, Pneumonia and accidental, also Cholera.
 76. Yes.
 77. No.
 78. (a), (b), (c). No.
 79. Practically nil, excepting a well.
 80. No.
 81. Yes.
 82. Yes, same as in the coalfield.
 83. (a) nil, (b) nil, (c) nil, (d) straw or leaves thatched low, very small rooms where numerous persons huddled together.
 84. No. Meagre portion with temporary sheds.
 85. No rent is charged.
 86. Nothing.
 87. No.
 88 (a), (b), (c), (d) Nothing.
 89. No.
 90. No, nothing.

INDEBTEDNESS.

91. To the extent of the wages earned. Nil. It is a most notorious practice that the employers themselves are the shopkeepers, directly or indirectly, and charge practically the double price for most ordinary foodstuffs.
 92-93. Yes.
 94. Yes, without any terms. But very small amount to keep them in service.

95. No.

96. The exaction of the money-lenders will be greatly diminished and the credit position of the workers will automatically be increased provided the country liquor shops are closed or at least removed to 10 miles away and the prices are exorbitantly increased.

97. It is now too premature to pass any opinion, as the law is not yet in operation.

98. Yes, for better food-supply and other materials and to teach them the interest of co-operation.

WORKMEN'S COMPENSATION.

99-100. It is to the individual to answer.

101. The enquiry must be thorough and impartial, and the system of payment be more easier and direct as far as practicable.

102. Yes.

TRADE UNION.

103. No.

104 to 109. Nil.

110. Yes, for good concerted action on co-operation for common and general interest.

111—115. Nil.

116. Good, yes.

117. There is no trade union in this area, so, the question does not arise.

INDUSTRIAL PEACE.

118. Practically nil.

119—125. Do not arise.

126—127. No, nil.

128. Yes, on the line it has been sanctioned to the Bengal Chamber of Commerce, Calcutta.

129. Not known.

130. Yes, if honest set of men be available.

131. Lock-out till the disputes are settled.

132. It concerns to individual firms.

133. By the employers.

134. Various improvements and amendments are required which is not possible to describe here elaborately until and unless these are thoroughly studied.

**Replies to the questionnaire by the Chota Nagpur Mica
Syndicate, Limited, Kodarma.**

NATURE AND RECRUITMENT OF LABOUR.

1. About 500, mostly men.
3. Almost all.
4. Villages near about Kodarma.
5. Very few leave. Men now at work have been doing so for years.
7. Directly by management.
8. Direct.
11. No.
12. Not necessary.

CONDITIONS OF EMPLOYMENT.

23. Almost all are primarily agriculturist and keep away for months during the rains and other seasonal festivities. Work remains closed one day in every week. On all major local festivals work remains closed.

26. Disciplinary action is taken only when the offence is grave or persistent.

27. Yes.

28. Not allowed to work.

32. Only if persistent, a worker is not allowed to work for the day.

HOURS OF WORK.

34. Eight hours shift. No, actually not more than 6 or 6½ hours work is done in an eight-hour shift.

35. One in factory and two in productive mines.

37. Earlier start is made during winter.

38. No. Strictly one shift work.

41. Nil.

CONDITIONS IN FACTORIES.

42. The work is of such a nature that this is an improbable contingency. There has been no major accident in 10 years.

44. No.

WAGES.

54. Fortnightly. Usually within 10 days. As labour seems quite satisfied no change is necessary; weekly payment will involve good deal of extra work.

56. None whatever.

59. Yes, if labour develops elementary sense of responsibility which is entirely absent now. If minimum wage is established it should be strictly enforced, otherwise the unscrupulous employer will profit at the expense of the honest employer. Strict enforcement will be extremely difficult at the present stage and due regard should be paid to this before any attempt is made to establish minimum wage.

WELFARE WORK.

72. Special arrangement with hospital and first aid equipment at mines.

73. Nil.

79. Cold water is supplied throughout the working period.

83. Clean, well ventilated and rent-free *pucca* quarters were erected for labour but they could not be induced to stay in these quarters. Workers here prefer to walk 10 miles daily rather than leave their homes and stay in first class quarters provided for them.

INDEBTEDNESS.

91. They seem to enjoy good credit. This company maintain a store from which labour can obtain supply on credit. Labour pay no more than they have to do to obtain supply from local shopkeepers. The company makes no profit whatsoever from stores.

94. Only in deserving cases advances are made and the amount is realised by instalments from earnings, without interest.

WORKMENS COMPENSATION.

99. Nil.

101-102. No.

TRADE UNION.

There is not the slightest desire on the part of labour to establish trade unions and no attempt should be made to form a trade union on grossly illiterate labour other than by education of the workers themselves. We are not overstating the case when we say that a large number of labour cannot even calculate their own earnings.

INDUSTRIAL PEACE.

This industry has been singularly free from strikes. There has been no major strike during the last dozen years.

**Replies to the questionnaire by Bishwanath and Company,
Giridih (Hazaribagh).**

- | | | |
|----------------------------|-----|-----|
| 1. Total number of workers | ... | 15 |
| Officers | ... | 2 |
| Workpeople—Men | ... | 12 |
| Woman | ... | ... |
| Children | ... | 1 |
2. (a) All are permanently settled.
3. All live in their own homes.
4. From four miles and near.
11. No notice.
13. Decreasing.
15. No Service Rules.
20. Leave granted at his will.
23. On Sundays and festival holidays.
32. If he comes late he is not allowed to work on the very rate.
35. One shift only.
37. No.
54. Weekly wages are paid to the coolies and monthly to officers.
83. Two big verandahs.
84. Sufficient accommodation.
94. Paid in advance and deducted in pay.